

# Communication on Progress (CoP)

## Report 2020-2022

### Future Development Agency

COMMUNICATION  
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

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## INTRODUCTION

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# UA



На час написання цього Звіту про досягнутий прогрес у нашій країні триває активна фаза російсько-української війни, яка розпочалася у 2014 році. Зруйновано десятки міст, тисячі будинків, вбито десятки тисяч людей, серед яких сотні дітей. На перший погляд здається, що все що ми створювали у країні за останні 30 років зникає назавжди.

Але є те, що не можливо зруйновати. Це наші непохитні переконання та принципи. Наша команда вірить, що досягнення кожної з сімнадцяти Цілей сталого розвитку ООН залишається пріоритетом для України і світу. І кожен наш проєкт, кожен дієвий вчинок наближає до цього. Переможемо і відбудуємо Україну!

Принципи нашої команди базуються на 10 принципах Глобального договору ООН: права людини, трудові відносини, довкілля, протидія корупції. І все, що ми робимо – робимо з відповідальністю.

Future Development Agency увійшли в топ-10 кращих неурядових організацій України та стали фіналістами премії «Responsibility Award 2021». Ми відповідальні за те, щоб зміни в країні здійснювалися невідкладно!

Наша команда продовжує програму фінансової та менторської підтримки Лідерів змін та їх соціальних проєктів – Leaders Fund. У період з 2020-2022 підтримано соціальні проєкти трьох Лідерів на загальну суму 180 000 грн. Фонд фінансується за рахунок внесків небайдужих соціальних інвесторів, які підтримують вагомі зміни в Україні.

Основним досягненням у звітний період я вважаю партнерство заради змін. Спільно з Першим Українським Міжнародним банком (ПУМБ) та Мережею Глобального договору в Україні ми запускаємо #FUND SDG UA - Фонд сприяння досягненню Цілей сталого розвитку в Україні, що здійснює фінансування соціальних підприємств та розширює їх можливості для ефективного розв'язання нагальних проблем, економічної інтеграції людей з уразливих груп населення, прискорення запуску нових соціальних послуг та інновацій.

Ми швидко реагуємо на проблеми та потреби людей. У перші дні війни наша команда розгорнула Трастовий фонд задля стійкості України та програму підтримки цивільного населення у період протистояння. Робота з переселенцями, гуманітарна підтримка, відкриття шелтерів, допомога захисникам – все це веде нас до перемоги. Перемоги людяності!

СОО,  
Ігор Арбатов



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## ABOUT US

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### CHARITY ORGANIZATION

«CHARITY FOUNDATION «FUTURE DEVELOPMENT AGENCY»

DUNS 506859923  
NCAGE Code: A088J

EuropeAid ID: UA-2017-FSC-0507521459  
PIC: 904114885

Identification code of a legal entity (Ukraine): 40045817

NATO Commercial and Governmental Entity Code (NCAGE): A088J

Data Universal Numbering System (DUNS): 506859923

### Future Development Agency™

is a project office of social changes, created in 2015 to develop social innovations using new methods and tools in the social sector in Ukraine.

### Our mission

is to create an ecosystem for the rapid growth of the social innovations and social entrepreneurship in Ukraine.

### What do we do?

We support NGOs, governmental organizations, social startups and social enterprises as a back office that creates solutions with social impact.

### We focus is on

- Social innovations
- Social entrepreneurship
- Social investment

- Social entrepreneurship

## ПРОГРАМА РОЗВИТКУ СОЦІАЛЬНОГО ПІДПРИЄМНИЦТВА

Розвиток соціального підприємництва в Україні.  
Ми здійснюємо супровід 4 соціальних підприємств  
з метою їх розвитку та масштабізації діяльності:

Музей у темряві «Третя після опівночі»  
Інклюзивна пекарня «Good bread from Good people»  
Соціальна онлайн книгарня «Буківничка»  
Маркетплейс послуг бабусь і дідусів «Ba&Di Freelance»

