



United Nations Global Compact

**CHEMONICS INTERNATIONAL'S
COMMUNICATION ON PROGRESS**

JANUARY 2022

“

The past two years have certainly tested us all, but I firmly believe that we can continue to achieve sustainable change as long as we continue to be guided by our commitment to our mission and our values of caring, excellence, innovation, integrity, and opportunity. ”

Jamey Butcher
President and CEO



When I look back on 2021, I am humbled and inspired by the many ways our staff, partners, and the communities we serve around the world have continued to adapt and innovate to advance our mission. As we were tested with the continued pandemic, growing international conflicts, climate change, and other challenges, the 10 principles of the United Nations Global Compact and the Sustainable Development Goals have become more important than ever. They provide a shared understanding for how we can all respond to the dynamic nature of our world in a way that furthers our shared goals and reflects our shared values.

I am proud of the many improvements we have made this year in how we work and how we live our values. In the areas of diversity, equity, and inclusion, we were listed among the “Best Places to Work for Disability Inclusion” by DisabilityIN and earned the “Best Places to Work for LGBTQ Equality” designation by the Human Rights Campaign. Our “Count Me In” campaign encouraging staff to feel comfortable disclosing and being their full selves at work doubled our disability self-identification. I am particularly proud of those efforts because I truly believe that our

diversity is our greatest strength. We have also made great strides in our own corporate environmental sustainability. Our new Washington D.C. corporate office, which will open in 2022, has been designed to integrate green building strategies, environmentally responsible practices, and efficient resource use throughout the building. The building’s exterior meets the criteria for LEED Gold certification, and the interior will achieve LEED Silver certification.

I am also proud of our continued commitment to the safety and wellbeing of our staff around the world. In 2021, from the continuing challenges of COVID-19 to political upheavals in Afghanistan, Sudan, and Ethiopia to natural disasters in Haiti, we endeavored to provide the physical, emotional, and financial foundation that allows those facing crisis to focus on their own wellbeing and that of their families and communities.

The past two years have certainly tested us all, but I firmly believe that we can continue to achieve sustainable change as long as we continue to be guided by our commitment to our mission and our values of caring, excellence, innovation, integrity, and opportunity.

Best,

Jamey Butcher
President and CEO

About Chemonics

Chemonics is a leading international development consulting firm. In more than 80 countries, our 4,400 local development professionals work to realize a healthier, more prosperous, and peaceful world.

The complexity of development challenges necessitates collaboration. Chemonics brings together the right capabilities, technical expertise, and people to deliver, whatever the challenge. We approach every situation with a collaborative and open mindset, co-constructing knowledge and projects with the communities, governments, and organizations with which we work. Our partnerships are built on a shared sense of trust, accountability, and purpose. As an employee-owned business, Chemonics incentivizes transparency, integrity, and equity. We create an inclusive space for all our employees and extend this culture of inclusion into our work.

Since our founding in 1975, we have worked in more than 150 countries to help our clients, partners, and local communities take on the world's toughest challenges. Today, we reimagine global supply chains to deliver essential medicines to the right place at the right time. We take

a promising new way of powering a village in Kenya and adapt it to a village in Colombia. We embrace project management as a discipline, not an afterthought, so our clients get maximum impact for minimum risk. And we think big, about applying lessons learned across all our projects, about bridging the gap between segregated technical fields, and about forging partnerships that unite the world's best minds to solve its toughest problems.

We know that real change comes from a workforce rooted in the communities we serve, with the passion, skills, and local knowledge of our staff underpinning the quality of our delivery. Our global network shares an unwavering resolve to work better, driven by a conviction that the world must be better. We're one of the world's leading partners in international development, because where Chemonics works, development works.

HOW THE UN GLOBAL COMPACT PRINCIPLES INFORM OUR WORK

Chemonics incorporates the UN Global Compact's Ten Principles into our business strategies, policies and procedures, and culture of integrity. We codify these commitments as the Chemonics Standards of Business Conduct, called Living Our Values, as well as corporate-office and project-office policy manuals that guide our work internationally.

We apply our Standards of Business Conduct to the way we serve our clients, partners, and

stakeholders around the world. These 10 fundamental principles apply to all employees worldwide, the Board of Directors, consultants, authorized representatives, and all others acting on behalf of the company. Additionally, we encourage stakeholders to hold us to these expectations. The company expects everyone who represents its interests to strictly observe the laws of countries in which we work.

