



COMMUNICATION ON ENGAGEMENT

2021-2023

STATEMENT OF CONTINUED SUPPORT



DOUG HARPER – DIRECTOR OF OPERATIONS AND FINANCE

August 2023

To our stakeholders,

I am pleased to confirm that Development Media International 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,

A handwritten signature in black ink, appearing to read 'Doug Harper', with a long, sweeping horizontal line extending to the right.

Doug Harper

Global Director of Operations and Finance

HUMAN RIGHTS PRINCIPLES

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.

Assessment, policy, and goals

DMI is committed to upholding the Universal Declaration of Human Rights. We have produced a number of policies to help us communicate this to our staff and contractors, including:

- Safeguarding policy
- Equality, diversity, and human rights policy
- Whistleblowing policy
- Anti-bribery policy
- Code of conduct

Implementation

- Staff are trained on the policies mentioned above as part of the onboarding process and retrained on an annual basis.
- Policies are translated into the main global languages in which DMI operates (English, French and Portuguese) to ensure they are accessible.
- Procedures are in place to allow internal and external stakeholders to report concerns and for complaints to be reviewed impartially.
- Background checks are done during recruitment on all potential new staff members.

Measurement of outcomes

- All current DMI staff have completed training in safeguarding and whistleblowing within the past 12 months.
- One member of staff has been dismissed for breaching the staff code of conduct in the past 12 months.

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

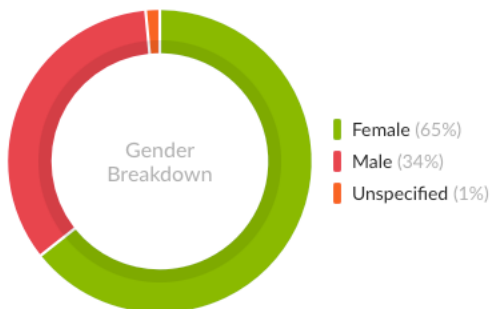
Principle 6: the elimination of discrimination in respect of employment and occupation.

Assessment, policy, and goals

Our goal is to guarantee all personnel are treated in compliance with the relevant laws and regulations applicable worldwide. Staff handbooks

Implementation

DMI has a team of more than 80 permanent staff members across seven countries. We follow local labour laws in every country of operation to ensure all our staff are protected. All staff are trained upon employment on applicable labour policies (listed on page 2) and receive refresher training annually. DMI is an accredited Real Living Wage Employer and actively encourages diversity. At the time of writing our global workforce comprises



Measurement of outcomes

- When advertising job vacancies we benchmark salaries against similar roles in the industry to ensure that the package we offer is fair and competitive.
- DMI annually reviews salaries to respond to inflation and cost of living increases. In 2022 DMI made additional discretionary compensation to staff to help with the unexpectedly steep rise in living costs.
- In 2023 we have started to actively encourage staff to provide anonymous feedback via Glassdoor which we regularly review.

ENVIRONMENT 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.

Assessment, policy, and goals

As an international organisation with offices across Africa and UK, travel is a regular activity for our operations. Travel accounts for the majority of DMI's carbon outputs. While we are a small company, we are aware of the impact our actions have on the environment, and the responsibility we have in maintaining a healthy environment.

Implementation

DMI continues to investigate appropriate methods to offset its travel related carbon outputs.

One option under consideration is the use of TravelPerk's (DMI's travel booking platform) GreenPerk programme. The programme charges €10 per tonne of CO₂ and donates the extra charge to projects certified by Verra's Verified Carbon Standard Program.

We have also had initial discussions in Burkina Faso about investing in rewilding efforts to offset DMI's carbon footprint.

Measurement of outcomes

- In 2022 DMI introduced hybrid working at its global HQ in the UK. Staff based at this office typically travelled further to the office each day than those staff working at national level. The introduction of hybrid working has, therefore, reduced DMI's UK office emissions.
- In the 2020/21 financial year DMI moved to a paperless filing system for its financial records. This has dramatically reduced the need for printing and duplication of hard copy records.

ANTI-CORRUPTION PRINCIPLES

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

Assessment, policy, and goals

It is DMI's policy to conduct business in an honest way, and without the use of corrupt practices or acts of bribery to obtain an unfair advantage. In line with UK government guidance, our anti-bribery and corruption policy aims to give effect to the six key principles underpinning the effective prevention of bribery and corruption, which are:

- Proportionate procedures
- Top-level commitment
- Risk assessment
- Due diligence
- Communication (training)
- Monitoring and review

DMI is committed to ensuring adherence to the highest legal and ethical standards. Our policy framework emphasises the necessity to reflect this in every aspect of the way we operate and to bring integrity to all our dealings.

Implementation

All DMI staff and contractors must sign an anti-bribery declaration upon employment by DMI. Staff also receive annual training on anti-bribery, corruption, and whistleblowing to ensure ongoing comprehension and commitment to ethical working.

DMI staff and consultants must carry out a risk assessment to gauge the vulnerability of each project to various risks (including bribery and corruption risks) on an ongoing basis. These assessments enable the organisation and its staff to evaluate and mitigate these risks.

In terms of finance, DMI's procurement process ensures that staff are able to ensure all purchases and supplier contracts are competitive, cost-effective, and meet funders' requirements. DMI also has an annual external audit and regular internal and funder audits.

Measurement of outcomes

- DMI's internal audit process discovered an incidence of suspected low-level fraud in Uganda. The employee was investigated in line with DMI's policies and left DMI as a result.