



The Development Initiative Ltd

Communication on Progress: November 2021 - November 2022



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1 Communication on Progress, November 2021 – November 2022

1.1 Message from the Managing Director

November 2022

Dear Stakeholders,

Once again, I am pleased to confirm TDI's support of the ten principles of the United Nations Global Compact throughout 2022 in the areas of:

- › Human Rights,
- › Labour,
- › The Environment and
- › Anti-Corruption.

TDI strives to follow sustainable business practices as much as reasonably possible. The United Nations seventeen sustainable development goals and the ten principles of the Global Compact are instrumental to all of our policy documents.

In this third annual Communication on Progress, (which covers the reporting period November 2021 – November 2022), we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We will share this information with all of our stakeholders using the company's primary channels of communication, including the website and social media pages.

Sincerely yours,

Mr. Hugh Morris
Managing Director





1.2 Introduction: An Insight Into TDI

At its heart, TDI strives to improve the quality of life of affected communities by mitigating the threat of landmines and unexploded ordnance. Landmines destroy livelihoods, environments and a country's development and as a company, TDI is committed to reducing their worldwide footprint.

Since its establishment in 2005, the company has successfully completed over eighty projects in some of the world's most hazardous and challenging areas. All of our work is underpinned by comprehensive quality assurance systems, aligned with ISO9001:2015 and based on the International Mine Action Standards (IMAS). TDI's sustainability strategy supports the following underlying principles of its business agenda:

1.2.1 Highly Skilled Staff

TDI employ personnel from over 35 countries worldwide. Our team is diverse with a wealth of practical experience gained in multiple theatres. TDI is dedicated to building a culturally diverse community. As an organisation, TDI particularly encourages applications from women and minorities.

1.2.2 Stringent Quality and Safety Standards

TDI constantly strives to provide the highest quality of service in the mine action industry. TDI approaches each project with a rigorous set of key performance indicators. A strong commitment to Health, Safety and the Environment (HSE) is a top priority for TDI.

1.2.3 Flexible and Tailored Operational Solutions

All TDI projects are approached with flexibility and are individually tailored to each client's requirements and the operational environment. The headquarters of each project provide continuous support to the teams in the theatres in which we operate, ensuring quality of service is guaranteed at all times.

1.2.4 Local Community Development

Community development is always top of mind for TDI. Where possible, TDI staff use their experience to build local capacity through skills imparted by training, employment opportunities and improving local resources through small, sustainable projects.



1.3 Human Rights

1.3.1 Assessment

TDI supports the following principles on human rights:

- › **Principle 1:** *Businesses should support and respect the protection of internationally proclaimed human rights; and*
- › **Principle 2:** *make sure that they are not complicit in human rights abuses.*

All TDI staff fall under the United Nations' Universal Declaration of Human Rights. All staff have the right to work in a safe and discrimination-free environment. Our commitment to respecting human rights is reflected in our Code of Conduct, Staff Handbook, policies and all interactions with our staff, clients, shareholders and suppliers. All personnel are expected to adhere to the values of TDI, respecting the rights, race, gender and religious associations of their colleagues and those that they meet during TDI operations.

The ethical performance of TDI is the sum of all of those who work under its name. All personnel receive recognition within the company without prejudice towards gender, race, ethnicity, religious affiliation, nationality or sexual orientation. TDI has a zero-tolerance policy towards human rights infringement, sexual, physical and mental abuse, sexual trafficking, forced labour, the misuse of private information and whistleblowing

1.3.2 Implementation and Policy

When joining TDI, all personnel are given a Staff Handbook and Code of Conduct. In addition to this, TDI staff are to familiarise themselves with the TDI Human Rights Policy and that of our parent company, Constellis. TDI management at the headquarters and on our projects have an open-door policy and make every effort to communicate transparently by ensuring all staff have access to the Ethics hotline to report any human rights infringements or gender related issues. Posters are placed around the camps and at the TDI headquarters with the Ethics hotline displayed. If any member of staff witnesses a human rights violation and wishes to make a report anonymously, they are encouraged to use the hotline.

On each project, TDI respects local labour laws, customs and religious practices to best provide an inclusive workplace for all staff. As TDI is a United Nations (UN) pre-qualified vendor, all headquarters staff are required to complete the UN introduction to gender and diversity course. Contract staff are encouraged to complete this course since they work with both men and women on a daily basis.

1.3.3 Measurement of Outcomes and Goals

When operating under the TDI name, human rights infringements and abuses are not accepted. Highlighted below is how TDI monitors and evaluates its performances regarding human rights: We apply the same commitment to human rights with our staff and to our suppliers.

- › A quarterly review and audit of business practices conducted by senior management to ensure that there are no human rights infringements or unethical business practices taking place.
- › Human Rights Due Diligence Policy Training that takes place annually on the TDI Mobile Vehicle Checkpoint project in Somalia. This is undertaken by TDI staff and tailored for the Somali Police Force as well.