This Communication on Progress details the specific actions and activities taken from January 9, 2021, to January 8, 2022.

Our Progress Toward Meeting the Sustainable Development Goals

As an organization committed to global development Chemonics is guided by the Sustainable Development Goals (SDGs). We track the work of our projects and report annually on how they contribute to meeting the SDGs. Our data indicates that we are contributing to all 17 SDGs. This infographic shows some of our achievements from 2020.

This progress is made possible by key partnerships with organizations, such as the US Agency for International Development, the UK Foreign, Commonwealth & Development Office (FCDO), and The Global Fund.



SDG 3

GOOD HEALTH AND WELL-BEING

In Bangladesh, **1,150,000 women received affordable maternal healthcare** because of the Advancing Universal Health Coverage Activity.



SDG 4

QUALITY EDUCATION

The Literacy Enhanced Across Rwanda Now project supported **nearly 1,300,000 children to access a quality primary education.**



SDG 5

GENDER EQUALITY

More than **250,000 girls are receiving access to quality education** through the Syria Education Programme. The program caters to their specific learning and protection needs, building a more equal future for Syria.



SDG 7

AFFORDABLE AND CLEAN ENERGY

The South Africa Low Emissions Development Program built **12.95 megawatts of affordable clean energy generation capacity**, driving sustainable economic growth.



SDG 8

DECENT WORK AND ECONOMIC GROWTH

To aid recovery after decades of war, **we connected 164,100 rural Colombians to the financial services they need** to participate in an inclusive, stable economy.



SDG 13

CLIMATE ACTION

We helped reform environmental legislation in Guatemala, **improving the conservation of almost 320,000 hectares of biologically diverse ecosystems.**



SDG 16

PEACE, JUSTICE AND STRONG INSTITUTIONS

In Myanmar, we are **working with 94 justice sector institutions to develop a more accessible, credible, and legitimate legal system** that is accountable to its citizens.

Human Rights

Human rights are non-negotiable. Chemonics promotes human rights across all its global operations and through its programming, including in places where human rights are not always respected. We are proud to uphold the rights of our staff, partners, and the people we serve.

PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights

PRINCIPLE 2

Businesses should make sure that they are not complicit in human rights abuses

Our Standards of Business Conduct keep our approach to ethics consistent across the more than 80 countries we work in. We embed these standards through mandatory ethics training taken as part of our new staff onboarding process. All staff take annual e-training to continually reinforce awareness of their responsibilities as a Chemonics employee.

While we take great care to apply our standards consistently, we also know that some contexts require us to adapt. Each of our project teams interpret our standards according to local laws and customs. Staff then localize human rights in project policy manuals. This process allows us to apply our rigorous approach to human rights in a manner that is sensitive to the reality of the diverse communities we work in.

Chemonics takes a proactive approach to protecting human rights. We continually explore ways of improving our business conduct, aiming to uphold not only our employees' rights, but those of everyone with whom we work.



CHAMPIONING HUMAN RIGHTS THROUGH INCLUSIVE DEVELOPMENT

At Chemonics, our mission is to promote meaningful change around the world to help people live healthier, more productive, and more independent lives. People are at the heart of this mission, and we acknowledge that not all people have equal access and opportunity to participate in and benefit from our programs. We place inclusive development at the center of our programming, including by supporting diverse members of the communities we work with to be leaders and champions of sustainable change and equality.

We recognize that to truly include all people equally, inclusive development must address inequity. This can be done by identifying underlying power structures, social dynamics, and systemic inequities that might prevent individuals from actively participating in inclusive development. Implicit constraints, such as social norms or gender roles, and explicit constraints, like laws or physical barriers, can deprive individuals of power and privilege. We analyze norms and biases in the communities we work in so we can tailor equity measures to the experiences of different social groups and elevate diverse voices in program design and implementation.



Chemonics' Gender Equality and Social Inclusion Team supports our global staff to improve people's lives by placing inclusive development at the center of our work. We achieve this by fostering safe spaces and designing for equity to achieve equality and sustainable development impact. ”

Shauna Caria
Global Gender Equality and
Social Inclusion Practice Lead



PREVENTING GENDER-BASED VIOLENCE, SEXUAL EXPLOITATION, AND ABUSE

Shielding our staff, partners, and program participants from harm is essential to protecting their human rights. All Chemonics employees share the vital responsibility of preventing and reporting instances of violence, sexual exploitation, and abuse whenever they occur. We treat every complaint we receive with the sensitivity and urgency it deserves. Our team of trained investigators carefully researches each complaint to identify an appropriate response. Mandatory yearly e-training on identifying sexual harassment consolidates our staff's awareness of harmful behaviors and how to report them.