Обсяг залученого фінансування

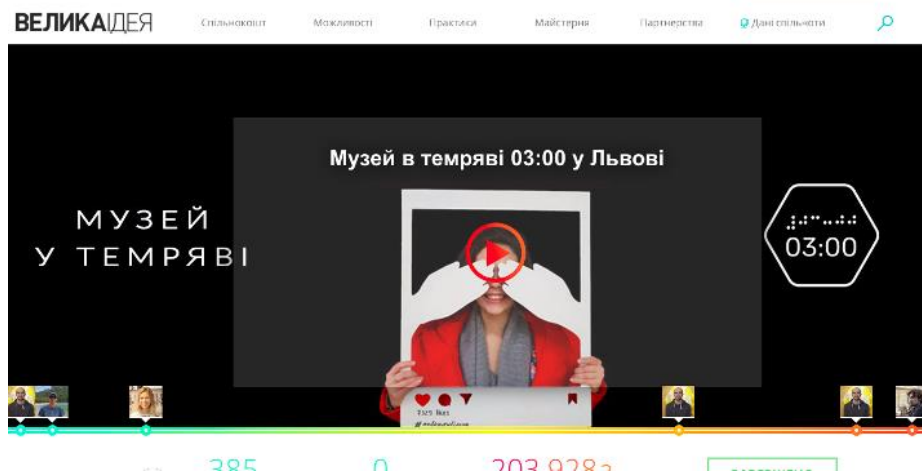
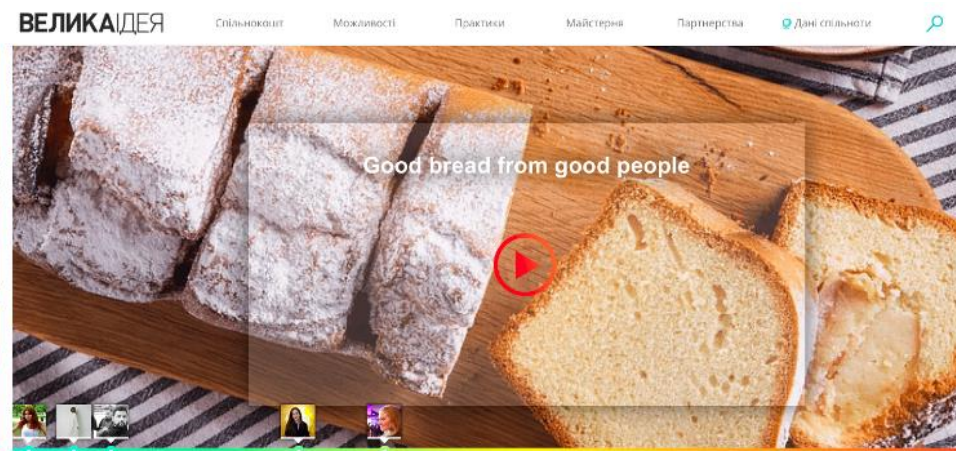
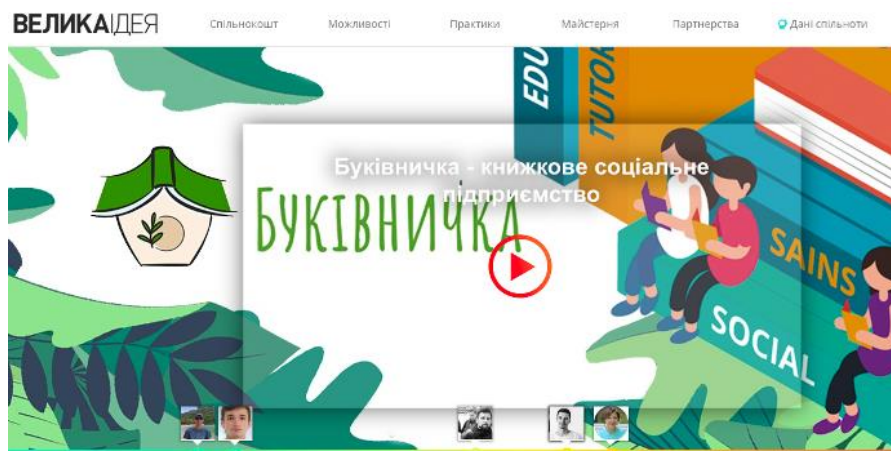
**1 800 000 грн.**

**адміністрування 6 грантів**



**FUTURE DEVELOPMENT AGENCY™**

експертиза – консультування – менторство  
стратегічне бізнес-планування – фандрейзинг  
адміністрування – фінансовий контроль  
оцінка соціального впливу – звітність



**3** краудфандингові кампанії  
для соціальних підприємців

# НАВЧАЛЬНА ОНЛАЙН ПРОГРАМА

## #SimpleSE: соціальне підприємництво – це просто!

Проведення дистанційного онлайн навчання з соціального підприємництва всіх областях України

## 4 набори 80 учасників

Навчання відбувалося у межах проєкту #SimpleSE: «Поширення та масштабування успішних моделей соціального підприємництва», що реалізувався ГО “Простір 500” у партнерстві з Future Development Agency за підтримки Програми USAID “Конкурентоспроможна економіка України”



**Фінальний пітчинг проєктів інкубаційної програми SimpleSE**  
15 жовтня 2020 р. 19:00



**Четвертий набір #SimpleSE: Соціальне підприємництво - це просто!**  
3 жовтня 2020 р. 10:00



**Третій набір #SimpleSE: Соціальне підприємництво — це просто!**  
26 вересня 2020 р. 10:00



**Другий набір #SimpleSE: Соціальне підприємництво - це просто!**  
12 вересня 2020 р. 10:00



**Перший набір #SimpleSE: Соціальне підприємництво - це просто!**  
29 серпня 2020 р. 10:00

### **FUTURE DEVELOPMENT AGENCY™**

розробка навчальної програми – керування онлайн інкубатором – організаційна підтримка – експертиза – проведення тренінгів – консультування – менторство – звітність

<https://bit.ly/3kVxMci>



# РОЗРОБКА ПОСІБНИКА



500  
Простір

FUTURE  
DEVELOPMENT  
AGENCY

Бочарнікова А.В.

Б86 #SimpleSE. Про соціальне підприємництво – просто! / Бочарнікова А.В. – К.: СТ-ДРУК, 2020. – 68 с.  
ISBN 978-966-2717-43-3

Соціальний бізнес здатен творити велике! Цей практичний посібник розповідає просто про складний процес бізнес-моделювання і запуску власного соціального підприємства. Інформацію викладено структуровано, у форматі ігор, чеклістів, таблиць, схем, прикладів та дорожньої карти, щоб дати читачеві змогу зрозуміти, що таке соціальне підприємництво, як воно працює в Україні та світі.

