![R4D Results for Development logo]

COMMUNICATION ON ENGAGEMENT

I. United Nations Global Compact Statement of Continued Support

June 30, 2023

To our stakeholders,

I am pleased to confirm Results for Development's continued support of and commitment to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this Communication on Engagement, we outline the activities R4D has taken to support and engage with the UNGC principles in the period May 2022 to May 2023. We welcome any feedback on the contents herein. Additional information on R4D's impact can be found on the R4D website: https://r4d.org/impact

We are pleased to reaffirm our ongoing commitment to the UN Global Compact to 2023 and beyond.

Sincerely,

Gina M. Lagomarsino

Gina Lagomarsino
President & CEO
Results for Development

II. About Results for Development

Results for Development (R4D) is a non-profit global development partner. We collaborate with change agents — government officials, civil society leaders and social innovators — supporting them to achieve large-scale, equitable outcomes in health, education and nutrition. We work with country leaders to diagnose challenges, co-create, innovate and implement solutions built on evidence and diverse stakeholder input. We also support continuous learning to adapt, iterate and improve impact. We also strengthen global, regional and country ecosystems to support country leaders with expertise, evidence, and innovations. R4D helps country leaders solve their immediate challenges today, while also strengthening systems and institutions to address tomorrow's challenges.

III. Description of Actions

Human Rights – Principles 1, 2 & Labour – Principles 3, 4, 5, 6

- *Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.*
- *Principle 2: Make sure that they are not complicit in human rights abuses.*
- *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.*
- *Principle 6: The elimination of discrimination in respect of employment and occupation.*

At R4D, we are deeply committed to keeping our staff and the community members and partners we interact with safe. As part of that commitment, we launched a Safeguarding Policy and mandatory annual Safeguarding Training in November 2022. The policy articulates R4D's commitments and responsibilities to keep community members, partners and others who we interact with safe (with special consideration for children and vulnerable adults). In addition, the policy also focuses on the ways in which R4Ders engage with each other as colleagues – making clear that we will not tolerate any form of exploitation, abuse, bullying or harassment in the workplace or in other professional and/or social interactions. The Safeguarding Policy (which is aligned with other pre-existing commitments, including our Child Protection Policy, our Anti-Trafficking Policy, our Business Ethics and Code of Conduct Policy, our Diversity, Equity and Inclusion Policy, and our Whistleblower Protection Policy) commits to treating staff, partners and

others we interact with, with respect and dignity, and our [anti-racism statement](#), in which we commit to commit ourselves to equity and anti-racism in our organization and in our programs.

R4D understands that safeguarding is not a singular or isolated activity; rather, it is a commitment to the continuous improvement of our practices so that we may prevent and mitigate risks. R4D developed and rollout out mandatory safeguarding training in 2022 for all R4D staff and has reached a 98% completion rate. The Safeguarding Policy has also been externally published [on its website](#) and anyone with concerns is encouraged to submit their concerns to R4D's anonymous [Whistleblower Platform](#) (Note: No information about the Whistleblower is collected or passed on to R4D and is administered by Custom Insight, a 3rd party platform. This includes, but is not limited to email, IP addresses, location, etc.).

In addition to offering a formal mechanism for Whistleblower complaints, R4D has also offered another avenue for staff to anonymously submit concerns or suggestions through a less formal channel: The R4D General Feedback Mailbox.

R4D has also committed in 2023 to improve how gender is integrated into its programs. A new tool — The Gender Integration Framework and Checklist — was rolled out to staff in April 2023. The tool includes a definition of gender integration, R4D's principles on gender integration, many examples from across our practice areas illustrating the importance and implication of gender in our programs, a gender integration framework, a checklist with key questions to self-assess on gender integration makers during program design, list of additional internal and external resources (including free trainings), and key terms and definitions in gender equality.

Environment – Principles 7, 8, 9
Principle 7: Businesses should support a precautionary approach to environmental challenges.
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

While R4D's mission does not directly relate to environmental issues, we have started to consider how our work in health, education and nutrition intersects with climate change and the environment. For example, earlier this year we created a concept for an Africa Hub for Health and Climate resilience, which would enable local partners in the region to come together to learn with each other about how climate change is affecting health systems.

As COVID restrictions have eased and travel is possible, we are continuing to limit our travel to essential travel and thinking twice before we fly around the world, in order to protect the environment. Our team is now located in countries around the world, which enables us to work with partners globally with less travel than in the past. We have invested in systems that support

virtual work. We've also shared widely our lessons learned about how to [leverage virtual interactions](#) for more effective engagement and impact.

<u>Anti-Corruption – Principle 10</u>
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

At R4D, we take seriously our responsibility to safeguard funds entrusted to us and have a strict zero tolerance policy on fraud, bribery and corruption. R4D has many policies that have been enacted to prevent corruption, including our Business Ethics and Code of Conduct Policy, our Business Travel Policy, our Competitive Bidding Policy, our Contracts Policy, our Financial Policy and our Timekeeping Policy.

Through our programmatic work, R4D is working to reduce corruption in the natural resource sector and tackling challenges of transparency, accountability, and participation. By working with local stakeholders to build stronger governance systems, R4D is helping to ensure that the benefits of natural resource extraction are more equitably distributed and that corruption is not a barrier to development. Under our Leveraging Transparency to Reduce Corruption program with the Brookings Institution, during the last year R4D:

- Supported a subnational community of learning in Peru to promote collaboration between civil society, private sector and government in improving the management of mining revenue.
- Worked with local organizations in Colombia to develop a corruption diagnostic tool for the oil sector.
- Informed the beneficial ownership agenda in Mongolia.
- Supported investigative journalists in Nigeria to cover stories of corruption in under-researched areas, and to understand the limitations they face and how to overcome them.

IV. Measurement of Outcomes

We actively measure outcomes for our staff. For example, staff engagement survey, 360 reviews, exit surveys, diversity statistics at all levels, regular quarterly dashboard. These are all tools that enable us to hold staff accountable for key human rights principles and policies while also tracking improvements and any worrisome areas. We also measure compliance with key initiatives. For example, we mandated that all staff complete safeguarding training and we achieved 98% compliance.

In 2022, R4D made a significant investment in Organizational Learning and Results (L&R), an initiative led by Managing Director Tanya Jones. Through the L&R initiative, R4D is developing a user-focused organizational measurement and learning framework comprised of intermediate indicators that can encompass the complex nature of our catalytic work. In addition, we received funding from the Bill and Melinda Gates

Commented [GL1]: A few thoughts below?

Commented [GL2R1]: Maybe we don't need much more than this?

Commented [GL3R1]: I just saw Hiwot's note. We could add that

Foundation to fund the work of a third-party learning partner to assess how our 10 years of support to Ghanaian leaders has contributed to their success on their journey toward universal health coverage. Interviews with Ghanaian stakeholders revealed that R4D support strongly reflected our principles of local ownership and alignment with national priorities and built relationships of trust and transparency. Stakeholders also pointed to numerous specific instances where R4D support had contributed to forward progress on immediate challenges and stronger national health insurance functions, a more effective primary health care system, and better systematic use of data for decision-making.

We are also working to further develop the long-term measurement framework for our Collaborative Learning work that supports peer-to-peer learning across countries. In 2022, we received a small organizational effectiveness grant from the Hewlett Foundation to develop a more robust assessment methodology to review the contributions of global and regional learning networks to long-term policy reform and systems change in key countries.