



## COMMUNICATION ON ENGAGEMENT

October 22<sup>nd</sup> 2023 - October 21<sup>st</sup> 2025

### PART I. STATEMENT OF CONTINUED SUPPORT BY THE PRESIDENT

To our stakeholders:

I'm pleased to confirm that **Inter Futura S.R.L. unique shareholder** supports the ten principles of the **Global Compact** in respect to Human and Labor Rights. Our mission is to use the values of sport and the game of football as a tool to implement education for thousands of needy children and adults in 30 countries around the world. Since 1997 the project contributes to the development of the local communities, supporting educational, social and sanitary protection programs carried out by local partners and promotes social integration among differing ethnic groups and cultures.

With this communication, we express our intent to support and advance those principles within our sphere of influence. We commit to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company and undertake to make a clear statement of this commitment our employees, partners, clients and to the public.

We recognize a key requirement for participation in the UN Global Compact is the submission of a **Communication on Engagement (COE)** that describes our organization's effort to support the implementation of the ten principles and to engage the with the Global Compact policy.

Sincerely yours,  
President  
Carlotta Moratti



## PART II. DESCRIPTION OF ACTIONS

Inter Futura srl unique shareholder, on behalf of F.C. Internazionale Milano, runs Inter Campus project since 1997. Born as an expression of the ethical values and the spirit of brotherhood on which the Club is funded, Inter Campus formalizes flexible and long-term collaboration agreements with selected NGOs and institutions throughout the world. Inter Campus supports their social programs in favor of children in need, using football as an educational tool. It offers free technical clinics to adults, restores the **Right to Play** to kids and favors the development of local communities, while respecting their needs and contextual characteristics.

Inter Campus believes that Playing is a Right for every child. Active in four continents, the program constantly involves thousands of boys and girls aged 6 to 13, as well as hundreds of educators and local volunteers. Inter Campus supports the communities it works in, giving back children the opportunity to play, to develop their personality, to integrate and participate proactively in social life. Every year, each participant receives as a gift the official Inter kit (jersey and short), as a symbol of belonging to the Nerazzurri family.

Continuity and flexibility are two key elements for the success of Inter Campus, that proposes consistent and custom programs based on the different social context and the local necessities. Inter Campus also establishes partnerships with international organization and institutional entities, with the aim of improving and increasing the impact of its intervention. The project concretely collaborates with several UN Agencies and it has been invited many times to the United Nations Headquarters in New York City to witness its social commitment in the world. In 2016, thanks to Inter Campus, FC Internazionale Milano has been the first Football Club to be hosted with the whole squad at UN.

Inter Campus is Member of the **Football for the Goals** of the United Nations, further committing itself to the following principles across its business practices and in its advocacy with stakeholders, as well as media and commercial partners and sponsors:

1. Sustainability policies and practices;
2. Implementing and advocating for the SDGs;
3. A human rights-based approach, including addressing issues of non-discrimination policies;
4. Equality and equity, including gender.



Inter Futura srl unique shareholder has been a signatory of the United Nations Global Compact since 2020 and is committed to respecting its ten principles in the areas of:

1. **Human Rights;**
2. **Labour;**
3. **Environment;**
4. **Anti-corruption.**

By integrating sustainability into its Mission, Inter Campus strives to contribute to the **UN Sustainable Development Goals** within its scope of influence, also promoting UNGC approach toward its partners.

### **Dissemination**

Action networks are useful in mobilizing resources, building partnerships and creating awareness, spurring tangible results in support of the local communities, scaling up existing initiatives or catalyzing new commitments and actions. Using sport on a daily basis to promote peace and development, Inter Campus aims at building a global movement that fosters and intensifies international and national initiatives by governments, multi-laterals, the private sector and civil society to address the major health and education challenges facing children and adolescents around the world, to improve their well-being and to bring about the transformative change needed to shape a more prosperous and sustainable future. Inter Campus creates new development opportunities and supports projects that contribute to future generations and local communities' positive transformation.





On April the 6<sup>th</sup> 2023, in occasion of the **International Day of Sport for Development and Peace**, Inter Campus took part to the UN high level event *Scoring for People and the Planet* represented by its Ambassador Javiere Zanetti, Inter Vice President, former Inter and Argentinian captain, to share its experiences on sport and children's rights. Children of the project were also present, to let them enter the UN HQ for the first time and commit to the activities Inter Campus brings along in and off the pitch.



## Human Rights

Inter Campus respects and elevates the UN Global Compact ten principles not only making Human Rights the core of an evolutionary project built with devotion throughout the recent decades, it also ensure the philosophy to be applied among its employees and collaborators.

Inter Campus struggles for protecting Human and Children Rights abused or neglected. Using sport as an educational tool, the project aims at diffusing a culture of respect and awareness at any level of society: youth, minorities, families and representatives. Culture is key within the resilience process. Referring to UN Global Compact and the **UN Convention on the Rights of the Child (UNCRC)**, together with the recent **Guiding Principles on Business and Human Rights** promoted by the **Office of the High Commissioner on Human Rights**, football is used as a lever to motivate, inspire and include. According to the **Olympic Charter** on sport principles, taking into higher consideration the **International Charter of Physical Education, Physical Activity and Education** and absorbing **Kazan Action Plans** guidelines in matter of sport, Inter Campus vision aims at promoting physical activity as a fundamental, unalienable feature of human beings. Not only considering sport as a tool, but as a Right *per se*. Inter Campus **Charter of Value**, together with its Corporate Policy on Children, regulates employees and





collaborators behavior, driving everyone to upstanding attitudes and steady commitment to improvement. In line with our own sustainability ambitions, we expect our stakeholders to agree with our Chart of Values as Code of Conduct. No misconduct is accepted.