УДК 364.005.543](477)(072)

Посібник було створено в рамках проекту «Поширення та масштабування успішних моделей соціального підприємництва», що реалізується ГО «Простір 500» за підтримки програми USAID «Конкурентно спроможна економіка України».

Друк цього посібника став можливим завдяки підтримці американського народу через Агентство США з міжнародного розвитку (USAID). Викладені в цій публікації думки та погляди можуть не відображати поглядів USAID або уряду Сполучених Штатів Америки.

ISBN 978-966-2717-43-3

© Бочарнікова А.В., 2020

Загальний обсяг – 500 примірників  
Понад 8000 переглядів онлайн



<https://bit.ly/2IEqven>

# НАВЧАЛЬНА ОНЛАЙН ПРОГРАМА Школа соціального підприємництва «ПРОСТО ДІЙ»

Проведення дистанційного онлайн навчання  
з соціального підприємництва у м. Кривий Ріг

**30 учасників**

Проект реалізується Управлінням розвитку  
підприємництва виконкому Криворізької міської ради  
в рамках Конкурсу проектів місцевого розвитку  
"Громадський бюджет-2020», за підтримки  
Криворізької Фундації майбутнього та у партнерстві  
з Future Development Agency



## **FUTURE DEVELOPMENT AGENCY™**

розробка навчальної програми – керування онлайн  
інкубатором – організаційна підтримка – експертиза –  
проведення тренінгів – консультування – менторство –  
звітність

<https://bit.ly/38JbCS5D>



# ПРОГРАМА РОЗВИТКУ СОЦІАЛЬНИХ СТАРТАПІВ СПІЛЬНО З ПАРТНЕРАМИ

Менторство і тренерство у акселераторах та інкубаторах,  
хакатонах з соціального підприємництва

SELab Accelerator з соціального підприємництва  
#ASEU акселератор з соціального підприємництва  
1991 Open Data Incubator  
Hack For Locals 2.0

**> 200** соціальних стартапів

**> 100** тренінгів

## SELab ACCELERATOR



**Hack For  
Locals 2.0**  
«Безпечні спільноти»



**FUTURE DEVELOPMENT AGENCY™**  
тренерство –  
менторський супровід

# ПРОГРАМА РОЗВИТКУ МОЛОДІЖНОГО СОЦІАЛЬНОГО ПІДПРИЄМНИЦТВА

Розвиток шкільного та студентського  
соціального підприємництва в Україні.  
Менторство і тренерство команд на конкурсах

**Diamond Challenge for Hight School Entrepreneurs**  
**Enactus Ukraine**  
**AIESEC UKRAINE**

**> 150** соціальних стартапів

**Diamond  
Challenge**

 **enactus**™

**AIESEC** 

**FUTURE DEVELOPMENT AGENCY™**  
тренерство –  
менторський супровід

- Social investment

# ПРОГРАМА СОЦІАЛЬНОГО ІНВЕСТИВАННЯ Leaders Fund

**Leaders Fund** сприяє розвитку молодих Лідерів соціальних змін, надаючи їм фінансову та менторську допомогу для росту якісних соціальних проєктів в Україні

Гранти на розвиток соціальних проєктів отримали 3 лідери (дві громадські організації)


## 180 000 грн

інвестовано у Лідерів змін  
у 2020-2022 році

The logo consists of the letters 'Lf.' in a large, bold, sans-serif font. The 'L' and 'f' are connected, and there is a period at the end.

## 10 000 грн

щомісячно для 1 лідера

A solid red vertical bar is positioned to the left of the text.

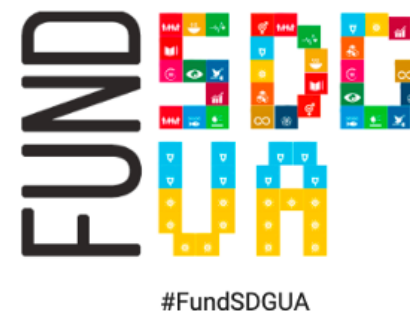
**FUTURE DEVELOPMENT AGENCY™**  
розробка методології – обробка заявок  
адміністрування – менторський супровід  
фінансовий контроль – звітність

- Social investment

# ПРОГРАМА СОЦІАЛЬНОГО ІНВЕСТИВАННЯ #FundSDGUA

Масштабуємо діючі соціальні підприємства та фінансуємо запуск нових!

Спільно з банком ПУМБ та українським представництвом Мережі Глобального договору ООН ми фондуємо (FUND) розвиток соціальних підприємств за пріоритетними Цілями (SDG) задля досягнення змін в Україні (UA) і запускаємо перший Фонд досягнення Цілей сталого розвитку #FundSDGUA!



