

CONCERN
worldwide

ENDING
EXTREME POVERTY
WHATEVER
IT TAKES

Communication of Engagement (COE) to the United Nations Global Compact

1st June 2020 – 31st May 2022



Joli Kabange, in the village of Kakyinga, Manono Territory who is a beneficiary of Concern Worldwide's Food for Peace program and has 8 children. Hugh Kinsella Cunningham/Concern Worldwide (April 2021)

Table of Contents

Part i. Statement of Continued Support by the Chief Executive	Page 3
Part ii. Commitment to the 10 principles of the UNGC	Page 4
Human Rights Principles (1 & 2)	Page 4
Labour Principles (3, 4, 5 & 6)	Page 5
Environment Principles (7, 8 & 9)	Page 6
Anti-Corruption Principle (10)	Page 7
Part iii. Measurement of Outcomes	Page 8
Part iv. Examples of private sector partnerships	Page 9

Part I: Statement of Continued Support by the Chief Executive

52-55 Lower Camden Street
Dublin 2 | Ireland
Tel: +353 1 417 7700
Email: info@concern.net

H. E. António Guterres
Secretary – General
United Nations
New York
USA

Dear Mr. Secretary General,

Statement of continued support:

Concern Worldwide (hereafter “Concern”) in Ireland and its subsidiaries in the US and the UK continue to support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption. Concern recognises that a key requirement for participation in the Global Compact is the submission of a Communication on Engagement (CoE) that describes our organisation’s efforts to support the implementation of the ten principles and to engage with the Global Compact.

Concern has been a member of the UN Global Compact since May 2016. Over the past 2 years, Concern has supported sustainable and socially responsible actions and engaged the private sector in supporting societal change. We support public accountability and transparency, and therefore have included a report on progress according to the Global Compact CoE policy.

Below is a description of our actions and measured progress to support the implementation of the ten principles and to engage with the Global Compact between June 2020 and May 2022. Concern welcomes any feedback from UNGC regarding our accountability.

Sincerely yours



Dominic MacSorley
Chief Executive Officer, Concern Worldwide

Part ii: Commitment to the 10 principles of the UNGC

Human Rights Principles

Principle 1: Concern Worldwide support and respects the protection of internationally proclaimed human rights

And

Principle 2: Concern Worldwide ensures we are not complicit in human rights abuses

Concern Worldwide engages in humanitarian relief and development programmes in 25 countries around the world. Working with people living in extreme poverty, who are very often left vulnerable through conflict, displacement and/or hunger. This environment increases the potential for human rights abuses to occur and Concern has a number of key policies, which guide our work and engagement, including *Child Protection Policy, Anti-Trafficking in Persons Policy, Code of Conduct and Programme Participant Protection Policy and associated policies, (Ethical Fundraising Relationships with the Corporate Sector)*. Concern's partner organisations are expected to comply with the standards of behaviour outlined in Concern's Code of Conduct and associated policies when partnering with Concern.

Activities over the reporting period

1. Concern continues to monitor and update detailed policies to reflect our zero tolerance of exploitation and abuse.
2. Comprehensive training for all staff on safeguarding and specific screening questions on Concern's Code of Conduct for new employees.
3. Concern's Board of Trustees oversee policies through specific sub-committees, further information can be found in our Annual Report.

Labour Principles

Principle 3: Concern Worldwide upholds the freedom of association and the effective recognition of the right to collective bargaining

And

Principle 4: the elimination of all forms of forced and compulsory labour

And

Principle 5: the effective abolition of child labour

And

Principle 6: the elimination of discrimination in respect of employment and occupation

As with the broader human rights principles, Concern Worldwide is committed to upholding the UNGC principles associated with labour and take a zero tolerance stance on modern slavery and trafficking.

Activities over the reporting period

- In September 2020 Concern appointed a Head of Workplace Equality, Diversity and Inclusion to address the potential for discrimination against certain groups of people with regards to accessing employment within the organisation, and participation and progression within our workforce.
- In December 2020 the Board issued a resolution which set out its commitment to enhancing diversity and inclusion within the organisation.
- Informed by our Equality Policy and learning from our employees across the globe, in 2022 we developed a guidance document entitled 'Progressing Workplace Equality, Diversity and Inclusion'. This document is since being used in developing actions aimed at strengthening our organisational culture, HR systems and management systems in order to promote equality, diversity and inclusion, and eliminate discrimination within our organisation.
- Our internal management training programme teaches inclusive leadership skills and competencies, including understanding inequality and addressing discrimination.

