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ACTION AGAINST HUNGER UK

COMMUNICATION ON ENGAGEMENT

Period covered by this Communication on Engagement

From August 2020 – July 2022

Part 1: Statement of continued support by the Chief Executive Officer, Jean-Michel Grand

22 August 2022

To our stakeholders

I am pleased to confirm that Action Against Hunger UK 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 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 organisation has taken to support the UN Global Compact and its Principles as suggested for an organisation like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours

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Jean-Michel Grand

Chief Executive Officer, Action Against Hunger UK

Parts 2 & 3: Description of Actions & Measurement of Outcomes

For almost 40 years, across nearly 50 countries, Action Against Hunger has led the global fight against hunger. Recognised as a leader in the fight against malnutrition, we work to save the lives of malnourished children while providing communities with sustainable access to safe water and good nutrition.

Action Against Hunger is committed to the ten principles of the UN Global Compact in the areas of human rights, labour, environment and corruption. We are devoted to working together with the global community to contribute to the achievement of the 2030 Agenda for Sustainable Development and the Sustainable Development Goals, especially the goal to end hunger and undernutrition (as set out in our [International Strategic Plan 2021-2025](#)). Our mandated principles and approaches are aligned with the UN Global Compact principles, including our beneficiary guidelines and programmatic approach. You can see examples of this in our [International Annual Report 2021](#) and our [Global Performance Review 2021](#)).

As we are well respected by our peers for technical excellence, particularly in the area of undernutrition, we contribute to the international community by sharing our knowledge and expertise; and by investing in research, monitoring, evaluations and learning capacities to search for more effective solutions. For example, Action Against Hunger is a founding member of the [No Wasted Lives](#) Coalition, an inter-agency effort committed to catalysing action for acute malnutrition and promoting a coordinated approach to child health and nutrition.

We recognise that we cannot reach our goal of ending world hunger alone. We work in partnerships to maximise our impact, promote our values and create a worldwide movement for change, including working with various corporate partners. For example, over the last two years, we have collaborated with Tenderstem, Starbucks, and YO!Sushi to support the millions of families around the world who struggle to access a healthy and nutritious diet.

We aim to deliver high-quality programmes based around our humanitarian principles of independence, neutrality, non-discrimination, free and direct access to people in need, professionalism and transparency (set out in International [Charter of Principles](#)), which are aligned with the UN Global Compact.

We constantly strive to strengthen our policies, procedures and ways of working to ensure that we uphold our values and promote the UN Global Compact principles. In this Communication on Engagement, we have described some of the actions we have taken to support the UN Global Compact and its principles over the period from August 2020 – July 2022.

Principles 1 & 2: Human Rights

Action Against Hunger supports programmes in environments where people might be considered at their most vulnerable due to poverty, conflict, displacement, and an inability to access basic human rights. These environments can augment the possibility of human rights abuses and Action Against Hunger has various policies and procedures in place to ensure we comply with our commitment to principles 1 and 2 of the UN Global Compact.



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This includes our International Code of Conduct (which incorporates ethical behaviour policies); training and policies to ensure non-discrimination, equality and the safety and well-being of our staff and beneficiaries; our governance, operating and risk procedures; as well as our commitments to 'do no harm', the Core Humanitarian Standards and other humanitarian and human rights standards. We also carry out thorough due diligence checks on all of our partners and suppliers to ensure that we do not engage with businesses and organisations who are complicit with any form human rights abuses.

Action Against Hunger has a zero tolerance policy on any form of abuse of power, sexual exploitation and unethical behaviour. Working with communities in humanitarian contexts, we recognise that our programmes and operations put our teams in contact with children and vulnerable adults who may be particularly at risk of harm or abuse. The Action Against Hunger International Network has taken significant steps to continue to strengthen our approach to safeguarding over the past two years.

In February 2020, Action Against Hunger launched an International PSEA Project, which set out ambitious objectives and targets to foster a common understanding and approach in relation to sexual exploitation and abuse and ensure the highest standards of prevention and accountability across the Action Against Hunger network.