FUTURE  
DEVELOPMENT  
AGENCY



**FUTURE DEVELOPMENT AGENCY™**  
розробка методології – обробка заявок  
адміністрування – менторський супровід  
фінансовий контроль – звітність

## GOVERNANCE

### Policies and Responsibilities

#### G1. Does the Board / highest governance body or most senior executive of the company:

- ☐ Issue an annual statement about the relevance of sustainable development to the company

Please provide additional explanation: issue an annual financial report. You can find it on our website <https://www.fda.org.ua/aboutus/report>

#### G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

	No, this is not a current priority	No, but we plan to have a commitment within 2 years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and the value chain	Yes, and the commitment includes our own operations and the value chain along with communities and society
Human Rights					<input type="radio"/>
Labour Rights/ Decent Work			<input type="radio"/>		
Environment			<input type="radio"/>		
Anti-Corruption					<input type="radio"/>

Please provide link, upload the document and/or provide additional explanation:

You can find the documents on our website <https://www.fda.org.ua/aboutus/statut>



**G3. Does the company have in place a code of conduct regarding each of the following sustainability topics?**

	No, this is not a current priority	No, but we plan to have a code of conduct within two years	Yes, focused on employee conduct	Yes, focused on employees, suppliers, and suppliers	Yes, focused on employees, and other business relationships
Human Rights				<input type="radio"/>	
Labour Rights / Decent Work			<input type="radio"/>		
Environment			<input type="radio"/>		
Anti-Corruption					<input type="radio"/>

Please provide additional explanation: We have the Code of Conduct which includes statements about Human Rights, Labour Rights / Decent Work, Environment and Anti-Corruption

**G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?**

	No one is specifically responsible for	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the organization (e.g., has access to relevant information, includes most senior members of organization)
Human Rights				<input type="radio"/>	
Labour Rights / Decent Work				<input type="radio"/>	
Environment				<input type="radio"/>	
Anti-Corruption				<input type="radio"/>	

Please provide additional explanation: Future Development Agency is a small non-government (NGO) organization. COO and Project managers are responsible for each of the following sustainability topics.

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

	Yes, and with limited influence on outcomes	Yes, with moderate influence on outcomes	Yes, with direct influence on some outcomes	Yes, and with direct influence at the highest level of the organization (e.g., full access to relevant information, it involves members at highest level of organization)
Human Rights	<input type="radio"/>			
Labour Rights / Decent Work	<input type="radio"/>			
Environment	<input type="radio"/>			
Anti-Corruption	<input type="radio"/>			

Please provide additional explanation:  
Future Development Agency is a non-government (NGO) organization. Our work is base on foundation`s Statutes, policies and procedures. We have a cross-functional structure - General meeting and The Board.

Prevention

G6. Does the company have a process or processes to assess risk?

Risk category:	No, this is not a current priority	No, but we are planning to develop one in the next two years	Yes, related to our own operations	Yes, related to our own operations and entire value chain and other business relationships [Prompts G6.1 for each yes]
Human rights risks	<input type="radio"/>			
Labour rights risks	<input type="radio"/>			
Environmental risks	<input type="radio"/>			
Corruption risks			<input type="radio"/>	

Please provide additional explanation: Risks are assessed for each project by Project Manager of our NGO.

G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

Risk category:	No, this is not a current priority	No, but we are planning to develop one in the next two years	Yes, related to our own operations	Yes, related to our own operations and entire value chain and other business relationships [Prompts G7.1 for each yes]
Human rights risks	<input type="radio"/>			
Labour rights risks	<input type="radio"/>			
Environmental risks	<input type="radio"/>			
Corruption risks			<input type="radio"/>	

Please provide additional explanation:  
Our Organization has a due diligence in anticorruption topic for procurement actions. We have the Code of Conduct and Procurement act.

Concerns and grievance mechanisms

G8. Are there any processes through which members of the company’s workforce can raise concerns about the company’s conduct related to human rights, labourrights, environment, or anti-corruption?

☐ Yes, we have a formal process [Prompts G8.1]

Please provide additional explanation:  
The Code of Conduct includes procedures for members of the NGO's workforce can raise concerns about the company's conduct related to human rights, labour rights, environment, or anti-corruption

If respondent answers either of the 'yes' options in G8, the below question will be displayed.

**G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.**

	No	Yes
Is the process communicated to all employees/workers in local languages?		<input type="radio"/>
Is the process available to non-employees (e.g., contractors, vendors, suppliers)?		<input type="radio"/>
Is the process confidential (e.g., whistleblowing process)?		<input type="radio"/>
Are there processes in place to avoid retaliation?	<input type="radio"/>	
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc..)		<input type="radio"/>
Other (please provide additional information) [If yes, makes text box mandatory]	<input type="radio"/>	

Please provide additional explanation: \_

All processes are writing in the Statute of our Charity Foundation.

**G9. Does the company provide or enable access to effective remedy to right holders / stakeholders where it has caused or contributed to the adverse impact?**

	No process to enable reme-dy to stakeholders	Remedy available to some stakeholders(i.e., some geographies, employees only)	Remedy is available to allaffected stakeholders	Remedy is available to all stakeholders, and suppliers are expected to have simi- lar polici
Human Rights		<input type="radio"/>		
Labour Rights / Decent Work		<input type="radio"/>		
Environment		<input type="radio"/>		
Anti-Corruption		<input type="radio"/>		

Please provide additional explanation:

All processes are writing in the Statute of our Charity Foundation. We have a General meeting and The Board here we provide access for employees, partners, donors organization and donators.

Lessons

G10. How does the company capture lessons regarding each of the following sustainability topics?

	No lessons are regularly captured	Conducts root cause analyses/investigation of major incidents	Conducts root cause analyses/investigation and changes organizational policies, processes, and practices accordingly	Systematically conducts root cause analyses/investigation and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>			
Labour Rights / Decent Work	<input type="radio"/>			
Environment	<input type="radio"/>			
Anti-Corruption	<input type="radio"/>			

Please provide additional explanation: We don't have any cases of capture lessons for now.