Chemonics' Gender Equality and Social Inclusion (GESI) Team works with projects to develop resources that help them identify, prevent, and reduce gender-based violence and sexual exploitation and abuse. The team works with project-level staff to assess their work plans and provides resources that help integrate and mainstream safeguarding measures. The GESI team supports designated project-level focal points to work with their leadership teams to promote and implement equitable and inclusive programming across all technical sectors. The team also ensures that projects are connected to our Office of Business Conduct, who helps them design robust safeguarding systems during inception. Their work to prevent harm in our projects supplements and reflects the work we

do internally to prevent all gender-based violence, sexual exploitation, and abuse.

In June 2021, the GESI Team held its annual "GESI Focal Point Summit" virtually. The event convenes Chemonics' global community of over 70 GESI specialists to share experiences, learning of best practices, and resources for inclusive development. It provides the opportunity to review, update, and improve our approach to safe, inclusive programming across all our programs. Our GESI community of practice also shares knowledge through internal communications platforms like Yammer.

To improve accessibility, the GESI Team hosts regional learning and adaptation sessions in Spanish, French, and Arabic, so GESI specialists can discuss topical issues in their operating languages, increasing linguistic inclusion and contextual applicability of inclusive development. Throughout 2021, the GESI Team hosted internal virtual learning events on technology and gender-based violence, digital inclusion, women's economic empowerment, safeguarding, LGBTQI+ inclusion, and disability inclusion and marked observance of key dates including International Women's Day and the 16 Days of Activism Campaign.

Chemonics is committed to partnering with the global development community to make it a safe and equitable industry. In late 2019,

we published “[Sexual Harassment, Exploitation and Abuse: A Toolkit for Building a Prevention and Response Program](#),” a resource adopted by several of our partners and other development implementers, like CARE International. In 2021, the toolkit was translated into [Spanish](#), [French](#), and [Arabic](#). All versions are available on our website.

ENSURING SAFETY AND SECURITY

Chemonics’ projects often operate in unstable and fragile environments. Our strong safety and security processes protect our staff and the communities we work with to engender change. We invest in our safeguarding systems. We hold ourselves accountable when emergencies arise. Protecting staff, partners, and the people we serve is our top priority.

If geopolitical disturbances or natural disasters affect Chemonics’ projects and staff, we provide company leadership and clear guidance on evacuating or relocating employees. Chemonics’ Executive Office makes decisions in consultation with the Global Safety and Security Department, the Crisis Management Team, and the in-country leaders of our projects.

Over the last year our robust protection systems sprang into action. We quickly set up teams to respond to crises unfolding in Afghanistan, Sudan, Haiti, and Ethiopia. We are working diligently to provide our in-

country staff with the resources and psychological support they need to recover.

We also have systems in place to respond to smaller, more isolated incidents. Our Standards of Business Conduct mandate that all employees and contractors are responsible for maintaining a violence-free workplace. Staff can report concerns anonymously through several channels and know their complaints will be acted upon. Chemonics prides itself on its culture of integrity, built on industry-leading practices for ethics and compliance.

MONITORING AND RESPONDING TO COVID-19

The COVID-19 pandemic continues to threaten and disrupt lives around the world. It is incumbent on businesses and other organizations to mitigate the pandemic’s impacts wherever they can. Chemonics’ robust safety and security systems have enabled us to stay responsive as the crisis develops.

The comprehensive [track-and-trace system](#) Chemonics established in 2020 continues to be in effect. Each of our global offices is individually responsible for protecting its staff. At the start of the pandemic every office appointed a point of contact to manage the COVID-19 tracking system. Points of contact help us tailor our support to our respective offices by providing insight on local laws and office dynamics.

Chemonics set up a COVID-19 resource page on the company's intranet site, giving employees access to a variety of resources to help them deal with the day-to-day implications of the pandemic, including mental health.

We hold virtual well-being sessions several times per month, helping staff adapt to their new way of working. The sessions consist of activities like yoga and cooking classes. They act as a way for staff to pause their work and connect with colleagues in an informal, enjoyable environment. If staff are struggling to cope with the pressures of the pandemic, we provide access

to discrete counseling services with an external provider. Additional sick leave and paid dependent care leave benefits are available to impacted staff where local labor laws allow.

