



The Development Initiative Ltd

Communication on Progress: November 2020 - November 2021



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Section 1 Communication on Progress, November 2020 – November 2021

1.1 Message from the Managing Director

November 2021

Dear Stakeholders,

Once again, I am pleased to confirm TDI's support for the Ten Principles of the United Nations Global Compact in the areas of:

- › Human Rights,
- › Labour,
- › Environment and
- › Anti-Corruption.

TDI strives to follow sustainable business practices as much as reasonably possible. The United Nations seventeen sustainable development goals and the ten principles of the Global Compact are instrumental to our policy documents.



In this second annual Communication on Progress, (which covers the reporting period November 2020 – November 2021), we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We will share this information with all of our stakeholders using the company's primary channels of communication, including the website and social media pages.

Sincerely yours,

Mr. Hugh Morris
Managing Director



1.2 About TDI

TDI's vision is unique; 'to clear the way for business and people.' At its heart, TDI strives to improve the quality of life of affected communities by mitigating the threat of explosives. Explosive devices destroy livelihoods, environments and a country's development and as a company, TDI is committed to reducing the worldwide footprint of these items.

Founded in 2005, TDI works with multinational companies, governmental and non-governmental organisations to improve the livelihood of individuals. Since its establishment, the company has successfully completed over eighty projects in some of the world's most hazardous and challenging countries. All of our work is underpinned by thorough quality assurance systems, certified by ISO9001:2015 and based on the International Mine Action Standards (IMAS).

Sustainable thinking is firmly embedded at the core of TDI. The company's sustainability strategy aligns with the following underlying principles of its business agenda:

1.1.1 Highly Skilled Staff

TDI employ personnel from over 35 countries worldwide. Our team is diverse with a wealth of practical experience gained in multiple theatres including Cambodia, Bosnia, France, Kosovo, Lebanon, Laos, Mali, Nepal, Somalia, South Africa, South Sudan, United Kingdom and Zimbabwe. TDI is an equal opportunity employer and is dedicated to building a culturally diverse community. As an organisation, TDI particularly encourages applications from women and minorities.

1.1.2 Stringent Quality and Safety Standards

TDI constantly strives to provide the highest quality of service in the mine action industry. TDI approaches each project with a rigorous set of key performance indicators and actively encourages independent benchmarking and customer feedback. A strong commitment to Health, Safety and the Environment (HSE) is a top priority for TDI.

1.1.3 Flexible and Tailored Operational Solutions

All TDI projects are approached with flexibility and are individually tailored to each client's requirements and the operational environment. The headquarters of each project provide continuous support to the teams in the theatres in which we operate, ensuring quality of service is guaranteed at all times.

1.1.4 Local Community Development

Community development is always top of mind for TDI. Where possible, TDI staff use their experience to build local capacity through skills imparted by training, employment opportunities and improving local resources through small, sustainable projects.



1.3 Human Rights

TDI supports the following principles on human rights:

- › **Principle 1:** *Businesses should support and respect the protection of internationally proclaimed human rights; and*
- › **Principle 2:** *make sure that they are not complicity in human rights abuses.*

TDI is committed to conducting business in a manner that preserves and respects human rights. All TDI staff, male and female, have the right to work in a safe and discrimination-free environment. Our commitment to respecting human rights is reflected in our Code of Conduct, Staff Handbook, and all interactions with our staff, clients and suppliers.

In all policies and the implementation of operations, TDI strives to provide men, women, boys and girls in the theatres in which we operate with safer and better living conditions and equal opportunities. All personnel receive recognition within the company without prejudice towards gender, race, ethnicity, religious affiliation, nationality or sexual orientation.

The ethical performance of TDI is the sum of all of those who work under its name. TDI has a zero-tolerance policy towards human rights infringement, sexual, physical and mental abuse, sexual trafficking, forced labour, the misuse of private information and whistleblowing

1.1.5 Implementation

When joining TDI, all personnel are given a TDI Staff Handbook and Code of Conduct. During pre-mobilisation, all staff are informed of TDI's channels to report human rights infringements and gender related issues. The first point of contact is the Project Manager, however, if any member of staff witnesses a human rights infringement and wish to make a report anonymously, they are encouraged to use the Constellis hotline, belonging to our parent company.

As TDI is a United Nations (UN) pre-qualified vendor, all headquarters staff completed the UN introduction to gender and diversity course. Contract staff are encouraged to complete this course since they work with men and women on a daily basis. All personnel are expected to adhere to the values of TDI, respecting the rights, race, gender and religious associations of their colleagues and those that they meet during TDI operations.

All TDI personnel are required to uphold the following directives:

- › Obey all equal employment opportunity laws and act with respect and responsibility towards others in all of their dealings.
- › Be aware of any religious or cultural customs and practices, and to ensure that such customs are respected at all times whether on or off duty.
- › The ethical performance of TDI is the sum of the behaviour of the men and women who work under its name. All staff are expected to adhere to the highest standards of personal integrity at all times.

