

## COMMUNICATION ON ENGAGEMENT (COE)

People in Need (PIN) 

### Period covered by this Communication on Engagement 2020-2022

From: 12. March 2020

To: 12. March 2022

### Part I. Statement of Continued Support by the Chief Executive or Equivalent

Please use the box below to include the statement of continued support signed by your organization's Chief Executive or equivalent.

Statement of Continued Support

15. February 2022

To our stakeholders:

I am pleased to confirm that People in Need – Člověk v tísni ("PIN"; <https://www.peopleinneed.net/>) reaffirms its support to the United Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

  
\_\_\_\_\_  
Jan Mrkvicka

Director of Relief and Development Department, PIN

## Part II. Description of Actions

Please use the box below to describe the actions your organization has taken in support of the Global Compact. It is strongly recommended that the actions taken are related to one or more of the specific activities suggested. *Please refer to the complete list of suggested activities for your type of organization found [here](#).*

### Anti-corruption

PIN has in place the PIN Code of Conduct and Key policies, including PIN Anti-corruption Policy adhering to the highest international standards in the NGO sector. PIN has a zero tolerance to corruption, fraud, bribery, extortion or aid diversion. PIN strives to promote these principles within the Induction trainings, and then within the regular refresh trainings on Code of Conduct and Key policies.

PIN has in place several Whistleblowing channels, CFRM mechanisms on how to report any irregularities, including corruptive, collusive, fraudulent or other unethical behaviour. PIN established a small Accountability and Safeguarding Unit at HQ level, closely cooperating with the Safeguarding focal points in the Country Programmes. PIN cooperates with audit companies and other external consultants and our staff went through several trainings (e.g. OSACO, CHS, KPMG etc.).

PIN created internal anti-corruption e-learning to raise internal awareness.

The training on anti-corruption, safeguarding and child protection is a part of key trainings and capacity building of our partners. The policies are part of our contracts with the partners, contractors and suppliers and we also clearly stipulate in our tenders and contracts that breach of these warranties and representations is the reason to terminate all the contracts.

Anti-corruption and anti-fraud is an essential part of Induction training and regular all-staff meetings and PIN constantly evaluates risks in that area referring to other tools available – International Corruption Perception Index by Transparency int. etc.

PIN has in place robust anti-terrorism and sanctioned lists screening mechanisms, policies and softwares to identify any threats in that area. We also cooperate and are active in governmental, Council of Europe and other conferences on the topic of anti-terrorism and AML.

### Environment

PIN recently signed the Climate and Environment Charter for Humanitarian Organizations. Climate Resilience is one of three main sectoral pillars of the upcoming organizational strategy with the protection of the environment as a key cross-cutting theme. This builds on our previous Sustainable Livelihoods and Environment Strategy 2017-2021. PIN has a growing team of internal advisors, many climate-related programmes and other initiatives and many staff members personally committed to

environmental sustainability. PIN conducted self- as well as external environmental audits and adopted the Environmental Policy. PIN is intensively looking into ways how to encourage the development and diffusion of environmentally friendly technologies in our programmes. PIN also updated its Procurement procedures clearly stating the environmental requirements. As per PIN Environmental Policy: PIN has developed a set of principles for environment-friendly approach of its staff to everyday activities as well as to the implementation of projects. To this end, PIN is committed to the following.

1. In our projects:

- protect the local environment and communities we work with;
- minimize negative environmental impact of our programmes;
- maximize beneficial impact of our work on the local environment;
- identify and mitigate risks of environmental damage and degradation.

2. In our offices:

- in our daily decision making (designing processes, developing tools, planning projects etc.), we will take into consideration how the actions of our organization interact with the environment globally;
- continue to find ways to lower the carbon footprint of our operations;
- reduce the use of water, electricity and other resources, look for sustainable alternatives where possible;
- integrate the 'reduce, reuse, recycle' principle into our daily operations and office management.

3. Educate RDD staff about the negative environmental impact PIN projects and operations have or might potentially have; and about practical actions they can take to prevent or reduce such impact.