Environment Principles

Principle 7: Concern Worldwide support a precautionary approach to environmental challenges

And

Principle 8: undertakes initiatives to promote greater environmental responsibility

And

Principle 9: encourages the development and diffusion of environmentally friendly technologies

Activities over the reporting period

Concern Worldwide's organisational strategy places climate front and centre in all of our work. It is built on decades of programming intimately related to climate change - from sustainable agricultural and livelihoods practices, to natural resource management and building community resilience to disasters.

In an effort to minimise negative impacts and include protection of the natural environment in all programmes, Concern applies a "Do No Harm" approach and adheres to national and international environmental standards. The central aim of Concern's environment strategy (2019-2025) is to minimise negative impacts on the natural environment arising from our programmes and operations, and strengthen our contribution to sustaining and restoring the natural environment.

The environment strategy will drive immediate action and push us to embed environmental stewardship into all of our work, including our country programmes, our individual and organisational behaviour and externally through our advocacy and communication channels. Concern is committed to enhancing the capacity of staff, partners and communities to act responsibly towards conserving the natural environment. All Concern staff, as employees and as individuals aligned to our core values, will play a central role in implementing the environment strategy.

In 2021, Concern signed [the Climate and Environment Charter for Humanitarian Organisations](#). The Charter provides a clear vision and principles to guide humanitarian action in the face of the climate and environment crises, including emissions reduction commitments and common environmental standards. Concern's commitment to the Charter and the results of Global Carbon Footprint Audits undertaken in 2019 and 2020 provide a framework and evidence base from which to develop clear points of action to reduce the organisation's carbon and environmental footprint, underpinning Concern's Environmental Strategy. In order to reduce the negative environmental impact of offices,

structures and assets in each Concern country of operation, we have committed to identifying and implementing appropriate measures to reduce emission and to address the interface between individual and organisational behaviours. Examples of these measures include, but are not limited to- the development of a green travel policy; stream-lining waste management; and, where possible, the solarisation of country offices. Consultation is ongoing with staff on how best to reduce the organisation's emissions and what targets to set. Concern is committed to setting carbon reduction targets that are ambitious, in line with the latest science and principles of climate justice, and that take into account the specific circumstances of Concern staff and the organisation's overall mission.

Concern has also partnered with the private sector to specifically address the adverse impacts of climate change on the world's most vulnerable. An example of this can be found below through our ongoing partnership with UNGC signatory Zurich Insurance through their Z Zurich Foundation.

Anti-Corruption Principle

Principle 10: Concern Worldwide works against corruption in all its forms, including extortion and bribery

Concern Worldwide is extremely stringent in preventing and monitoring corruption in any form, in our own work and partners with whom we work. Concern Worldwide is in compliance with all relevant anti bribery legislation and has been recognised by several external organisations for transparency in our financial reporting. Implementing and funding partners of all kinds, including private sector actors, are subject to thorough review before engagement.

Activities over the reporting period

- Concern continues to monitor and update all relevant policies related to corruption in any form including but not limited to Concern's Anti- Fraud policy
- Comprehensive training for all staff and specific awareness drawn to Concern's whistleblowing process.
- Robust financial procedures including a checks and balance system to avoid misappropriation of funding.

Part iii. Measurement of outcomes

Over the last three years Concern has reached an average of 34.8 million people a year through its programmes across 25 countries by providing both immediate humanitarian aid and longer term development programming across health and nutrition, livelihoods, WASH, education and climate resilience to those classified as extreme poor. Overarching this is the commitment to embed gender sensitive programming into our areas of focus.

Engagement with the private sector has been a cornerstone to these achievements. Over the last two years we have engaged with a number of UNGC members including Archer Daniels Midland, Microsoft, Kerry, Zurich Insurance Group and Accenture. Establishing and developing partnerships with these companies has enabled us improve the efficacy and reach of our programming.

We have also sought to engage businesses on a broader scale, primarily through networks. For example, Concern has actively engaged with the UNGC as they have conducted feasibility studies on the establishment of a UNGC Local Network in Ireland. Concern has also partnered with Irish Aid to provide “Global Goals Business Conversations” to business groups across Ireland. These roundtable discussions not only seek to interrogate what the SDGs mean for businesses and how different actors can come together to achieve them but has also informed academic research and recommendations to be presented to the Irish Government.