1.1.6 Measurement of Outcomes



When operating under the TDI name, human rights infringements and abuses are not accepted. The tally below highlights how TDI monitors and evaluates its performances regarding human rights: We apply the same commitment to human rights with our staff and to our suppliers.

- › A quarterly review and audit of business practices conducted by senior management to ensure that there are no human rights infringements or unethical business practices taking place.
- › Number of human rights infringements: TDI has an ethics hotline that staff can call which will open a formal investigation into any human rights abuses or harassment. During the period of November 2020 – November 2021, no incidents have been recorded.
- › Number of whistleblowing incidents: TDI operates in an open and fair environment. No whistleblowing incidents have been recorded during this reporting period.
- › Number of staff who have acknowledged and signed the TDI Staff Handbook and Code of Conduct: 779



1.4 Labour

TDI supports the following labour principles:

- › **Principle 3:** *Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;*
- › **Principle 4:** *the elimination of all forms of forced and compulsory labour;*
- › **Principle 5:** *the effective abolition of child labour; and*
- › **Principle 6:** *the elimination of discrimination in respect of employment and occupation.*

TDI is committed to supporting and protecting the health, safety, welfare, security, and dignity of every worker in our operations, consistent with local laws and international standards in the theatres in which we operate. We prohibit any forms of child labour, forced labour, human trafficking and slavery.

As a company, TDI supports the labour principles detailed in the United Nations Global Compact and recognises that everyone should be treated with dignity and respect. At TDI, we honour each other's differences and strive to ensure that no employee is discriminated directly or indirectly on the grounds of gender, religious beliefs, ethnicity, race or sexual orientation. These grievances are highlighted in the TDI Staff Handbook and Code of Conduct.

1.1.7 Implementation

As an international company, TDI has a moral and legal duty of care for the health, welfare and safety of its employees. TDI management go to great lengths in creating a safe and secure work environment for its employees to minimise the risks that they are exposed to daily.

All employees are informed of the anti-discrimination measures in place when they join TDI. Each member of staff is provided with a TDI Staff Handbook and Code of Conduct, detailing the behaviour expected of them when working under the TDI name. Furthermore, all contracts of engagement detail the expected behaviour when working for TDI. These expectations extend to interacting with colleagues, community members in the theatres in which the company operates and personnel from other corporate organisations, including TDI's competitors.

In light of the ongoing pandemic, many of the TDI headquarters staff have transitioned to working from home. Although this is not always possible with field-based employees, TDI is flexible and has made provision for those roles that can continue in the employee's home country with little disruption to the project. Suitable quarantine facilities and protective clothing has been provided to all staff in the field. As time progresses, TDI employees are aware of the hygiene protocols in place and know what precautions to take. A COVID standard operating procedure policy document was drawn up to help guide management as the pandemic has progressed to ensure that operations continue as smoothly as possible.

1.1.8 Key Focus: Diversity and Inclusion

TDI is dedicated to gender diversity and inclusion. TDI makes every effort to reflect this dedication in all policy documents, marketing material and communication channels. Whilst the company takes reasonable steps to train and inform staff on its expectations, all employees have a duty to respect the rights of their colleagues and other individuals, and to not discriminate or harass other members of staff. When joining TDI, personnel are encouraged to



complete the following courses:

- › Prevention of Sexual Exploitation and Abuse (PSEA)
- › Introduction to Gender and Diversity in the Mine Action Industry
- › BSAFE Training

In addition to the above courses, TDI field personnel undergo gender awareness training during mobilisation. Refresher training is provided every 3 months thereafter. When operating in international countries, TDI ensures that a country's labour laws are followed and all wage brackets are adhered to.

1.1.9 Measurement of Outcomes

The tally below highlights how the company evaluated its performance regarding labour principles during this reporting period:

- › Number of staff who have completed PSEA and BSAFE training: 779
- › Number of women employed by TDI: 64
- › Number of local national staff employed on TDI contracts: 343
- › Supply chain management: there has been no record of labour violations with the third-party suppliers that TDI works with.



1.5 Environment

TDI supports the following environmental principles:

- › **Principle 7:** *Businesses should support a precautionary approach to environmental challenges;*
- › **Principle 8:** *undertake initiatives to promote greater environmental responsibility; and*
- › **Principle 9:** *encourage the development and diffusion of environmentally friendly technologies.*

TDI is committed to mitigating any possible negative environmental impact that may occur because of operations. We strive to minimise our environmental footprint by preventing pollution and implementing practices to promote sustainability. TDI's environmental management policy follows the guidelines of ISO 14001 and IMAS 10.70, with a particular focus on the 12th sustainable development goal; "responsible consumption and production."

1.1.10 Implementation

TDI works in countries all over the world and is committed to environmentally friendly operations. Releasing land from explosive contamination for its productive use in the future is the core of our work. TDI

Although we do leave a small carbon footprint during project mobilisation, TDI tries to limit any further negative effects on the environment. Each project has environmental initiatives that are implemented as much as reasonably possible. Furthermore, our staff are encouraged to be environmentally conscious and this is stipulated in the Staff Handbook when they join TDI.