4. Continually improve our environmental performance based on monitoring and review

5. Annually evaluate our progress on implementing this policy

### **Human rights**

The primary goal of the People in Need's Centre for Human Rights and Democracy ("HRD") is to support independent individuals and groups in countries with repressive regimes who are the target of persecution, harassment, or arrests because of their opinions or activities, and to strengthen civil society in countries that are going through democratic transformation that focuses on programmes related to HRD breaches etc. More information available at: <https://www.peopleinneed.net/what-we-do/human-rights-support>.

Adherence to and compliance with the Universal Declaration of Human Rights (UDHR) is the underlying principle of our work. We adhere to honesty, fairness and decency in our everyday work and in our relationships with partners and beneficiaries. We operate on a non-discriminatory basis, ensuring inclusivity and respecting the ethnic, sexual, and religious identities of our partners and beneficiaries.

The crucial part of Human Rights and Democracy support activities consists in advocating for human rights by raising awareness and influencing policymakers on fundamental freedoms in the target countries. PIN strives to communicate with political leaders and influence European policies towards human rights.

Every year, People in Need also organizes a One World Human Rights Documentary Festival dedicated to human rights and awards prestigious Homo Homini price to an individual or a group who has made a significant contribution to the promotion of human rights: [https://www.peopleinneed.net/what-we-do/one-world?\\_ga=2.211901842.749978006.1643385298-1074866249.1617801036](https://www.peopleinneed.net/what-we-do/one-world?_ga=2.211901842.749978006.1643385298-1074866249.1617801036) .

Similarly, People in Needs supports many other human rights protection organizations and helped to establish other entities operating in that area. PIN also participates in regional, international and global networks and alliances (Lifeline, EPD, HRDN, Alliance2015).

### **Labour law**

Child-labour is one of the Zero tolerance aspects in our policies and programmes. It is a standard part of our contracts and breach of this principle leads to termination of the contract. Non-discrimination in respect of employment is an essential part of our recruitment. Given the large portfolio of institutional donors, in PIN we adhere to the US, EU, Czech, Swiss, UN as well as other donors' rules and legislations, including the labour law.

### **Transparency**

PIN publishes on a regular basis under the IATI initiative: <https://iatiregistry.org/dataset/pin-activities> as well as on PIN donors' websites (e.g. USAID). PIN publishes its annual reports on its website together with other reports from its activities: <https://www.peopleinneed.net/who-we-are/annual-reports> .

Corporate sustainability starts with a company's value system and a principles-based approach, which is enshrined in our RDD Strategy, where HR, environment, labour law, transparency and anti-corruption are key components.

Overall, principles of the UN Global Compact are incorporated into our operations and policies, and we also communicate and promote these principles to our staff, volunteers, partners, CSOs, contractors, and suppliers (see for example here: <https://www.peopleinneed.net/who-we-are/donors-and-partners/the-un-global-compact-851>).

### **Part III. Measurement of Outcomes**

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II above.

#### **Anti-corruption:**

All PIN international as well as local partnerships concluded with representations and warranties related to the principles enshrined in the UN Global Compact.

All PIN CSOs and supplier contracts concluded containing similar provisions.

All PIN staff trained on Code of conduct and key policies, incl. the anti-corruption policy.

#### **Human Rights:**

Direct assistance was provided to hundreds of human rights defenders and their families.

Organization of thousands of training sessions and workshops for activists, journalists and lawyers.

Providing mental health and psychosocial support to hundreds of human rights defenders.

Human Rights Advisor dealing with this topic across the whole PIN organization.

Projects focused on human rights worth approximately 6,4 million euro were implemented during 2020-2021.

#### **Environment:**

Environmental self-audit conducted with action plan.

3 environmental experts hired.

Climate change is one of the 3 pillars of the upcoming organizational strategy.

Environmental Impact Screening Tool is developed and adaptable to all of PIN's projects.

People in Need is the lead organization in the project of the European Commission, DG DEAR, focused on awareness raising about climate change.

#### **Labour:**

International and National staff survey conducted.

CHS certification obtained.

Regular "Call with the director" where every PIN staff has an opportunity to ask questions.

Salary scale revisions and salary benchmarking.

Psychosocial support boosted during COVID-19.

New Whistleblowing channels introduced and regular monitoring of their efficiency in place.