Chemonics is also supporting employees who are returning to work in our corporate offices. In keeping with social distancing regulations, we are embracing a hybrid work culture. We are committed to keeping our office spaces safe while supporting staff who prefer to stay at home. High-tech audio-visual equipment in both locations includes staff in working life and culture no matter their location.

Labor

As an employee-owned company, Chemonics puts staff needs first. Our corporate structure helps ensure that staff needs and values inform corporate decision-making.



PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

PRINCIPLE 4

Businesses should uphold the elimination of all forms of forced and compulsory labor

PRINCIPLE 5

Businesses should uphold the effective abolition of child labor

PRINCIPLE 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation

Chemonics proactively champions ethical business practices. We invest in improving working conditions and eliminating inequalities. Our Ethics and Compliance Office updates and applies policies across the organization. The Ethics and Compliance Office's work is supported by a range of viewpoints, groups, and networks including our employee resource groups, the Diversity and Inclusion Council, the Human Resources Division, and the Diversity and Inclusion Team.

We provide meaningful and appropriate protections for all staff, clients, funds, property, and other assets. Our Standards of Business Conduct align with the UN Global Compact's principles on labor and ethical employment and shape our protection interventions.

CHAMPIONING DIVERSITY

Chemonics is an equal opportunity employer. Jamey Butcher, our president and CEO, is a proud signatory of the "CEO Action for Diversity and Inclusion Pledge," the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.

In 2020, Chemonics established its Standing Committee on Racial Equality. Led by our CEO, the standing committee collaborates with our existing Diversity and Inclusion Council to center the experiences of the Black community, indigenous persons, and people of color. The council identifies actionable, sustainable approaches to improving staff care, increasing engagement and learning, tackling systemic and institutional barriers, as well as supporting community outreach and activism within the communities in which we live and work.

Our influential Diversity and Inclusion Team works across the organization to make Chemonics a welcoming environment for all. The team designs and runs training sessions focused on teaching our employees how to build an inclusive culture where people feel that they belong and feel safe. The training courses cover topics such as microaggressions, unconscious bias, and inclusive communications. These workshops seek to equip staff with the tools to overcome unintentional biases and, ultimately, work toward achieving a welcoming and affirming space for all.

Chemonics understands how harmful language can be, even when its use is not intended to harm. Our communications teams work closely with the Diversity and Inclusion Team to ensure inclusive internal and external communications. In 2021, we published an Inclusive Communications Guide and a Disability Communications Toolkit.

The guides aim to improve employees' awareness of the impact of divisive language and recognition of potentially harmful language and provide accepted alternatives.

EMPLOYEE-LED CHANGE

Our six employee resource groups give staff a platform to share experiences and advocate for organizational and societal change, across the following areas of identity:

- Sexuality
- Disability
- Veteran status
- Racial, including Asian and Pacific Islander, and Black and African
- Gender

Employee resource groups have written charters and are supported by dedicated company executives. The groups also act as thought partners to solve business priorities, such as employee engagement, recruitment, and retention.

As an example of the progress that these groups foster within Chemonics, in 2021 we ranked a “Best Place to Work” on the [Disability Equality Index](#). Our disability employee resource group drove the corporate decision to sign up to the index in 2020, helping align us with best practices in disability inclusion. Our goal is to become an industry-leading place of work where disability inclusion and equality is a business priority. We are also ranked as a “Best Place to Work for LGBTQ Equality” on the

[Human Rights Campaign Corporate Equality Index for 2021](#). This means we achieved a perfect 100% rating for the second year running. Engaging with these voluntary indexes helps us hold ourselves to the highest standards of business ethics.

The Asian and Pacific Islander, Black and African, and gender-focused

resource groups were all created in 2021. As an organization we are committed to further expanding this pool until all employees feel represented.

Chemonics works with others in the development community to share our knowledge and experience, as well as learn from others. We regularly publish

CASE STUDY

Campaigning to Increase Self-Identification of Individuals with Disabilities

Disclosing a disability to your employer can be a sensitive issue. It can seem like a risk or something that may harm your career or the way your colleagues perceive you. For this reason, it is important that organizations actively foster a culture of disability inclusivity.