In March 2021, the International Executive Committee approved an [International Safeguarding Policy](#) applicable to all Action Against Hunger offices worldwide. This was accompanied by providing e-learning to all staff and proactively providing opportunities to raise concerns through multiple different reporting channels. 2021 also saw the piloting of a digital platform (Opinium) to capture feedback and complaints from those we work with. This platform will be scaled to all our programmes over the next two years.

Principles 3, 4, 5 & 6: Labour

Action Against Hunger UK requires that all beneficiaries, employees, volunteers and workers are treated with dignity and respect. We have adopted numerous policies and procedures to uphold these values and ensure that our recruitment processes are rigorous, transparent and non-discriminatory. These include our Equal Opportunities and Diversity Policy, Dignity at Work Policy and Recruitment and Selection Policy. Action Against Hunger UK's procedure for reporting any suspected breach of our policies are outlined in our Whistleblowing Policy along with details as to how suspected breaches will be handled.

Although Action Against Hunger UK employs less than 250 people in the UK (and is therefore not required by law to do so) we have committed to publishing our gender pay gap and this is set out in our [Annual Report](#) for 2020. In April 2018, it showed no difference in the median pay gap between female and male full-time employees. Data in April 2019 indicated that there is now a negative gender pay gap in favour of women of -2.5%. However, in April 2020, this negative gender pay gap in favour of women decreased to -1%.

It is important that our downstream partners also adhere to these principles and our Partnership Policy and Toolkit sets out the steps we take to ensure that our partners maintain appropriate policies and procedures, particularly in relation to whistleblowing, feedback and complaints. In 2020, Action Against Hunger International established a network-wide Local Partnership Project to consolidate the tools and guidance relating to working with local partners and a Localisation Project to set out our position on



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localisation. The Local Partnership Project will complete in 2022 and the Localisation Project will continue into 2023.

Action Against Hunger recognises its responsibility to be alert to the risks of modern slavery in both our business and our supply chains. Our Modern Slavery Policy sets out our working practices in relation to the issues of slavery, servitude, human trafficking and forced or compulsory labour and our responsibilities under the Modern Slavery Act 2015.

Principles 7, 8 & 9: Environment

Action Against Hunger recognises that climate change and environmental sustainability are key factors in achieving our mission to end world hunger. We are dedicated to taking steps to contribute towards mitigating our environmental impact, both locally and globally, as set out in our [Environmental Policy Statement](#).

As an organisation working extensively with populations affected by environmental degradation and the changing climate, Action Against Hunger takes the environmental impact of our work extremely seriously. In recognition of the negative impact that environmental factors can have on the communities we support, and in line with our mission and values, Action Against Hunger UK has adopted an Environment and Climate Framework. This includes an international network wide commitment to assess, improve and monitor our environmental performance and to comply with relevant legislation along with concrete steps as to how this should be achieved. Risks relating to our environmental impact are included in our Risk Registers along with mitigating action plans such that these can be reviewed and assessed on a cyclical basis.

Action Against Hunger ensures that due consideration is given to (i) environmental preservation; (ii) environmental protection and recovery; and (iii) promotion of educational activities relating to our environmental impact. This sits alongside our commitment to 'do no harm' and helps to support the long-term resilience of at-risk populations.

Principle 10: Anti-Corruption

Action Against Hunger has a zero-tolerance policy in relation to fraud, corruption and bribery as set out in our Anti-Bribery, Corruption, Money Laundering and Whistleblowing Policies. These detail mandatory requirements for all staff to report any suspected, alleged or actual cases of aid diversion, fraud, money laundering or counter terrorism finance.

We have continued to strengthen these policies and processes, in particular by establishing and engaging closely with the Action Against Hunger International Risk Group which focuses on the harmonisation of policies, principles and standards across the international network. This aims to ensure consistently high standards and adherence to our values and to progress dedicated projects relating to fraud, partnerships, counter terrorism and feedback mechanisms.

We carry out strict due diligence, risk assessments and monitoring procedures in relation to all of our partners to ensure that they have appropriate policies and procedures in place to adhere to the UN Global Principles. We also assist partners in identifying areas for improvement and provide support and assistance to help them to build capacity and compliance where required.