Protection of the environment is reinforced by our environmental policy. The company's environmental management approach is based on a commitment to Health, Safety and the Environment (HSE). TDI focuses on the reduction of consumption at the project and corporate level through the following initiatives:

1.1.10.1 Regulated Power Supply

As part of its commitment to environmental sustainability, TDI strives to utilise solar power wherever feasibly possible. Installing solar generated power at a project level and not relying on the national grid has been challenging due to the constant need for regulated power to run operations. However, in an attempt to tackle this challenge, the development of hybrid solar power systems, which prioritise the use of solar and only use generators during peak loads, has created a viable alternative.

1.1.10.2 Waste Management

Waste generated at project and corporate level is managed with the least repercussions to the environment as much as possible. Recycling is encouraged throughout TDI with information on these efforts communicated regularly to employees. Recycling bins are clearly marked and placed in easily accessible locations. At a project level, local companies and individuals recycle used oil and tyres. Under no circumstances are used tyres burnt during field operations. TDI ensures that emergency plans are in place should an accidental spill occur whilst handling oils during an oil change. All oil and tyre changes are conducted at each project's headquarters where access to available emergency services is readily available should it be required.



1.1.10.3 Water Supply

Water is often a scarce resource in the theatres in which TDI operates so all staff are instructed to use this resource carefully. All TDI camps take into account the siting of shower and ablution facilities as well as kitchen amenities. Greywater is a beneficial resource, especially during times when the natural water supply is limited. Aside from the obvious benefits of conserving water and not relying completely on the use of boreholes, greywater systems afford TDI camps water for irrigation for surrounding gardens.

To combat environmental pollution and limit single-use plastic water bottles, TDI uses LifeStraw community water purifiers on many of its projects. Whilst operating in harsh conditions, LifeStraw makes water safe to drink, transforming microbiologically contaminated water into safe, potable drinking water.

1.1.10.4 Climate Wise

TDI are aware of the risks of climate change and joined Climate Wise in 2020. Climate Wise supports several charities, intergovernmental and non-profit organisations to address the increasing effects of climate change. Since joining Climate Wise, TDI donations have offset 167 tonnes of carbon dioxide which is equivalent to 15,140 trees planted and enough to offset over 813,140 miles travelled in a typical family car.

1.1.11 Measurement of Outcomes

TDI has implemented the following measures to ensure sustainable business practices are followed as much as possible:

- › 1.5-kilowatt solar power system installed at TDI's headquarters
- › Hybrid solar power system installed at the TDI project headquarters in Juba
- › Recycling bins provided at the TDI headquarters
- › Recycling bins provided at the project headquarters in Abyei
- › Greywater systems implemented on the maintenance and IED projects in Mali
- › Solar geysers installed at the TDI headquarters, maintenance and IED projects in Mali and the Route Clearance Capacity project in South Sudan



1.6 Anti-Corruption

TDI supports the following principle on anti-corruption:

- › **Principle 10:** *Businesses should work against corruption in all its forms, including extortion and bribery.*

TDI's commitment to the principles of ethical business is well established and we are proud of our reputation as a business that adheres to the highest of ethical standards. All of our business is conducted in compliance with the provisions of applicable anti-corruption legislation, most notably the Foreign Corrupt Practices Act in the United States and the United Kingdom's Bribery Act of 2010. As a Constellis Inc. company, TDI is further bound by the anti-corruption policies of that well established group, which are themselves, extensive and govern every aspect of their business.

1.1.12 Implementation

As part of the company's commitment to ethical business practice, the company includes its commitment statement to corruption free practices in its staff handbook, which is a mandatory reading document for all staff, and which outlines exactly what behaviour is expected. In addition to this, the TDI contract of engagement explains in clear and precise language the company's commitment to corruption free business and that any attempt to solicit a bribe or conduct unethical business practice is considered to be a dismissible offence that will result in immediate termination of contract.

Moreover, the company has an anonymous tip line to which any suspected fraudulent activity can be reported to an independent unit within the company that will immediately and robustly investigate any potential wrongdoing. The company regularly carries out internal audits of its own processes to ensure compliance throughout and our finance department scrutinise all transactions on a weekly basis - spend limits ensure that no untoward payments over a nominal amount could be made and the company has submitted an annual audit carried out by PwC every year since its inception.

1.1.13 Measurement of Outcomes

We are confident that our team of professionals have the skill sets to get the job done without the need to engage in corrupt activities and we are immensely proud of track record in incident free operations over the last 16 years. The tally below highlights how the company monitors and evaluates its performances regarding anti-corruption during this reporting period:

- › No breach of policy has been recorded during this reporting period;
- › No reports of corruption have been reported to our head company, Constellis;
- › Senior management conduct internal checks and reviews every quarter to ensure that no unethical business practices take place that would breach TDI's policy on anti-corruption.