

# UNITED NATIONS GLOBAL COMPACT



COMMUNICATION OF PROGRESS 2022

**fhi360**  
THE SCIENCE OF IMPROVING LIVES

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# OUR CONTINUED SUPPORT

**FHI 360 aims to sustainably secure the well-being of people, families and communities around the world, so that they are able to reach their full potential.**

We partner with governments, communities and the private sector to bring about positive social change and provide lifesaving health care, quality education and opportunities for meaningful economic participation. Below, we share how we've worked with our funders and local partners to uphold the Ten Principles of the UN Global Compact and improve the health and well-being of people in the United States and around the world.

Sincerely yours,





**Tessie San Martin**  
Chief Executive Officer

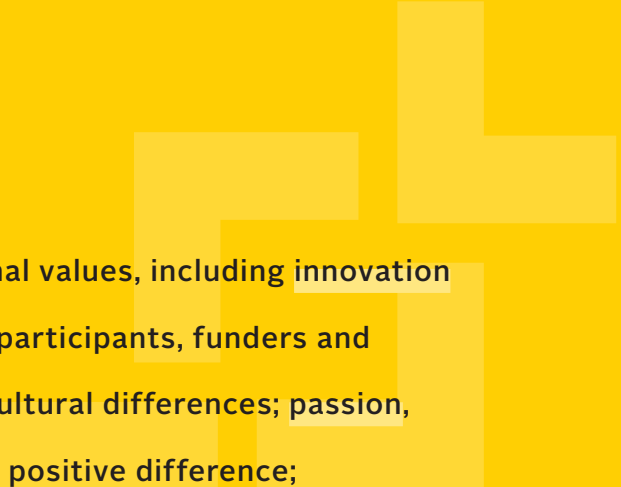



# COMMUNICATION ON PROGRESS

FHI 360 envisions a world in which all individuals and communities have the opportunity to reach their highest potential. We are working to improve the health and well-being of people around the world by using research and evidence to design and deliver innovative programs that change behaviors, increase access to services and improve lives.



All our work is grounded in our organizational values, including innovation to meet the evolving needs of our program participants, funders and partners; mutual respect for diversity and cultural differences; passion, driven by a personal commitment to make a positive difference; accountability for our work, measuring, reporting and continually improving all that we do; commitment to excellence assured by the highest ethical, quality, operational performance and scientific standards; and teamwork across disciplines and geographies, within the organization and with our partners. Together they spell **IMPACT** and illustrate how we work to create meaningful, positive change.





# HUMAN RIGHTS

**FHI 360 is committed to protecting and promoting the dignity, rights and well-being of its personnel and participants in its programs and activities around the world. All FHI 360 employees adhere to the highest standards of moral and ethical behavior, which are reflected in our organization’s values and culture.**

## FHI 360’S CODE OF ETHICS AND CONDUCT

FHI 360’s Code of Ethics and Conduct (the Code) sets the standards of ethical behavior and professional conduct for our personnel, and all staff are required to review and sign the Code annually. The Code is intended to foster a culture of honesty, integrity and accountability by identifying potential ethical issues, encouraging vigilance and open communication and providing tools to help FHI 360 personnel carry out their work in accordance with FHI 360’s values and policies. The Code is reinforced by a set of specific policies and standard operating procedures that are regularly updated and promoted among staff and program participants, and staff are required to complete an annual ethics training.

## SAFEGUARDING OF PROGRAM PARTICIPANTS

FHI 360 is committed to safeguarding its personnel and program participants from any type of discrimination, harassment, violence, exploitation or other abuse in our work environments and programs. In 2019, we established our safeguarding policies, which include

safeguarding children, protecting program participants from sexual exploitation and abuse and combating trafficking in persons.

To strengthen the effectiveness of and adherence to our safeguarding policies, FHI 360 established a set of minimum standards for safeguarding program participants that draw from and assure uniform application of international standards and major funder requirements. In 2022, we introduced the FHI 360 Safeguarding Toolkit to support project teams to implement and meet those standards through concrete actions, including conducting risk assessments, carrying out FHI 360’s Universal Anti-Trafficking Compliance Plan, using safeguarding-related hiring processes, participating in mandatory staff trainings on safeguarding, and distributing awareness-raising materials to program participants. FHI 360 has robust reporting and investigative mechanisms in place if harm is suspected or occurs. Our dedicated investigator ensures that safeguarding-related reports are investigated promptly and victims and survivors have access to compassionate care and support.

## PRINCIPLES

**01** Businesses should support and respect the protection of internationally proclaimed human rights.

**02** Businesses should make sure that they are not complicit in human rights abuses.



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## Highlights of our work to promote rights-based approaches in our programs

### HUMAN RIGHTS AND GENDER-BASED VIOLENCE

FHI 360 supports the prevention of and response to gender-based violence (GBV) in Mozambique, northern Ethiopia, and Nigeria. Our prevention activities include small group discussions in which young and adult men talk about the gender norms and harmful practices that can lead to GBV. We also work with male community leaders to conduct outreach initiatives for combating GBV. When GBV does occur, FHI 360 provides clinical services, psychosocial support, education on available legal aid, and access to safe houses. FHI 360 also works to decrease the risk of GBV in other program areas, including health, water, sanitation, hygiene and nutrition.