Executive Pay

G11. Is executive pay linked to performance on one or more of the following sustainability topics?

	No, and we have no intention to change	No, but we plan to within two years	Yes
Human Rights		<input type="radio"/>	
Labour Rights / Decent Work		<input type="radio"/>	
Environment		<input type="radio"/>	
Anti-Corruption		<input type="radio"/>	



Board Composition

G12. Percentage of individuals within the company’s Board / highest governance body by:

		Number
Total number of board members (#)Male (%) Female (%)		2 (Male 50%, Female 50%)
Non-binary (%)	-	
Under 30 years old (%)30-50 years old (%) Above 50 years old (%)		30-50 years old (100%)
From minority or vulnerable groups (%)	-	
Executive (%)	50%	
Independent (%)	50%	

G13. Do you produce sustainability reporting according to:

- ☐ We do not produce sustainability reporting outside of this Communication on Progress

Data Assurance

G14. Is the information disclosed in this questionnaire assured by a third-party?

- ☐ No assurance for any metrics

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## HUMAN RIGHTS

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### Materiality/Saliency

HR1. Which of the following has the company identified as material human rights issues connected with its operations and/or value chain, whether based on their salience (i.e., the most severe potential negative impacts on people) or another basis? [\[Please select your top 5 material issues\]](#)

- ☐ Non-discrimination in respect of employment and occupation
- ☐ Occupational safety and health
- ☐ Working conditions (wages, working hours) [\[Prompts additional line 'Working conditions \(wages, working hours\)' in Questions L1, L2, L3, L4, L5, L12\]](#)
- ☐ Rights of refugees and migrants [\[Prompts additional line 'Rights of refugees and migrants' in Questions HR2–HR7\]](#)

Please provide additional explanation: The Labor Code is used by all companies in Ukraine

Commitment

HR2. Does the company have a policy commitment in relation to the following human rights issues? Matrix will be populated only for the human rights issues selected in HR1.

Human Rights Topics:	No, and we have no plans to develop a policy	No, but we plan to in the next two years	Yes, included within a broader policy [Prompts HR2.1]	Yes, articulated as a stand-alone policy [Prompts HR2.1]	If yes, year policy last reviewed (YYYY)
Freedom of expression		<input type="radio"/>			_____
Access to culture		<input type="radio"/>			_____
Access to water and sanitation		<input type="radio"/>			_____
Digital security / privacy		<input type="radio"/>			_____
Rights of women and/or girls		<input type="radio"/>			_____
Rights of indigenous peoples		<input type="radio"/>			_____
Free & prior informed consent		<input type="radio"/>			_____
Rights of refugees and migrants		<input type="radio"/>			_____

Prevention

HR3. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following human rights issues? Matrix will be populated only for the human rights issues selected in HR1.

Please select the company’s highest level of engagement. Options progress from left to right.

Human Rights Topics:	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress in preventing /mitigating the risks/impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question
Freedom of expression	<input type="radio"/>					
Access to culture	<input type="radio"/>					
Access to water and sanitation	<input type="radio"/>					
Digital security / privacy	<input type="radio"/>					
Rights of women and/or girls		<input type="radio"/>				
Rights of indigenous peoples	<input type="radio"/>					
Free & prior informed consent	<input type="radio"/>					
Rights of refugees and migrants			<input type="radio"/>			

Please provide additional explanation:

Also, we work with the topic of work integration of people with disabilities.

**HR4. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this human rights issue? Matrix will be populated only for the human rights issues selected in HR1.**

Human Rights Topics:	Provided internal training/ capacity building for the direct workforce	Building capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.)	Conducting an audit process and/or corrective action plan	Collective Action with peers or other stakeholders to address the issue	Collaboration with governmental or regulatory bodies	Other (Please provide additional information)	No action within reporting period
Freedom of expression							<input type="radio"/>
Access to culture							<input type="radio"/>
Access to water and sanitation							<input type="radio"/>
Digital security / privacy							<input type="radio"/>
Rights of women and/or girls							<input type="radio"/>
Rights of indigenous peoples							<input type="radio"/>
Free & prior informed consent							<input type="radio"/>
Rights of refugees and migrants		<input type="radio"/>					

Please provide additional explanation: \_

February 2022 – till now - we are working with Ukrainian IDP's and providing humanitarian help.

In 2022 – our team have worked with a governmental work group to develop legislation for the work integration of people with disabilities.

In 2021 – our team provided a serial of round tables with Ukrainian NGO's and government organizations about the ways of helping to Belarus refugees.

In 2020 – our experts took part in policymaking, have created a document – The White Paper on Social Entrepreneurship development in Ukraine.



HR5. Who receives training for the following human rights issues? Matrix will be populated only for the human rights issues selected in HR1.

Human Rights Topics:	No training provided	Select employees	All employees	Contractors	Direct suppliers of the organization	Indirect suppliers of the organization	Other – such as partners, clients, etc.
Freedom of expression	<input type="radio"/>						
Access to culture	<input type="radio"/>						
Access to water and sanitation	<input type="radio"/>						
Digital security / privacy	<input type="radio"/>						
Rights of women and/or girls	<input type="radio"/>						
Rights of indigenous peoples	<input type="radio"/>						
Free & prior informed consent	<input type="radio"/>						
Rights of refugees and migrants	<input type="radio"/>						

Please provide additional explanation: Our organization does not conduct any trainings during this period.

HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights issues? Matrix will be populated only for the human rights issues selected in HR1.

Please select the company’s highest level of engagement. Options progress from left to right.

	No monitoring addi- of progress	Review issues on ad-hoc basis	Set annual targets/ goals, track progress over time (in- ternal programs only)	Set annual targets/ goals, track prog- ress over time (internal and external programs)	Other (Please provide tional information) [Makes text box mandatory]
Freedom of expression	<input type="radio"/>				
Access to culture	<input type="radio"/>				
Access to water and sanitation	<input type="radio"/>				
Digital security / privacy	<input type="radio"/>				
Rights of women and/or girls	<input type="radio"/>				
Rights of indigenous peoples	<input type="radio"/>				
Free & prior informed consent	<input checked="" type="checkbox"/>				
Rights of refugees and migrants	<input type="radio"/>				

## Response

**HR7. During the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact associated with the following human rights issue(s)? Matrix will be populated only for the human rights issues selected in HR1.**

Human Rights	Yes	No	Choose to not disclose
Freedom of expression		<input type="radio"/>	
Access to culture		<input type="radio"/>	
Access to water and sanitation		<input type="radio"/>	
Digital security / privacy		<input type="radio"/>	
Rights of women and/or girls		<input type="radio"/>	
Rights of indigenous peoples		<input type="radio"/>	
Free & prior informed consent		<input type="radio"/>	
Rights of refugees and migrants		<input type="radio"/>	

**HR8. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation.**

February 2022 – till now - we are working with Ukrainian IDP's and providing humanitarian help.

In 2022 - our team have worked with a governmental work group to develop legislation for the work integration of people with disabilities.

In 2021 – our team provided a serial of round tables with Ukrainian NGO's and government organizations about the ways of helping to Belarus refugees.

In 2020 – our experts took part in policymaking, have created a document – The White Paper on Social Entrepreneurship development in Ukraine

## LABOUR

### Commitment

**L1. Does the company have a policy commitment in relation to the following labour rights principles? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.**

Labour Topics:	No, and we have no plans to develop a policy	Not applicable (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	
Forced labour	<input type="radio"/>	
Child labour	<input type="radio"/>	
Non-discrimination in respect of employment and occupation	<input type="radio"/>	
Occupational safety and health	<input type="radio"/>	
Working conditions (wages, working hours)	<input type="radio"/>	

Please provide link, upload the document and/or provide additional explanation: [As NGO in our work we use Ukrainian legislation or donors policy commitments](#)

## Prevention

**L2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights issues? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.)**

Please select the company’s highest level of engagement. Options progress from left to right.

Labour Topics:	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress preventing/ mitigating the risks /impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question	Other (Please provide additional information) [Makes text box mandatory]
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>						
Forced labour	<input type="radio"/>						
Child labour	<input type="radio"/>						
Non-discrimination in respect of employment and occupation	<input type="radio"/>		<input type="radio"/>				
Occupational Safety and Health	<input type="radio"/>						
Working conditions (wages, working hours)	<input type="radio"/>						

Please provide additional explanation: \_

In partnership with First Ukrainian International Bank we started a financial program to support the social enterprises and work integration of people with disabilities.



**L3. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this labour rights issue?**

**For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.**

*Linked to: GRI Disclosure 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)*

*(Matrix – Select all that apply for each line)*

Labour Topics:	Provided internal antraining/ capacity building for the direct workforce	Building capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.)	Conducting audit process and/or corrective action plan	Collective Action with peers or other stakeholders, in particular workers' organizations, to address the issue	Collaboration with governmental or regulatory bodies	Other (Please provide additional information) [Makes text box mandatory]	No action within reporting period
Freedom of association and the effective recognition of the right to collective bargaining							<input type="radio"/>
Forced labour							<input type="radio"/>
Child labour							<input type="radio"/>
Non-discrimination in respect of employment and occupation				<input type="radio"/>	<input type="radio"/>		<input type="radio"/>
Occupational Safety and Health							<input type="radio"/>
Working conditions (wages, working hours)							<input type="radio"/>

Please provide additional explanation:

In 2022 - in partnership with First Ukrainian International Bank we started a financial program to support the social enterprises and work integration of people with disabilities.

In 2022 - our team have worked with a governmental work group to develop legislation for the work integration of people with disabilities.

In 2020 – our experts took part in policymaking, have created a document – The White Paper on Social Entrepreneurship development in Ukraine

L4. Who receives training for the following labour rights issues? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

Labour Topics:	No training provided	Select employees	All employees	Contractor	Direct suppliers of the organization	Indirect suppliers of the organization	Other – such as partners, clients, etc.
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>						
Forced labour	<input type="radio"/>						
Child labour	<input type="radio"/>						
Non-discrimination in respect of employment and occupation	<input type="radio"/>						
Occupational safety and health	<input type="radio"/>						
Working conditions (wages, working hours)	<input type="radio"/>						

Please provide additional explanation: Our organization does not conduct any trainings during this period.

L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights issues? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

Please select the company’s highest level of engagement. Options progress from left to right.