### **Labour**

Social and cultural cohesion is built everyday through integrity and transparent management. Employees have the right to work in a respectful environment where their health, safety and dignity are priority. Dialogue is not only possible, but is incentivized. Risk assessment procedures have been activated, especially in terms of health and wellbeing, before and after COVID-19 diffusion. We aim to create a safe and motivating environment for our employees. We are continuously developing skills to ensure the professionalism and employability of our staff, and to achieve the best results for our mission. Discrimination is not tolerated within the company. Equal and fair opportunities are granted to everyone working for Inter Campus, in the full respect of each own inclinations, capabilities, passions. Inter Campus carries out awareness-raising initiatives, requiring training for its employees on human trafficking, to help them identify at-risk situations and take immediate action against this form of international organized crime, comparable with modern-day slavery. Forced labor or crime, sexual exploitation, illegal adoption or forced marriage, child soldiers, organ trafficking or other forms of human and child exploitation, unfortunately persistent on earth, are strictly condemned by Inter Campus, that pushes employees to report any unethical behavior.

### **Environment**



We aim to reduce our environmental footprint by improving our operations and processes. The new workspace, recently modernized, is an example of sustainable architecture, reducing emissions through applied, innovative technologies, such as internal temperature self-regulators, water distributors, automatic sinks, air purifiers. Contributing to the green transition and moving to a carbon negative business, compensative policies have been adopted, ensuring lower levels of CO2 emissions and direct involvement of the personnel on a sensitive topic.



### **Anti-Corruption**

No corruption is permitted, neither bribery or other forms of extortion.

### **Governance: Sustainable Development Committee**

Sustainable Development governance is ensured by the management who approves the strategic orientations and monitors their implementation: within the Board of Directors, the Sustainable Development Committee, established in 2021, assists in reviewing risks audit and policies, by issuing recommendations and ensuring ESG are taken into consideration when defining strategy, reviews and long-term goals. The Sustainable Development Committee is in charged of the spread and respect of the Charter of Value: administrators, personnel and collaborators, local, Institutional or Business Partners, together with children participating in our projects must accomplish with its guidelines.



## PART III. MEASUREMENT OF OUTCOMES

Inter Campus model provides coaches, social workers and educators with resilience-focused practical tools to develop and plan psychosocial interventions through football in favor of children who have been victims of violence and other traumatic experiences, protecting them against everyday life risks and promote positive growth working on children's well-being (physical, mental and social).

Inter Campus is committed toward a sustainable future, with particular attention to Children Rights and well-being. Measurement is part of a self-evaluation, cyclical process that aspires to a steady improvement and transparency, in the supreme interest of the Child. Internal auditing on Human Rights, that was at embryonic phase in 2020, nowadays has evolved, alongside with external evaluation of the activities, which is a pillar of Inter Campus vision. Outputs are monitored and reported since the very beginning of the project and outcomes have been yet involved into a social impact analysis. A higher detail level has been achieved through:

1. scientific support of personality development protocols according children's vulnerabilities and resources;
2. international and standard parameters, focusing on life-skills and resilience;
3. *ad hoc* and third party run researches.

Multi-stakeholder dialogue is still the key for enhancing and innovating. However, cultural and social needs of populations under stress are one of the main objectives of our analysis. It is crucial to consider local cultural and social processes when designing prevention tools and mental health services in humanitarian settings.





In the last few years Inter Campus social research department carried on 9 researches in these areas, to evaluate how the extend to which the activities have supported and boosted the promotion of human rights. On the other hand Inter Campus ambition is to understand if positive outcomes in terms of education and well-being for the children have been achieved.

One of the main studies, run in 2021 in collaboration with **Padua University 'Antonio Papisca' Center for Human Rights**, enlighten the following results:

*"The analysis underlines that Inter Campus is able to open space for dialogue in contexts in which violence and conflict are an integral part of daily life. Of note, in particular are the peace and reconciliation efforts in Bosnia and Herzegovina in favor of Croatian catholic, orthodox Christian and Bosnian Muslim children, and in Israel/Palestine, where initiatives for Israeli, Palestinian and refugee children to meet and socialize have been promoted."*

*"Inter Campus promotes the right to education (participation in the program is often tied to school attendance), to peace (dialogue between children from different ethnic groups is encouraged), to equality (children are treated in the same way irrespective of their race, color, language, religion, gender, economic circumstances and any differences in learning) with playing used to instill an understanding of the importance of the values of equality and inclusion, and the right to health (the importance of playing and sport for physical and mental health)."*

*"Inter Campus is effective in removing children from the main social problems affecting the communities involved. In particular there is a promotion, where Inter Campus succeeds in initiating promising paths of social inclusion and pacification and reconciliation (Bosnia and Herzegovina and Israel and Palestine), creating a safe 'social space' in environments otherwise lacking in institutional presence and other social training."*

*"A further significant element that emerges from the research is the multiplier effect of the project in terms of benefits for the various subjects involved, from children to coaches, families, and the local community."*

A second action research was carried on in cooperation with **Bethlehem University** and **VIS (Volontariato Internazionale per lo Sviluppo)** to assess the level of learning and cognitive development of Palestinian children coming from Hebron area.





After the first evaluation, the study, carried out on the pitch and in the classrooms through targeted and tailor-made exercises, has led to excellent improvements that are highlighted in the various scales of Resilience. Activities and exercises were particularly effective in improving indices of important competencies and life skills such as self-esteem (12.2%), confidence (15.2%) and tolerance (10%).



The result has been a preliminary report: **Building Resilience in Palestine through Sport and Psychosocial Activities.**