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

*5 October 2023*

Dear Mr. Secretary-General,

I am delighted to confirm CDAC Network's continuing commitment to the United Nations Global Compact and its Ten Principles in regard to human rights, labour, environment and anti-corruption.

In this Communication on Engagement, we set out the activities that CDAC Network has undertaken and continues to uphold to support and engage with the Global Compact and its Principles throughout 2022–2023. We commit to sharing this information with our stakeholders and welcome feedback on its contents.

*Marian Casey-Maslen*  
Yours faithfully,

**Marian Casey-Maslen**

Executive Director  
CDAC Network

# CDAC Network Communication on Engagement

Period covered: 25 October 2021 – 5 October 2023

## Description of actions and measurement of outcomes

[CDAC Network](#) is the global alliance of many of the world's biggest organisations prioritising communication and community engagement with and accountability to people affected by crisis. Our members include media development, United Nations agencies, the Red Cross/Red Crescent Movement, non-governmental organisations and specialist communications entities. Together, we are committed to putting the power in humanitarian and development action back in the hands of communities.

CDAC Network remains fully committed to operating in a socially, environmentally and economically sustainable and responsible manner. The Ten Principles of the UN Global Compact are in alignment with the Network's organisational values and are therefore embedded in our culture, our 2022–2027 Strategic Plan, our policies and our global programmes. We continue to uphold the UN Global Compact's Principles in all that we do and seek to encourage the organisations with which we engage to do likewise. These include our member organisations as well as our donors and those with whom we engage in the private sector.

Since the CDAC Network became a signatory to the UN Global Compact in 2019, many of our achievements have been underpinned by the Ten Principles and our commitment has continued throughout 2022–2023. Our [Annual Reports](#) outline the actions we have taken in more granular detail, but below we summarise some of our key activities and achievements from the past two years in relation to the principles.

## 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.**

CDAC Network is committed to supporting and respecting the protection of internationally recognised human rights throughout our work and operations. We adhere to a robust Children and Vulnerable Adults Safeguarding Policy that reflects best practice, both with regards to protecting children and vulnerable adults, and to treating everyone with respect and dignity, regardless of their age, disability status, gender, civil status, race, religion or belief, or sexual orientation. All CDAC Network staff and consultants commit to adhering to these policies and their application is cascaded through our international programmes to extend adherence among our members and partners.

The protection and promotion of human rights for people affected by crisis is also fundamental to the vision and mission of the CDAC Network, and we work hard to ensure that the rights of people affected by crisis – in particular, the rights to freedom of expression, to access information and to participate in decisions that impact their lives – are realised and protected. The protection of these rights in particular has been prioritised as one of our three key policy themes for 2022–2023, informing much of our public advocacy and policy influencing activities at key global fora: see for example [our intervention at the 2023 Humanitarian Networks and Partnerships Weeks \(HNPW\)](#), which focused on embedding rights-based approaches to information and communication across humanitarian response.

## Labour

- ➔ **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.**

CDAC Network strongly supports the labour principles under the UN Global Compact, which are embedded in several of our key organisational policies, such as our Dignity at Work policy. We are proud to be an equal opportunities employer and are fully committed to treating all our employees, prospective employees, consultants and those who work with us equally.

CDAC is committed to ensuring that there is no modern slavery or human trafficking within its own business. In March 2020, the CDAC Network Board adopted a statement on Modern Slavery, which outlines the steps taken to ensure its procurement processes and supply chains are at very low risk of supporting modern slavery of any kind. CDAC's staff are employed or engaged in the UK and are not in any category which is seen to be vulnerable

to modern slavery or human trafficking. CDAC's risk of modern slavery and human trafficking through employment or contracting is low due to the policies we have put in place, which include provisions for background screening, assessing candidates' right to work in the UK, equal opportunities, anti-bribery and whistleblowing. CDAC actively encourages employees to report any potential instances of modern slavery or human trafficking to management.

While not directly involved in labour rights negotiations, CDAC Network actively promotes and facilitates collective action among crisis-affected people, including advocacy for equal access to employment, training and livelihood opportunities.

## Environment

- ➔ **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.**

CDAC Network is committed to ensuring that the people we work with and the communities we serve are protected from potential adverse impacts of all programmes and projects supported or implemented by CDAC. While we are aware that CDAC's areas of work falls outside the remit of UK and EU regulations and legislation requiring environmental and social impact risk assessments for our projects, we believe that we have a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and encourage our members, associates, suppliers and other stakeholders to do the same.

We are guided by our Environmental and Sustainability Policy, which outlines how CDAC Network reduces its carbon footprint by practicing the 'three Rs':

- **Reducing** consumption – not just of electricity, but of water and all natural resources and consumer goods.
- **Reusing** items for as long as they function, or finding new uses for them, before replacing them.
- **Recycling** our waste.

In 2019, the CDAC Network began reducing the size of its headquarters and accelerating the use of digital technologies that allowed staff to work from home. This shift served us well during the COVID-19 pandemic and we have since shifted to a largely remote-working model. Our approach to our international programmes and projects, which encourages us to partner and collaborate with local organisations and consultants, allows us to minimise our air travel and resultant carbon footprint.

Additionally, environmental and climate-related advocacy and efforts to promote greater environmental responsibility is core to the work of several of our member organisations, and these activities are actively supported and amplified by CDAC.

## Anti-corruption

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

CDAC Network upholds a zero-tolerance Anti-Fraud and Corruption Policy. This is integrated in the CDAC Code of Conduct for all staff, in relation to the prevention of Abuse of Power, Fraud, Corruption, and Sexual Exploitation and Abuse. The Network believes that fraud and corruption is contrary to our fundamental values of integrity, transparency and accountability, and undermines organisational effectiveness.

CDAC conducts its business in a legal and ethical manner. All staff and any other associated person acting on the Network's behalf, including members of the Governing Board, are responsible for acting honestly and with integrity by ensuring that their activities, interests and behaviours do not conflict with these obligations, regardless of their seniority.

CDAC takes the most serious view of any attempt to commit fraud or corruption by members of staff, contractors, their employees and agents acting on behalf of CDAC, and others. Staff involved in impropriety of any kind will be subject to disciplinary action, including prosecution, if appropriate. CDAC treats attempted fraud as seriously as accomplished fraud.

CDAC Network is committed to responsible fundraising to support the achievement of its global mission, and to this end instituted an Ethical Fundraising Policy in March 2019. In addition, the Network has a robust system of due diligence both when applying for funds and grants from donors and when sub-contracting entities to assist with programming.

We continue to strive for the highest levels of transparency and accountability, and encourage our member organisations and those entities with which we partner to do the same.