Labour Topics:	No monitoring of progress	Review issues on ad-hoc basis	Set annual targets/ goals, track progress over time (internal programs only)	Set annual targets/ goals, track progress over time (internal and external programs)	Other (Please provide additional information) [Makes text box mandatory]
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>				
Forced labour	<input type="radio"/>				
Child labour	<input type="radio"/>				
Non-discrimination in respect of employment and occupation		<input type="radio"/>			
Occupational Safety and Health		<input type="radio"/>			
Working conditions (wages, working hours)		<input type="radio"/>			

Performance

L6. What is the percentage of employees covered under collective bargaining agreements? (%)

100

	Percent of employees (%)	Unknown
Employees covered under collective bargaining x(%)	51%	

Please provide additional explanation: We negotiate the collective bargaining in each project with the new project team.

L7. What is the percentage of employees in a trade union or other workers' organization? (%)

(Matrix – Text Box with option for Unknown or N/A)

	Percent of employees (%)	Unknown
Employees in a trade union or on a worker committee (%)	0%	

Please provide additional explanation: Our workers don't take a part in a worker committee. Not relevant.

L8. In the course of the reporting period, what was the percentage of women in: (%)

	Percent of women (%)	Unknown
Senior leadership level position	0%	
Non-executive board	0%	

**L9. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) during the reporting period?**

	Salary ratio (%)	Unknown	Choose to not disclose [Makes text box mandatory]
Women / Men (%)	50/50%		<input type="radio"/>

Please provide additional explanation: The basic salary depends on the project description and tasks, not on the gender indicator

**L10. In the course of the reporting period, how frequently were workers injured (injuries per hour worked)?**

	Frequency of injury	Unknown	Choose to not disclose [Makes text box mandatory]
Frequency of injury	0%		

Please provide additional explanation: There were no incidents

**L11. In the course of the reporting period, what was the company's incident rate?**

	Incident rate	Unknown	Choose to not disclose [Makes text box mandatory]
Incident rate	0%		

Please provide additional explanation: There were no incidents

Response and Reporting

L12. In the course of the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to the adverse impact associated with the following labour rights issues? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

Labour Topics:	Yes	No	Choose to not disclose [Makes text box mandatory]
Freedom of association and the effective recognition of the right to collective bargaining		<input type="radio"/>	
Forced labour		<input type="radio"/>	
Child labour		<input type="radio"/>	
Non-discrimination in respect of employment and occupation		<input type="radio"/>	
Occupational Safety and Health		<input type="radio"/>	
Working conditions (wages, working hours)		<input type="radio"/>	

L.13. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation.

The Future Development Agenc is signs the contracts with all project participants.  
The organization pays salaries to the workers in time and in accordance with the contracts.

ENVIRONMENT

Commitment

E1. Does the company have a formal policy on the following environmental topics?

Environmental Topics:	No, and we have no plans to develop a policy	No, but we plan to in the next two years	Yes, included with-in a broader policy [Prompts E1.1]	Yes, articulated as a stand-alone policy [Prompts E1.1]	Not applicable (Please provide additional information) [Makes text box mandatory]	Year policy was last updated (YYYY)
Climate Action	<input type="radio"/>					
Water	<input type="radio"/>					
Oceans	<input type="radio"/>					
Forests / Biodiversity /Land Use		<input type="radio"/>				
Air Pollution		<input type="radio"/>				
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)		<input type="radio"/>				
Energy & Resource Use		<input type="radio"/>				

Please provide link, upload the document and/or provide additional explanation: We use recycling principles in our work and use an environmental approach in planning social projects, but our NGO does not yet have any official policy.

Prevention

E2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following environmental issues?

Please select the company’s highest level of engagement. Options progress from left to right.

Environmental Topics:	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress in preventing/ mitigating the risks/ impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question	Other (Please provide additional information) [Makes text box mandatory]
Climate Action	<input type="radio"/>						
Water	<input type="radio"/>						
Oceans	<input type="radio"/>						
Forests / Biodiversity / Land Use	<input type="radio"/>						
Air pollution	<input type="radio"/>						
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>						

Energy & Resource Use



Prevention

E2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following environmental issues?

Please select the company’s highest level of engagement. Options progress from left to right.

Environmental Topics:	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress in preventing/ mitigating the risks/ impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question	Other (Please provide additional information) [Makes text box mandatory]
Climate Action	<input type="radio"/>						
Water	<input type="radio"/>						
Oceans	<input type="radio"/>						
Forests / Biodiversity / Land Use	<input type="radio"/>						
Air pollution	<input type="radio"/>						
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>						

Energy & Resource Use

**E3. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with these environmental topics?**

Linked to: GRI Disclosure 3-3-d (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-iv (2016)  
(Matrix – Select all that apply for each line)

Environmental Topics:	Provided internal training/ capacity building for the direct workforce	Building capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.)	Conducting an audit process and/or corrective action plan	Collective Action with peers or other stakeholders to address the issue	Collaboration with governmental or regulatory bodies	Other (Please Provide Additional Information)  [Makes text box mandatory]	No action with-in reporting period
Climate Action							<input type="radio"/>
Water							<input type="radio"/>
Oceans							<input type="radio"/>
Forests / Biodiversity / Land Use							<input type="radio"/>
Air pollution							<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)				<input type="radio"/>			
Energy & Resource Use							<input type="radio"/>

Please provide additional explanation: Our organization provided financial support to an environmental youth organization to help collect and recycle batteries, and to create an online and offline recycling training course for Novomoskovsk schoolchildren.

