

Communication on Engagement UN Global Compact

NI-CO

March 2020-March 2022



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To our stakeholders

As Chief Executive, I am pleased to confirm that Northern Ireland Public Sector Enterprises Ltd (NI-CO) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

This document sets out our Communication on Engagement with the United Nations Global Compact during the last 2 year period, describing the actions that NI-CO has taken to support the Ten Principles in our capacity as a non-business participant.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours sincerely

A handwritten signature in black ink that reads 'Graeme McCammon'.

Graeme McCammon
NI-CO CEO



A Foreword by the NI-CO CEO

The last 24 months has proven to be tumultuous in the world of development. As well as facing the social and economic consequences of the pandemic, many of NI-CO's partners and clients have faced the added turmoil of conflict and political uncertainty. The changing landscape has demanded greater resilience and agility from us all and has highlighted more than ever the necessity to consolidate our efforts in developing a more sustainable and inclusive global society.

As NI-CO navigated the challenges of COVID and faced difficult decisions on projects in Myanmar and Lebanon, our membership of the UN Global Compact has helped to shape our future policies and practices regarding both project management and delivery. It continued to remind us of the power of collective action within development aid and established a clear vision of the small but vital role NI-CO can play in supporting and enacting, within our sphere of influence, a set of core values which comprise the Ten Principles of the Compact.

While the Ten Principles are ambitious, they continue to provide not only an important frame of reference for our corporate project activity but also substantial benefits for our staff. The expanding Global Compact network has given NI-CO exposure to some of the best global examples of practice and theory in the fields of human rights, health, environment and anti-corruption. It has afforded us with an arena to explore how others are successfully implementing the 10 principles and how we may be able to help. The responsible and sustainable approach to business operations endorsed by the Compact has also brought immense economic benefits to NI-CO: it makes good commercial sense to conserve resources and energy, thus saving costs. Furthermore, a good working environment with a focus on the protection of labour rights and health has had a positive impact on the motivation and productivity of our global workforce despite the difficult operating environment.

In this COE I highlight how those principles we hold dear in NI-CO have been and are being successfully woven in to our corporate strategy and project portfolio. As CEO of NI-CO, I remain very proud of what our organisation has achieved over its 30 year history. It is my hope that our relationship with the UN Global Compact going forward is consolidated further and that in the post COVID world of development we can formally align our strategies and policies more with the UN universal principles and make a real contribution to the realisation of the SDGs by 2030.

Description of Actions

Over the last 2 years, through NI-CO's portfolio of multi-lateral and bilateral donor funded projects we have made an active contribution to the following :

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 complicit in human rights abuses.

During the last 24 months, the theme of human rights has been woven into NI-CO training courses for beneficiaries in Oman, Turkey, Horn of Africa, Botswana, Mauritius, Ghana, Panama and the Western Balkans.

Labour Standards

- **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.

While NI-CO's work always seeks to promote equity and equality in the environments in which we operate, in Bahrain and Albania we delivered programmes specifically focused on principles 4 and 5. These programmes looked at improving the rights of the child and vulnerable adolescents, putting more effective social care measures and legislation in place to prevent criminals exploiting young people through forced labour. In Kosovo and in Myanmar we have also been working towards Principle 6, upgrading recruitment and selection procedures for police officers in a bid to eradicate discrimination and to encourage more female representation in posts traditionally dominated by men.

Environment

- **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.

At home, NI-CO is constantly striving to become more environmentally friendly. A new, ambitious CSR policy has driven forward our fair trade commitments and dramatically reduce our carbon footprint.

Overseas, NI-CO continued work in Israel and in Macedonia on environmental sustainability programmes looking at waste collection and water protection. In Cyprus we have provided support to small businesses during the pandemic in the adoption of more environmentally friendly technologies.

Anti-Corruption

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

Anti-corruption is undoubtedly one of the biggest focus areas for NI-CO. Principle 10 has been at the centre of our programmes in Botswana, Ghana, Middle East, Nigeria, Mauritius, Panama, Maldives and Kosovo where we have supported Governments to tackle money laundering, corruption and terrorist financing. NI-CO is also part of a wider EU forum working towards improved consumer protection standards and safety.

Membership of the UN Global Compact has also allowed NI-CO to participate in more global networks and form strong strategic alliances with other non-business and business partners to secure international programmes which support the Ten Principles.



Measurement of Outcomes

Human Rights – Measurement of Outcomes

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

NI-CO programmes have educated over 150 police officers, judges, social workers and prosecutors in international human rights legislation concerning :

Rights of the child

Prevention of child abuse

Anti sex/child trafficking

Prevention of Torture

Anti - Discrimination legislation in relation to disability, age, race, gender and sexuality

These training programmes have led to the improvement of how criminal investigations and family disputes/trials are conducted. They have also served to help change attitudes and cultures regarding women and vulnerable groups allowing great social protection mechanisms to be put in place.

Labour Standards – Measurement of Outcomes

- **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.

NI-CO have provided legislative training and capacity building for 50 + senior public servants and police working in Kosovo and Myanmar in the areas of fair and ethical recruitment and selection. This training has allowed women and minority groups to access greater employment opportunities and has helped to eliminate unfair and corrupt recruitment, selection and promotion. In Bahrain and Albania we have worked with 4 cohorts of prosecutors and social workers to put safeguards in place to prevent child labour while our EU online forum helps to promote fair trade and competition.

Environment – Measurement of Outcomes

- **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.

As well as delivering training for environmental public bodies in Israel and Macedonia in the areas of waste management and water treatment, NI-CO has promoted greater environmental responsibility across our network of offices. We have thus far successfully achieved the following :

- ✓ Cycle to work scheme for employees
- ✓ Public transport incentive scheme for employees
- ✓ We recycle all our waste (including toner cartridges which can often be hazardous)
- ✓ We recycle all our old computers and electrical appliances
- ✓ We recycle our old furniture (have an agreement in place with Habitat for Humanity)
- ✓ We have installed sophisticated video conferencing equipment to allow virtual training/mentoring and meetings to take place which minimises business travel
- ✓ We use only recycled paper
- ✓ We use only fair trade tea and coffee
- ✓ We have banned the use of paper and plastic cutlery and crockery
- ✓ We have invested in improved IT systems to promote better electronic file storage and discourage printing
- ✓ We use energy efficient photocopiers/scanners and kitchen equipment.
- ✓ We consolidate suppliers for materials to reduce the number of parts, packaging and Deliveries required.
- ✓ General waste at-desk bins have been removed and replaced with segregated waste bins (paper, plastics, general waste).
- ✓ We have cancelled junk mail and unwanted publications

Anti-Corruption – Measurement of Outcomes

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

Via our programmes in Botswana, Ghana, Middle East, Nigeria, Mauritius, Panama, Maldives and Kosovo where we have supported Governments to tackle money laundering, corruption and terrorist financing, over 250 officers have now been trained in areas such as :

- ✓ The role and function of the Financial Investigator and the associated accreditation process
- ✓ Money Laundering linked to Organised Crime
- ✓ Typologies of Money Laundering
- ✓ Banking, financial, insurance and bond legislation and others subject to money laundering
- ✓ The role and function of Suspicious Activity Reports (SAR) and its associated regime
- ✓ The role of the Analyst.
- ✓ Strategic Assessments and Tasking and Coordination Group (STCG) meetings.
- ✓ Tactical Assessments and Tasking and Coordination Group (TTCG) meetings.
- ✓ Integrity and prevention of corrupt practices
- ✓ ECHR and anti-discrimination including gender
- ✓ Asset Disposal and Return