In 2021, Chemonics' disability employee resource group in partnership with our Human Resources Division ran a campaign called "Count Me In." Count Me In aimed to give employees the information they need to self-identify mental and physical disabilities. Self-identification allows staff to be counted and contribute to the companywide culture of inclusion and accommodation.

The campaign featured an online panel discussion attended by over 200 staff. Experts from the US International Council on Disabilities, the World Institute on Disability, and Chemonics discussed the impact of the Americans with Disabilities Act (ADA) and how we can support the rights of persons with disabilities. The disability employee resource group also coordinated with internal stakeholders to find staff willing to be filmed telling their stories about disability and inclusion. The videos were shared across the organization.

Over 7% of Chemonics' employees have now self-identified as having a disability, double the level of the previous year. This is indicative of the kind of space we are creating. Staff have entrusted us with personal information, safe in the knowledge that it will be acted on. We welcome and leverage their experiences and insights.



articles on our website and work within our industry to contribute to ever-evolving diversity and inclusion best practices.

EQUAL PAY FOR EQUAL JOBS

Chemonics promotes pay equity. We believe that achieving global pay equity will be a significant step toward a just and equal world. In 2020, Chemonics conducted a pay review for staff working across our corporate offices. The exercise collected and analyzed a vast amount of data on the salaries we pay staff. In 2021, the data was utilized to update the way we determine salaries. Chemonics is committed reviewing and improving our fair pay structure.

FAIR RECRUITMENT

Annually, we complete an affirmative action plan to analyze staff members in terms of sex, race, and gender, informing the work we do toward achieving equal representation. Across all offices and opportunities, we recruit, hire, train, and promote people without regard to race, color, religion, sex, national origin, political affiliation, sexual orientation, gender identity, marital status, disability, protected veteran status, genetic information, age, or other legally protected characteristics.

This year we began posting job opportunities on over 600 different websites that cater to diverse applicants. A diverse workforce



Chemonics is a truly global organization. We work hard to foster an environment where employees of all backgrounds can thrive. ”

Selam Tewelde
Human Resources Business Partner



opens us up to the experiences and viewpoints needed to fight all forms of injustice.

STANDING AGAINST MODERN SLAVERY

Protecting the safety, security, and well-being of our staff, partners, and the people and communities we work with is our foremost priority. Chemonics' safeguarding systems are anchored by a strong organizational culture of integrity, a comprehensive code of conduct, and industry-leading practices for ethics and compliance.

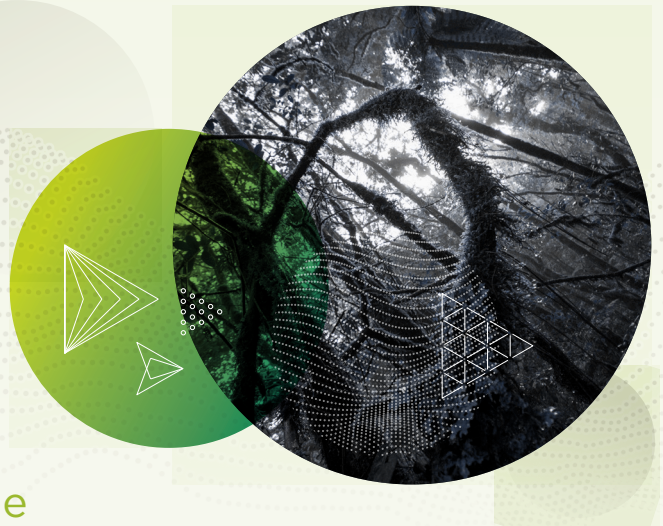
Chemonics recognizes that modern-day slavery can take many forms, including the trafficking of people, forced labor, servitude, and slavery. We take our labor responsibilities seriously. In June 2019, Chemonics published a statement on Modern Day Slavery and Anti-Human Trafficking, which demonstrates how we prevent, identify, and stop slavery and human trafficking in the organization and in the supply chains within which we operate. The statement is updated annually, most recently in November 2021, to communicate our ongoing work in this area. It is accessible [via our website](#).

Chemonics abides by stringent, non-negotiable standards and procedures related to child welfare and protection. We employ only people over the age of 18, and we consider child safeguarding in project planning and implementation. We actively mitigate the risk of child abuse, exploitation, and neglect in our projects. All employees, consultants, subcontractors, and grantees sign anti-trafficking and child safeguarding clauses that prohibit employees and consultants from engaging in child abuse, exploitation, or neglect. All employees are required to report potential incidents of child abuse, neglect, and exploitation to the Office of Business Conduct for investigation and appropriate action, up to and including termination of employment.

