

## **Sanid Organization for Relief and Development (SORD)**

### **UN Global Compact**

### **COMMUNICATION ON ENGAGEMENT (COE)**

**January 2023**



**Website: WWW.SANID.ORG.**

## Period covered by this Communication on Engagement

From: Nov. 1, 2020

To: Dec. 31, 2022

## Part I. Statement of Continued Support by the Chief Executive Officer of SORD

Jan. 24 43, 2023

To our Stakeholders:

I am pleased to confirm that Sanid Organization for Relief and Development (SORD), as one of the 12<sup>th</sup> organizations combating food insecurity in Yemen- <https://foodtank.com/news/2020/09/12-organizations-combating-food-insecurity-in-yemen/>, 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 organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Mohammed Al-Kabous

CEO of SORD



## Part II. Description of Actions

- **Regarding Principle 5: "the effective abolition of child labour"**, SORD has a complete policy called "Child Protection Policy" which is based on child rights conventions and internationally recognized good practice. Protecting children is a mandatory part of SORD's vision to achieve its mission. Under Exploitation of a child, SORD's policy confirms ending the child work or other activities for the benefit of others. This includes, but is not limited to, child labor and child prostitution. These activities are to the detriment of the child's physical or mental health, education, moral or social-emotional development.
- **In accordance with Principle 6**, SORD, in choosing its employees, adopts the principle of qualifications, skills and abilities to do the proposed posts regardless of race, color, sex, religion, political opinion, national extraction, social origin, age, disability. For the sensitivity of this issue, SORD refers to discrimination in its internal regulations like Code of Conduct, HR Operational Manual, Terms of References, and Child Protection Policy. Code of Conduct, for example, under discrimination states: " Any form of discrimination in Sanid Organization for Relief and Development will not be tolerated. All employees must not engage in any form of discrimination including making employment or programming decisions based on family status, marital status, birth, ethnic origin, language, sexual orientation, age, disability or political conviction". Under the sub-heading of HR By-law "Equal Employment", SORD confirms: " The intention and work of the organization has been and will continue to provide employment, training, staff selection and equal employment opportunities to qualified individuals regardless of race, color, gender, national origin, descent, religion, age, disability, social status or sexual orientation."
- In line with **Global Compact principles of Environment**, SORD established a "Sanid Organization Nature Conservation Sector (SONC)" whose vision is: " Pioneering in nature conservation, biodiversity protection, natural resources management, sustainable development goals, and animal welfare, whether in its original habitat or in captivity. In its mission, SONC " Seeking to contribute to expanding the preservation and development of the environment, preventing pollution, protecting and caring for wild animals at risk of extinction, and consolidating and raising the level of awareness among society of the importance of the environment and preserving it in accordance with the foundations, principles, regulations, recognized international conventions and agreements in order to achieve comprehensive development on all levels".
- **As far as Principle 10: "Businesses should work against corruption in all its forms, including extortion and bribery"**, SORD has a by-law called " Anti-Fraud and Corruption Policy" which strongly discourages all facets of fraud and corruption. SORD is committed to creating an internal structure (management structure, administrative and financial procedures, internal auditing, and quality structure)

that prevents fraud. For each recruit in a management position the references are checked. However, situations may occur in which preventive measures are not possible, and in these situations, the investigation afterwards will play an important role. This investigation can be carried out by both the internal and the external auditor. If fraud has been established, please always follow the steps that are outlined in this document.

### Part III. Measurement of Outcomes

Throughout its humanitarian relief circle since 2014, SORD programs have achieved the following:

- Keeping ongoing mechanisms that guarantee the application of the hereabove-mentioned policies and regulations.
- Making an initiative to get drop-out children to school through supporting them financially and in-kind as well as enrolling them in vocational training coursed during summer vacation in the seek of ending child labor. This initiative was firstly adopted in five schools Shamlan area, Sana'a city and was fruitful.
- Following to minimum age -requirements of national labor laws and regulations.
- Increased awareness of environmental practices among all our participants; producers and, above all, among community especially those live around the habitats of the endangered fauna and flora.
- Prohibiting all kinds of discrimination against human rights gender, handicapped etc.. in all SORD programs.
- Gender mainstreaming is used in all our projects.