### HUMAN RIGHTS AND POLICY CHANGE

The Lebanon Civic Action Accelerator Program (LEB-CAAP) supports the efforts of Lebanon’s civil society to advance inclusive rights-based policies and practices through increased engagement, enhanced capacities, expanded resources and strategic collective action. Multi-year grants support national-level policy reforms that align with Lebanon’s international and national obligations, while grants to community-based organizations build civic activism for rights-based change among marginalized groups and mobilize community actors, the private sector, media and informal groups to demand responsive and transparent governance at the local level.

### HUMAN RIGHTS AND HIV

The Meeting Targets and Maintaining Epidemic Control (EpiC) project uses a rights-based approach to create environments and pathways for successful responses to HIV that affirm the dignity of people who are living with, or who are vulnerable to, HIV. Project staff and partners provide strategic technical assistance and direct service delivery to improve the prevention, case identification and treatment of HIV, with the goals of promoting self-reliant management of national HIV programs and achieving epidemic control of HIV.

# LABOR

**FHI 360 complies with all applicable local labor laws where we operate and does not discriminate or allow harassment of employees or applicants based on any characteristic protected by law.**

We are committed to promoting a safe, respectful, harassment-free and violence-free culture for our personnel, everyone who interacts with our organization and everyone who participates in our programs. We have policies and systems to prevent FHI 360 personnel, suppliers and other personnel from engaging in harmful behaviors and illegal activities, including child labor and trafficking in persons. A non-retaliation policy encourages staff to report alleged instances of non-compliance or abuse for immediate investigation.

**OUR VISION FOR DIVERSITY, EQUITY AND INCLUSION (DEI)**

FHI 360 is committed to building and nurturing a diverse, equitable and inclusive workforce and a workplace where differences are celebrated and embraced and where our staff, partners and community members feel valued and respected. In 2022, FHI 360 formed regional employee-led DEI Councils to inform and advance our organization's DEI strategy and action plan. These Council members

reflect the diversity of our global organization and are committed to promoting and supporting DEI. FHI 360 also hosts U.S.-based Employee Resource Groups (ERGs), which are formed and led by employees who have common interests or life experiences. FHI 360 ERGs provide opportunities for networking, learning, professional development and support across the organization and are open to all staff.

**FHI 360 DISABILITY INCLUSION TOOLKIT**

FHI 360 sees disability inclusion as part of our larger collective effort to advance diversity, equity and inclusion within our organization and programs. To educate and assist our personnel in disability inclusion, we developed a disability inclusion toolkit for staff, interns, consultants, vendors, partners and other stakeholders. The toolkit provides information on ways to communicate about disability inclusion, collaborate to promote disability inclusion and improve accessibility in work environments through the leadership of — and in solidarity with — people with disabilities.

**PRINCIPLES**

**03** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**04** Businesses should uphold the elimination of all forms of forced and compulsory labor.

**05** Businesses should uphold the effective abolition of child labor.

**06** Businesses should uphold the elimination of discrimination in respect of employment and occupation.

**Highlights of our work to implement responsible labor practices**

**COMPASS ROSE COLLABORATIVE**

FHI 360's National Institute for Work and Learning's (NIWL) Compass Rose Collaborative promotes the inclusion and integration of young people affected by the justice system into educational and work systems. NIWL works with community-based organizations in communities with high rates of poverty and crime to implement data-driven practices that combat the stigma associated with a criminal background and connect formerly incarcerated people to educational and career opportunities. Participants in Compass Rose projects have demonstrated remarkably low rates of recidivism.



Photo: Getty Images

**BURMA AGRICULTURE AND FOOD SYSTEMS DEVELOPMENT ACTIVITY (AFDA)**

FHI 360 supports environmentally sustainable agriculture production of priority commodities and market linkages in conflict-sensitive areas of Myanmar (Burma) through engagement with and technical support to smallholder farmers to maintain or improve soil quality and reduce erosion. The AFDA also supports agribusinesses in Myanmar (Burma) to develop and expand socially responsible business practices and promote positive engagement with sourcing communities. FHI 360, as a subcontractor on the project, also focuses on labor issues, by working to ensure equal wages for women and men and to reduce and eliminate the use of child labor.



# ENVIRONMENT

**FHI 360 is committed to developing sustainable solutions for environmental protection, community-based natural resource management, biodiversity and energy conservation and agricultural production.**

We work to mitigate the social, environmental and economic effects of climate change in all our operations and programs. We also adhere to all applicable national laws and funder regulations intended to protect the environment, regularly conducting environmental assessment plans to identify potential harm that might occur from our programs and developing plans to prevent or mitigate those effects.

**PATH TO NET ZERO**

FHI 360 is conducting our first greenhouse gas emissions (GHG) accounting to determine the global carbon footprint of our corporate and program operations. From that baseline, FHI 360 will set reduction targets and timelines and implement GHG reduction strategies to strive for net-zero carbon emissions by 2050 or earlier.