We are committed to rooting out all forms of child abuse, child labor, and other forms of exploitative and unethical treatment of employees and people engaged in our programs. We use the UK government's Modern Slavery Assessment Tool to work with our suppliers to understand the potential risks in our supply chains better. The tool allows us to improve protections for workers.

Environment

Environmental sustainability and climate action underpin Chemonics' mission to help people live healthier, more productive lives. We are committed to doing all we can to help overcome the worsening climate crisis. Our commitment to the environment goes beyond regulatory compliance, guiding the decisions we make day-to-day.



PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges

PRINCIPLE 8

Businesses should undertake initiatives to promote greater environmental responsibility

PRINCIPLE 9

Businesses should encourage the development and diffusion of environmentally friendly technologies

Chemonics' Corporate Environmental Sustainability (CES) Department is responsible for guiding our progress toward systemic corporate environmental sustainability. The department crystalizes our commitment to sustainability, providing company-wide technical support to facilitate and measure climate-positive change.

From the [Amazon Alive Activity](#) to the [SERVIR and Climate Services Support Activity](#), Chemonics runs several innovative climate action projects. Working across a wide variety of technical areas, we proactively share lessons and science-informed climate information, while bolstering the capacity of communities to address climate vulnerabilities and risks and build more resilient livelihoods.

In early 2021, Chemonics launched a climate change thought leadership campaign. The campaign aims to advance the development industry's knowledge and learning in key areas. These include natural climate solutions, curbing climate-induced migration and conflict, and

championing data-driven decision-making and policy reform based on comprehensive climate information. The campaign shares learning and successes from our climate adaptation and mitigation projects, as well as our technical expertise. We do so in several ways, including panel presentations, articles, and videos featuring our climate and environment experts. It represents our desire to be part of the wider conversation around climate, and to help find workable solutions that facilitate climate-resilient development and Net-Zero emissions economies.

WORKING TOWARD A GREENER FUTURE

This year Chemonics has been collecting comprehensive data on our environmental impact. In September 2021, we retained a third party to independently audit our corporate operations for sustainability and environmental impact. Once complete, the audit will allow us to set targets that reduce our environmental impact and design measures to achieve these targets.

In the UK, Chemonics has proudly committed to reaching Net-Zero carbon emissions by 2050. This is

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The Corporate Environmental Sustainability Department improves the sustainability of Chemonics' programs. We challenge staff to think critically about the environmental and climate risks associated with our activities and design creative measures to address them. ”

Sophia Dahodwala
Corporate Environmental
Sustainability Specialist



an interim measure. As part of this commitment, which we expect will be made more ambitious when folded into our soon-to-be implemented global CES program, we published a carbon reduction plan on our website. The plan details our current UK carbon emissions and describes the carbon reduction initiatives we are pursuing. These initiatives include energy-saving training for staff, and half-hourly monitoring of office electricity consumption.

The CES Department also supports the environmental sustainability of our project-level activities. Project staff can contact the CES team for guidance and resources to mitigate environmental impacts and climate risks, making project activities more environmentally sound and reducing their carbon footprint. Further, we are working hard to rationalize and systematize the way we look at the environmental impact of our global projects. The CES Department is auditing our portfolio of projects to understand how the way we design and run projects can become more sustainable.

FACILITATING INCLUSIVE CLIMATE ACTION AND SOUND ENVIRONMENTAL MANAGEMENT

We help communities build resilience to a changing climate and the effects that it has on their livelihoods. Chemonics projects, such as the [Land Innovation Fund](#), address the drivers and impacts of climate change

through facilitating local and private sector partnerships, and scaling climate-smart innovations. The fund supports initiatives that promote a sustainable soy supply chain, free from deforestation and from conversion of native vegetation. This has a positive economic and socio-environmental impact in three of South America's priority biomes: the Cerrado, the Gran Chaco, and the Amazon.

Chemonics is a firm proponent of innovative solutions to the climate crisis. Our UK Division recently began work on the UK aid-funded [Mobilising Institutional Capital Through Listed Product Structures \(MOBILIST\)](#) program. MOBILIST seeks to help direct the £7.7 (GBP) trillion of investment capital managed in the UK toward climate and development finance.