As a member of Nethope, Concern supports the effort to enable cross-sector collaboration between non-profits and innovative companies to develop better programmes, mitigate risks, and scale benefits for greater impact in the communities in which we work. In addition, Concern engages with international Irish business networks in table discussions and webinars to draw attention to Concern’s work within the humanitarian and development space and mobilise Irish business to support us. This support takes the form of traditional fundraising, provision of technical expertise, gifts in kind or logistical support. Finally, Concern hosts local engagement events and talks for existing and prospective corporate partners to attend. Themes are centred around our programmatic work such as gender equality and provides an informal space for private sector actors to learn more about how Concern works on these themes and the theory behind it. This approach is designed to give attendees a theoretical basis of knowledge to transfer into their own work environments.

Part iv. Partnership with the private sector

Through the following description and examples, Concern demonstrates its efforts of fostering relationships with the private sector and supporting the implementation of the Global Compact's 10 Principles that focus around human rights, labour, environment and anti-corruption.

The Concern Strategic Plan sets ambitious targets to tackle extreme poverty both at local and at international levels through both live-saving humanitarian responses and longer term, sustainable developments that make lasting improvements to extreme poor households. Our approach fully supports the achievement of the Sustainable Development Goals (SDGs). In order to achieve these goals Concern believes it is imperative to work in collaboration with a variety of stakeholders including government, non-government, multi-lateral and private sector.

The principles to engage private sector donors in Concern's strategy are:

- A commitment to engaging with businesses with values and principles that resonate with our own.
- All funding opportunities should be assessed for their potential to grow the 'shared value' pipeline of opportunities.
- We aim to engage private sector actors in a deeper and more sustainable way and to increase their loyalty and longer-term interest in the work of Concern.
- The recognition that every corporation and company is different, and by engaging the right teams for the right opportunities, Concern can offer tailored partnerships of the highest standards, and be seen as an example of best practice in private sector engagement.

Examples of Concern's work with the private sector

Example from the KOICA funded Snack Food program in Nairobi, Kenya and the Realigning Agriculture to Improve Nutrition program in Tahoua, Niger

In Kenya, Concern has partnered with Kerry (also a member of the UN Global Compact), a global leader in taste and nutrition, as part of a project to develop nutritious alternatives to existing snack food options. The project identified the problem of households, particularly single-headed households living in informal settlements and urban settings, who were time and cash poor, relying on produce of lower nutritional content sold by street vendors as a means of feeding their children. The Concern program worked with a panel of experts, including Kerry, to develop a cost-effective, highly nutritious alternative that could be marketed and sold through the existing street vendor network. The project also engaged with Nairobi based Euro Ingredients Ltd for the manufacture of the raw product.

Concern has also partnered with Kerry on a multi-year program in Niger where communities are impacted heavily by the result of climate change. Our RAIN program has developed climate resilient solutions to food and water scarcity and lack of nutritional diversity by introducing climate smart methods of farming, as well as utilising climate resilient, short cycle millet seeds as a sustainable crop. Communities have been able to harvest a surplus of millet, which has been sold to the local flourmill to supplement livelihoods.

Example from the Z Zurich Foundation funded program entitled ‘Zurich Flood Resilience Alliance’ in Bangladesh, South Sudan, Kenya and Malawi

Concern partners with Zurich Insurance Group (also a member of the UN Global Compact) through the Zurich Flood Resilience Alliance. The Alliance is a cross-sector collaboration of nine member organisations from the private sector, international development and humanitarian sectors, and academia. The Alliance focuses on finding practical ways to empower communities to strengthen their resilience to flood risk and save lives. This innovative approach gives local community groups the technology and insights they need to monitor, predict and plan for the effects of flooding.

As part of this partnership, the Z Zurich Foundation is providing multi-annual funding for Concern’s flood resilience work in 62 flood-vulnerable communities. The Alliance also works to increase funding for flood resilience, strengthen global, national and subnational policies; and improve flood resilience practice. However, this partnership goes beyond a financial contribution. Funding comes through the Z Zurich Foundation, but Zurich Insurance Group is also a partner in the Alliance. As such, it provides expertise as a global insurer to develop programming that shifts the focus away from post-event recovery and rather stresses the importance of pre-event resilience-building. This helps communities to reduce the devastating impacts of floods, even before a flood hits. This is in synergy with Concern’s approach to community resilience building of which disaster risk reduction is the foundation and a cornerstone of our approach to sustainable community-led solutions.