



PEACE NEGOTIATIONS
POST-CONFLICT CONSTITUTIONS
WAR CRIMES PROSECUTION

25 January 2023
H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary General,

I am pleased to confirm that The Public International Law & Policy Group (PILPG) remains committed to the ten principles of the UN Global Compact with respect to human rights, labor, the environment, and anticorruption. Since joining the UN Global Compact in 2018, PILPG has incorporated and upheld the principles into its workflow and engagement with external entities. As an organization of international lawyers and human rights activists, PILPG considers the respect for fundamental human rights to be ingrained in its mission. Listed below are highlighted examples of how PILPG continues to actively pursue these principles categorized by principle grouping.

Human Rights

As a global *pro bono* law firm that has represented clients that include states, sub-state actors, opposition groups, self-determination movements, civil society, and marginalized actors, including women and youth, a commitment to human rights is at the core of PILPG's work. PILPG works in many states in which citizens experience human rights abuses and violations every day. Part of PILPG's mission is to work with governments, civil society, and other stakeholders to reduce or eliminate these occurrences, and to bring states in line with the demands of UN Human Rights treaties.

Over the past decade, PILPG has become a force in documentation, a process for which data on past atrocity crimes is collected for potential use in wide-scale accountability proceedings. Through its pursuit of accountability for perpetrators of international crimes, PILPG upholds the principles of supporting and respecting the protection of internationally proclaimed human rights, as well as that to make sure it is not complicit in human rights abuses. Central to PILPG's missions and trainings, recently discussed at-length in training of civil servants and civil society actors in Ukraine, is the guiding ethical principle of "do no harm," which recognizes that human

rights documenters have an obligation to avoid jeopardizing the physical and psychological safety and wellbeing of all persons with whom they interact. This includes victims, witnesses, intermediaries, local communities, other investigators and colleagues. With this mission and throughout all PILPG trainings on documentation, PILPG seeks to first protect the safety of communities its lawyers and trainees engage with while pursuing accountability for past violations.

In addition to its training in Ukraine, PILPG provides ongoing support to Rohingya documenters in Bangladesh document atrocity crimes experienced during the 2017 genocide who are hoping to one day see accountability for the horrors experienced.

Furthermore, to complement its work with actors on the ground, PILPG holds regular Expert Roundtables as part of its Thought Leadership Initiative to highlight pressing international affairs and legal issues, launch PILPG reports, and engage with the larger public international law community.

Lastly, PILPG Senior Peace Fellows often give expert testimony to government bodies on how public agencies can assist in finding accountability for atrocities that have occurred around the world. Most recently, Professor Milena Sterio testified before the United States Senate Foreign Relations Committee to outline the imperative accountability options for the prosecution of Syrian leaders who have ordered the commission of atrocity crimes.¹

Labor

PILPG is an equal opportunity employer with policies protecting against discrimination and harassment. As a truly global organization, PILPG employs a diverse workforce and has clear procedures in place for addressing arising concerns. Moreover, PILPG does not hire children or unpaid interns.

Environment

As a twenty-first century organization, PILPG encourages the use of environmentally friendly technologies whenever possible. PILPG employees are well-versed in electronic storage and therefore, rely on digital archiving rather than paper filing. Also, PILPG works with partners to determine when traveling for in-person meetings, conferences, and trainings is truly necessary, and if so, works to find a central location for all organizations and minimizes staff who attend. These practices, combined with PILPG's fully remote structure in which employees are not expected to regularly commute, PILPG seeks to reduce its carbon footprint as much as possible.

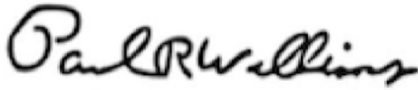
¹ <https://www.publicinternationallawandpolicygroup.org/congressional-testimony>

Anti-Corruption

PILPG maintains a strong stance against corruption and bribery. As an organization that manages multiple grants at once from funders across the globe, due diligence is given to full transparency. PILPG submits regular narrative and financial reports to each funder and is audited annually, documenting all transactions and reimbursements.

PILPG deeply values its partnership with the UN Global Compact and its other participating companies and organizations. As a leader in the field of international human rights, PILPG is proud of its commitment to these driving principles and continues to seek new ways to become more sustainable and entrepreneurial. Thank you.

Sincerely yours,

A handwritten signature in black ink, reading "Paul R. Williams". The signature is written in a cursive, flowing style with a large initial "P".

Paul R. Williams
President, PILPG