- › During the period of November 2021 – November 2022, no human rights infringements have been recorded.
- › Number of whistleblowing incidents: TDI operates in an open and fair environment. No whistleblowing incidents have been recorded during this reporting period.
- › Number of staff who have acknowledged and signed the TDI Staff Handbook and Code of Conduct: 799



1.4 Labour

1.4.1 Assessment

TDI supports the following labour principles:

- › **Principle 3:** *Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;*
- › **Principle 4:** *the elimination of all forms of forced and compulsory labour;*
- › **Principle 5:** *the effective abolition of child labour; and*
- › **Principle 6:** *the elimination of discrimination in respect of employment and occupation.*

TDI is committed to supporting and protecting the health, safety, welfare, security, and dignity of every worker in our company, consistent with local laws and international standards in the theatres in which we operate. We prohibit any forms of child labour, forced labour, human trafficking and slavery. At TDI, we honour each other's differences and strive to ensure that no employee is discriminated directly or indirectly on the grounds of gender, religious beliefs, ethnicity, race or sexual orientation.

1.4.2 Implementation and Policy

As an international company, TDI has a moral and legal duty of care for the health, welfare and safety of its employees. TDI management go to great lengths to create an inclusive work environment for all of its employees. When operating in international countries, TDI ensures that a country's local labour laws are followed and all wage brackets are adhered to.

All employees undergo induction training when they start with TDI and are briefed on the expectations and policies of the company. Each member of staff is provided with a Staff Handbook and Code of Conduct, detailing the behaviour expected of them when working under the TDI name. Regular briefings are conducted and staff are reminded of the company's policies in relation to treating colleagues with dignity and respect.

TDI is dedicated to gender diversity and inclusion and makes every effort to reflect this dedication in all policy documents, marketing material and communication channels. On each of our projects, TDI strives to employ as many national personnel as possible while ensuring the requirements of each proposal are met. When joining TDI, personnel are required to complete the following courses:

- › Prevention of Sexual Exploitation and Abuse (PSEA)
- › Introduction to Gender and Diversity in the Mine Action Industry
- › BSAFE Training

1.4.3 Measurement of Outcomes and Goals

The tally below highlights how the company evaluated its performance regarding labour principles during this reporting period:

- › Number of staff who have completed PSEA and BSAFE training: 799
- › Number of women employed by TDI: 60



- › Number of local national staff employed on TDI contracts: 311
- › Supply chain management: there has been no record of labour violations with the third-party suppliers that TDI works with.
- › On the TDI Mobile Vehicle Checkpoint project in Somalia, the Police unit have received new infrastructure within their base that will afford male and female colleagues the necessary privacy required including ablutions, accommodation and prayer facilities.



1.5 Environment

1.5.1 Assessment

TDI supports the following environmental principles:

- › **Principle 7:** *Businesses should support a precautionary approach to environmental challenges;*
- › **Principle 8:** *undertake initiatives to promote greater environmental responsibility; and*
- › **Principle 9:** *encourage the development and diffusion of environmentally friendly technologies.*

TDI works in several countries across Africa and the Middle East and is committed to mitigating any possible negative environmental impact that may occur because of our operations. We strive to minimise our environmental footprint by preventing pollution and implementing practices to promote sustainability. TDI's environmental management policy follows the guidelines of ISO 14001 and IMAS 10.70, with a particular focus on the 12th sustainable development goal; "responsible consumption and production."

1.5.2 Implementation and Policy

Releasing land from explosive contamination for its productive use in the future is the core of TDI's work. Although we do leave a small carbon footprint during project mobilisation, TDI tries to limit any further negative effects on the environment. Each project has environmental initiatives that are implemented as much as reasonably possible. Furthermore, our staff are encouraged to be environmentally conscious and this is stipulated in the Staff Handbook when they join TDI. Protection of the environment is reinforced by our environmental policy. The company's environmental management approach is based on a strong commitment to Health, Safety and the Environment (HSE).

TDI focuses on the reduction of consumption at the project and corporate level through the following initiatives:

1.5.2.1 Regulated Power Supply

As part of its commitment to environmental sustainability, TDI strives to utilise solar power wherever feasibly possible. At the TDI headquarters in Juba, South Sudan, a 30KVA hybrid solar system with 30kWh lithium battery bank and 30 30W solar panels have been installed to reduce the use of diesel generators and municipal power.

At the TDI Headquarters in Harare, a solar power system was installed in early 2015 with 14 panels capable of producing 5 kilowatts of backup power during times when the national power supply is lost. At the TDI camp in Mopti, Mali, hot water is supplied through the use of solar geysers. Unfavourable weather conditions such as wind and sandstorms in Mali limit the implementation of widespread solar systems.