Chemonics recently acquired the Government Services Unit of Nexant, an accomplished advisor to governments and multilateral organizations in greener energy sector planning, policy, reform, and investment. This investment underlines our corporate commitment to place climate action and sustainability at the heart of our work globally.

BUILDING ENVIRONMENTALLY FRIENDLY WORKPLACES

In Washington, D.C., our newly constructed US corporate office meets or exceeds regulatory standards for environmental efficiency. The building exterior is certified

CASE STUDY

Working with UNLEASH to Race for Oceans to Clean the Anacostia River

Marine pollution, particularly plastic, is a threat to marine life and livelihoods globally. Of the 335 million tons of plastic produced annually, around 8 million tons will reach the ocean. The COVID-19 pandemic has exacerbated the problem. It is currently estimated that 129 billion disposable face masks and 65 billion disposable gloves are being used monthly. Many will end up in rivers and lakes and eventually wash out to the sea.

In 2021, Chemonics co-organized the first UNLEASH: Race for Oceans — D.C. Clean-Up Event to mobilize members of the Washington metropolitan community to join the global movement to achieve the United Nations' [Sustainable Development Goal 14: Life Below Water](#) and to inspire other community initiatives. The event was one of 50 planned clean-ups across 40 countries, between October and November, that rallied communities to address pollution in local water bodies. Chemonics believes it has a critical role to play in engaging in global movements like these and adapting them to local contexts where the need is greatest.

The Chemonics-led D.C. clean-up collected 715 pounds of litter along the Anacostia River while also facilitating virtual and in-person educational activities that increased community awareness of the importance of environmental stewardship. The event targeted schools, businesses, and local organizations in Washington's sixth, seventh, and eighth wards, which house a large proportion of disadvantaged groups. Communities in this area of Washington, D.C., are directly impacted by, and have a direct impact on, the health of the Anacostia River, which runs through these wards.

Chemonics is committed to building and fostering relationships with local organizations at the forefront of promoting the common good. By partnering with D.C.-based organizations like the Water Environment Federation, which provides technical education and training for water quality professionals responsible for ensuring clean water, Chemonics increased awareness regarding plastic use and its lifecycle, while reinforcing practices to reduce plastic use and improve waste management. Around 127 million people live in coastal counties in the United States, so understanding the impact that communities, such as Washington, D.C., have on waterways flowing into oceans is essential for sustainable development.



ABOUT THE PHOTOS: *The Race for Oceans event in November brought our Washington D.C.-based staff together to help clean up the Anacostia River.*

“LEED Gold” and the interior “LEED Silver,” in line with the [US Green Building Council’s regulations](#). To support the sustainable design and construction, Chemonics formed a Sustainability Workstream that leveraged in-house technical expertise to lead the LEED certification process and establish efficient recycling and waste processes. As soon as the office opens its doors in early 2022, we will monitor and measure our electricity and water use and our solid waste generation to ensure that our operations are environmentally friendly and in line with our global CES program.

Opened last year in London, our UK corporate office is a further example of our commitment to exceeding regulatory standards. Sustainability and environmental impact were key considerations when selecting a location and throughout the design process.

The office received a “Gold” [SKA rating](#), the highest possible rating. The SKA rating is an environmental assessment tool for sustainable office fit-outs. Its criteria include eight sustainability areas covering every facet of the office build, and its ongoing operations. Among other initiatives, our London office staff use recycled products, carefully monitor paper use, and employ energy-saving methods where possible.

The London office also achieved a [BREEAM](#) rating of excellent, a world-leading assessment of the environmental, social, and economic performance of the building the office is situated in.

We will use data from the externally led audit of our corporate operations to update and refine our approach to sustainability in our Washington and London offices.

Anti-Corruption

As a recipient of public funding, Chemonics places the greatest importance on preventing financial loss. We demand and expect the highest standards of ethical business conduct and compliance from staff, contractors, and partners. Our industry-leading internal controls are designed to eliminate all forms of corruption and wastage.



PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery

Our Office of Business Conduct regularly trains employees on company policies and procedures on ethical business conduct. To prevent corruption, we maintain a proactive approach to managing risks and responding to conduct enquiries. Our procurement policies and anti-bribery systems ensure that we are not contributing to corruption and that public money is not falling into the wrong hands.

Chemonics expects all employees, consultants, representatives, subcontractors, grantees, and goods and services vendors on any project to comply with company policies on business conduct. They must not engage in conduct that raises questions about the company's honesty, impartiality, or reputation.