**FHI 360 ENVIRONMENT AND CLIMATE CHANGE (ECC) INITIATIVE**

Through the ECC Initiative, FHI 360 is leveraging its staff, capabilities and multisectoral global platform to safeguard our planet's health and sustainability. We are building our technical leadership, participating actively in global and regional forums on sustainability and developing strategic partnerships to respond to the accelerating effects of climate change on human development and to scale solutions at the nexus of climate change and our areas of expertise, including global health.

**Examples of our efforts to promote sustainable solutions in our programs**

**THE INTEGRATED HUMANITARIAN ASSISTANCE TO NORTHEAST NIGERIA (IHANN) PROJECT**

IHAAN delivers targeted interventions to meet the most pressing needs of communities after years of conflict in northeast Nigeria, including the rehabilitation and installation of essential water, sanitation and hygiene infrastructure. The IHANN project developed and installed solar-powered water points to supply clean water to homes and health facilities in hard-to-reach areas of Borno state. The use of water points has substantially reduced the number of water trucks on roads and the carbon emissions they produce. IHANN also initiated a weekly cleanup program, through which participants engage in environmental sanitation activities, as well as a cash-for-work program, which provides resources for people who take initiatives to keep their environment clean.

**CLEAN AIR IN NEPAL**

The USAID Clean Air program works to improve the Government of Nepal's capacity at all levels to manage air quality, increase citizen knowledge of air pollution and engagement with mitigating air pollution and enhance private sector involvement and investment in addressing air pollution. The project team works with municipal actors to develop and scale local evidence-based solutions and engages with private enterprises to spur innovations and technologies to address air pollution. Through the provision of technical assistance, management and consulting services and co-funding, the project invests in businesses with promising air pollution and mitigation solutions to test their new ideas or products and create locally generated, adaptive technologies.

**PRINCIPLES**

- 07 Businesses should support a precautionary approach to environmental challenges.
- 08 Businesses should undertake initiatives to promote greater environmental responsibility.
- 09 Businesses should encourage the development and diffusion of environmentally friendly technologies



Photo: Getty Images

# ANTI-CORRUPTION

**FHI 360 is committed to conducting every business transaction with the highest regard for moral and ethical business practices. All our employees must ensure that their personal and business conduct comply with the laws, regulations and corporate policies that apply to FHI 360.**



Photo: FHI 360

To assist FHI 360 personnel in understanding and adhering to expectations, FHI 360 maintains a Code of Ethics and Conduct (the Code) that sets the standards of ethical behavior and professional conduct for our personnel in all our operations, including business integrity, fraud and conflicts of interest. The Code is designed to foster a culture of honesty, integrity and accountability. All our personnel receive annual training on, and sign an adherence to, the Code. Any FHI 360 personnel who observe, suspect or receive allegations of violations are required to report the conduct immediately. FHI 360 also maintains an anonymous reporting hotline that is accessible worldwide.

## **Highlights of our efforts to combat corruption through our programs**

### **EMPOWERING CIVIL SOCIETY ORGANIZATIONS FOR TRANSPARENCY (ECSOFT)**

The ECSOFT project engages public officials and civil society leaders in Azerbaijan to improve adherence to existing local ethical codes, laws and regulations. ECSOFT has trained more than 300 officials and civil society leaders from 20 government agencies; shared international best practices with regulators; and facilitated partnerships between government and civil society organizations that have strengthened local anti-corruption regulation and improved compliance with international law. ECSOFT also developed Enezerat, an electronic oversight platform, which provides a safe, transparent system for citizens to report problems with government services.

### **INNOVATIONS FOR SOCIAL ACCOUNTABILITY IN CAMBODIA (ISAC)**

The ISAC project supports citizens in eight Cambodian provinces to learn about their local government representatives' responsibilities, how to hold representatives accountable for their decisions and actions and how to engage representatives in conversations about the quality of local government services. ISAC makes important government information, such as local budgets, available to Cambodian citizens via easily accessible media, including social media platforms. By helping Cambodian citizens learn more about keeping their local government officials accountable, ISAC lays the groundwork for longer-term government accountability at the national level.

### **MOROCCO INCLUSIVE SOCIOECONOMIC DEVELOPMENT IN BENI MELLAL-KHÉNIFRA (ISED-BMK)**

To improve governance and citizen participation in governance in Morocco, the ISED-BMK project works to increase inclusive economic growth, improve the efficiency of subnational governmental institutions and strengthen the participation of civil society organizations in governance and advocacy for youth, women and people with disabilities. The project also works to ensure greater inclusion of rural populations in local governance through community youth mapping and the identification of local leaders. By increasing access to and citizen awareness of public information, ISED-BMK is helping make government more transparent and reducing barriers to citizen participation in civic life and governance.

## **PRINCIPLES**

**10** Businesses should work against corruption in all its forms, including extortion and bribery.



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[www.fhi360.org](http://www.fhi360.org)