The TDI Road Clearance Capacity (RCC) teams in South Sudan were equipped with mobile solar units capable of charging laptops, cellular devices and torches when they travel to their tasks. This ensures that they were always able to communicate with the project's headquarters.

1.5.2.2 Waste Management

Waste generated at project and corporate level is managed with the least repercussions to the environment as much



as possible. Recycling is encouraged throughout TDI with information on these efforts communicated regularly to employees. Recycling bins are clearly marked and placed in easily accessible locations. At a project level, local companies and individuals recycle used oil and tyres. TDI ensures that emergency plans are in place should an accidental spill occur whilst handling oils during an oil change.

1.5.2.3 Water Supply

Water is often a scarce resource in the theatres in which TDI operates so all staff are instructed to use this resource carefully. All TDI camps take into account the siting of shower and ablution facilities as well as kitchen amenities. Greywater is a beneficial resource, especially during times when the natural water supply is limited. Aside from the obvious benefits of conserving water and not relying completely on the use of boreholes, greywater systems afford TDI camps water for irrigation for surrounding gardens.

To combat environmental pollution and limit single-use plastic water bottles, TDI uses LifeStraw community water purifiers on many of its projects. Whilst operating in harsh conditions, LifeStraw makes water safe to drink, transforming microbiologically contaminated water into potable drinking water.

1.5.2.4 Climate Wise

TDI are aware of the risks of climate change and joined Climate Wise in 2020. Climate Wise supports several charities, intergovernmental and non-profit organisations to address the increasing effects of climate change. Since joining Climate Wise, TDI donations have offset 274 tonnes of carbon dioxide which is equivalent to 24,771 trees planted and enough to offset over 1,332,747 miles travelled in a typical family car.

1.5.3 Measurement of Outcomes and Goals

TDI has implemented the following ongoing measures to ensure sustainable business practices are followed as much as possible:

- › LifeStraw – 2 water filtration systems are currently used in Mali to reduce the need for single use plastic bottles.
- › Use of the United Nations power supply at the TDI camps in Mali to reduce the reliance on a generator and fuel consumption.
- › Primary supply of power at the new project base on the TDI MVCP project in Somalia is solar energy.
- › Recycling bins provided at the TDI Headquarters.
- › Recycling bins provided at the project headquarters in Abyei.
- › A compost pit set up at the project headquarters in Central African Republic to reduce waste.
- › A solar system is due to be set up at the project headquarters in the Central African Republic to reduce the reliance on the generator.
- › Hybrid solar power system installed and operational at the TDI project headquarters in Juba.
- › Solar system in place at the TDI headquarters in Harare



1.6 Anti-Corruption

1.6.1 Assessment

TDI is fully committed to anti-corruption within all company operations:

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

TDI's commitment to the principles of ethical business practices is well established and we are proud of our reputation as a business that adheres to the highest of ethical standards. All of our business is conducted in compliance with the provisions of applicable anti-corruption legislation, most notably the Foreign Corrupt Practices Act in the United States and the United Kingdom's Bribery Act of 2010. As a Constellis Inc. company, TDI is bound by the very robust and strict anti-corruption policies of that well established group, which are themselves, extensive and govern every aspect of their business. The Constellis anti-corruption policy is non-negotiable, and its application is subject to rigid review by both internal and external audit.

1.6.2 Implementation and Policy

As part of the company's commitment to ethical business practice, the company includes its commitment statement to corruption free business as a non-negotiable practice in its TDI Staff Handbook, which is itself mandatory reading for all staff, and which outlines exactly what behaviour is expected. In addition to this, the TDI contract of engagement explains in clear and precise language the company's commitment to corruption free business and that any attempt to solicit or pay a bribe or conduct any unethical business practice is a dismissible offence that will likely result in immediate termination.

Moreover, the company has an independently managed anonymous tip line which any suspected fraudulent activity can be reported to that will immediately and robustly investigate any potential wrongdoing.

The company regularly carries out internal audits of its own processes to ensure compliance throughout. Our finance department scrutinise all transactions on a weekly basis. Spend limits ensure that no untoward payments over a nominal amount are made. The company has submitted an annual audit carried out by PwC every year since its inception.

1.6.3 Measurement of Outcomes and Goals

We are confident that our team of professionals have the skill sets to achieve any task without the need to engage in corrupt activities no matter the location in which we are working. TDI has operations in numerous countries that are ranked very low on the international corruption index, and yet, we are able to operate without the need for bribery corruption; a track record of which we are immensely proud of.

In seventeen years of operations the company has not had any breach of the ethics policy nor have any reports of corrupt practices been reported to our head company across the entirety of our operations, and senior management continue to conduct internal checks and reviews every quarter to ensure that no unethical business practices take place that would breach TDI's policy on anti-corruption.