E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

Please select the company’s highest level of engagement. Options progress from left to right.

Environmental Topics:	No monitoring of progress	Review issues on ad-hoc basis	Set annual targets/ goals, track progress over time (internal programs only)	Set annual targets/ goals, track progress over time (internal and external programs) [Prompts E4.1]	Other (Please provide additional information) [Makes text box mandatory]
Climate Action	<input type="radio"/>				
Water	<input type="radio"/>				
Oceans	<input type="radio"/>				
Forests / Biodiversity / Land Use	<input type="radio"/>				
Air Pollution	<input type="radio"/>				
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)		<input type="radio"/>			
Energy & Resource Use		<input type="radio"/>			

E5. In the course of the reporting period, has the company been involved in providing or enabling remedy for any actual impacts associated with the following environmental issue(s)?

Environmental Topics:	Yes	No	Choose to not disclose
Climate Action		<input type="radio"/>	
Water		<input type="radio"/>	
Oceans		<input type="radio"/>	
Forests / Biodiversity / Land Use		<input type="radio"/>	
Air pollution		<input type="radio"/>	
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)		<input type="radio"/>	

Energy & Resource Use

Climate Action

E6. What were the company’s gross global greenhouse gas emissions for the reporting period?

	Proportion measured			Emissions (tCO <sub>2</sub> e)	If ‘None’, please explain
	Full	Partial [Prompts E6.1]	None		
Scope 1 Emissions			<input type="radio"/>	<hr/>	<hr/>
Scope 2 Emissions			<input type="radio"/>	<hr/>	<hr/>
Scope 3 Emissions			<input type="radio"/>	<hr/>	<hr/>

Please provide additional explanation: Not relevant

E7. What percentage of the company’s revenue was invested in R&D of low-carbon products/services during this reporting period?

	Percent of revenue (%)	Unknown	Not applicable (Please provide additional information)
R&D for low-carbon products / services			

Please provide additional explanation: Not relevant

E8. Has the organization acted to support climate change adaptation and resilience?

☐ We have not taken actions to build climate change resilience in the reporting period

Energy / Resource Use

E9. Please report the company’s renewable energy consumption as a percentage of total energy consumption in the reporting period.

Linked to: ISAR B.5.1; GRI Disclosure 302-1 (2016)  
(Matrix – Text Box with option for Unknown)

	% of total energy consumption	Unknown
Renewable Energy Consumption as % of total energy consumption:		

Please provide additional explanation: Don't use renewable Energy

Technology

E10. What percent of the company’s revenue came from environmentally friendly products / services during this reporting period?

	Percent of total revenue (%)	Description of products / services included (e.g., relevant certification)	Unknown	Not applicable (Please provide additional information) [Makes text box mandatory]
Environmentally friendly products and services / total revenue for the reporting period	_____	_____	<input type="radio"/>	

Please provide additional explanation: Not relevant

Sector-specific Questions

**Note: Questions E.12 to E.20 will only appear in the questionnaire and be of mandatory response if the company operates in certain sectors, as identified in their application to the UN Global Compact.**

If the company selected ‘Diversified - Other’ in the application, they will be prompted to complete question E.11 below before proceeding.

We are non-profit non-government organization. Not relevant.

E11. Which sector(s) does the company operate in? If diversified, choose top 3 by revenue.

Overall Environment

E21. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation.

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## ANTI-CORRUPTION

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### Commitment

#### AC1. Does the company have an anti-corruption compliance programme?

☐ Yes [\[Prompts AC1.1\]](#)

Please provide additional explanation: We have Code of Conduct and Procurement act with anti-corruption staements.

If respondent answers 'yes' in AC1, the below question will be displayed.

#### AC1.1. If yes, in what year was this programme last reviewed? (YYYY)

2020

Please provide additional explanation: Future Development Agency together with business representatives and public organizations joined the initiative of the UN Global Compact - signed a Memorandum on joint action on anti-corruption in Ukraine.

#### AC2. Does your company have policies and recommendations for employees on how to act in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

☐ Yes, included within a broader policy

Please provide link, upload the document and/or provide additional explanation: We have Code of Conduct and Procurement act with anti-corruption staements.





## Prevention

### AC3. Who receives training on anti-corruption and integrity?

- ☐ No training provided

Please provide additional explanation: We have Code of Conduct and Procurement act with anti-corruption staements

AC4. Does the company monitor its anti-corruption compliance programme?

- Yes, through other mechanisms (additional information)

Please provide additional explanation: The anti-corruption monitoring is making by financial audit after the ending of each project.

Response and Reporting

AC5. Please report the company’s total number and nature of incidents of corruption during the reporting year.

	Number of incident(s)	Nature of incident(s)	Unknown	Choose to not disclose
Confirmed during the current year, but related to previous years	0	0		
Confirmed during the current year, and related to this year	0	0		

Please provide additional explanation: We have the audit reports for the projects in 2020 and 2021 from independent audit company.

**AC6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?**

- ☐ Not applicable/no incidents in the reporting period

**AC7. Does your company engage in Collective Action against corruption?**

- ☐ No, it is not an immediate business priority

Please provide additional explanation: Future Development Agency together with business representatives and public organizations joined the initiative of the UN Global Compact - signed a Memorandum on joint action on anti-corruption in Ukraine.

**AC8. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.**

We want to update the Code of Conduct and the Procurement act