In 2021, we introduced a new mandatory training for employees whose role includes reviewing and signing off on important documents. The training

teaches staff to understand their roles and responsibilities, and how they should review the documents they receive. Familiarizing staff with the risk inherent in sign-off procedures and explaining the extent of their personal accountability will help us mitigate risks across our global operations.

TAKING A HOLISTIC APPROACH TO RISK

As a large, global employer, Chemonics actively works to understand and mitigate programmatic, financial, and

reputational risk. Chemonics' Office of Business Conduct and Financial and Compliance Review Team work together under the Ethics and Compliance Office. Together they are responsible for our risk management framework, which defines and categorizes different risks to minimize potential threats and enable swift action should misconduct occur.

The framework defined and established key risk indicators for every area of Chemonics' business and mandates a root-cause analysis by the Ethics and Compliance Office

Monitoring Awareness of Policies and Procedures

The Ethics and Compliance Office conducts an anonymous annual survey of employees to monitor how aware staff are of our policies and how to report misconduct. Yearly mandatory training on preventing corruption, bribery, and conflicts of interest keeps personnel informed about changes to our policies and reporting structures.

This year, the survey of 5,045 staff found that:



CASE STUDY

Integrity Month

Held annually, “Integrity Month” is a corporate initiative that celebrates Chemonics’ culture of integrity and helps us reflect on the importance of upholding our Standards of Business Conduct.

Staff are invited to participate in events that raise awareness of the procedures we have in place to prevent issues such as abuse and corruption. Integrity Month highlighted the work of the UK aid-funded Syria Education Programme. Two of the program’s safeguarding specialists led an online discussion on their approach to protecting children in the program and how that approach can be replicated elsewhere. Knowledge sharing across projects is an important aspect of our work eliminating potential risks.

During Integrity Month, we were also joined by officials from the USAID Office of Inspector General. They held a mandatory fraud awareness briefing overviewing common issues related to fraud, waste, and abuse on USAID programs and the wider international development industry.



ABOUT THE PHOTO: A teacher, supported by the UK aid funded Syria Education Programme, leads students in a drawing exercise.

if systemic issues or concerns with considerable financial implications emerge. The office reports all allegations and credible evidence of misconduct to the FCDO’s Counter Fraud Section and the USAID Office of Inspector General, and regularly report to Chemonics’ Board of Directors on ethics and compliance risks, including incidents and allegations of fraud.

To eliminate misconduct in our supply chains, Chemonics requires that all staff, project, and bid capture teams perform due diligence on suppliers

and contractors, as well as their fraud and anti-corruption policies. Staff are also provided with guidance on how to report concerns and blow the whistle on corruption.

DATA PRIVACY AND ETHICS

We protect all data and information. Chemonics categorizes information according to use, sensitivity, and importance, so we can review it regularly and protect it appropriately. We understand the risks involved with storing data, particularly personal and financial information. We

employ stringent security measures where there are legal, business, or contractual obligations to restrict access to data.

We conduct mandatory training on data protection principles, the General Data Protection Regulation, and the day-to-day role that staff play in protecting data in their work. These courses will be updated regularly to keep pace with the rapidly changing world of data security, to be taken by staff yearly. We have also published an EU Data Protection Policy, which details our commitment to handling data securely and with utmost care.

REPORTING CONCERNS

Employees and contractors have multiple pathways to report concerns to Chemonics. All new hires receive an orientation on standards of conduct, familiarizing them with the various methods available to report all business conduct concerns. How to Report Concerns posters are available

in 18 languages on reporting violations and must be posted at each of the project offices.

All staff, partners, clients, and other stakeholders are encouraged to report ethical concerns to the Chemonics Office of Business Conduct, and allegations of fraud or other criminal activity to USAID's Office of Inspector General and the FCDO's Counter Fraud and Whistleblowing Unit. They can also contact our HelpLine, which is always accessible everywhere or anonymously submit concerns through EthicsPoint, a confidential online reporting tool.

Our policy strictly prohibits retaliation in any form for honest and appropriate reporting of suspected misconduct. Additionally, employees who report concerns involving fraud, waste, abuse, or other violations of laws and regulations, are protected by the US Pilot Program for Enhancement of Employee Whistleblower Protection (41 USC 4712).



Get in touch.

Chemonics welcomes feedback on our progress as a signatory to the UNGC.
Please contact us at info@chemonics.com.