



Terre des hommes

Helping children worldwide.

UN Global Compact – Communication on Engagement

Covering period from November 2021 – October 2023

Part I – Statement of continued support by the Director General, Barbara Hintermann

24 October 2023

To our stakeholders

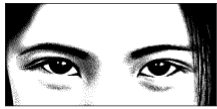
I am pleased to confirm that Terre des hommes - Helping children worldwide - Foundation reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication on 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,

Barbara Hintermann,
Director General, Terre des hommes Foundation





Parts II & III – Description of Actions & Measurement of Outcomes

Since Terre des hommes (Tdh) was founded by Edmond Kaiser in 1960, our work has been dedicated to the well-being of children. We work in more than 30 countries and are committed to bringing lasting change to the lives of children and youth, especially to those most exposed to risk. We work towards improving children's lives by providing essential services or by assisting and training professionals and members of their communities to do so. We strive to ensure the effective application of children's rights as defined by the Convention of the Rights of the Child and core conventions of the International Labour Organisation, as well as other relevant human rights instruments. To make a difference, we focus on the areas of maternal and child health, children and youth migration, and access to justice. We aim to empower children and youth through active participation. We advocate for the respect of children's rights, supporting them in voicing their needs and interests. We work in fragile and conflict settings, as well as in stable environments.

Tdh has signed the UN Global Compact in 2019 and is committed to its ten principles in the areas of human rights, labour, environment, and corruption. Our values, policies and practices are aligned with the UN Global Compact, as set out in our strategy documents (Strategic Plan 2021-2024) in our Global Code of Conduct and documented in our annual reports (see [Tdh 2022 annual report](#)). With this second Communication of Engagement, we would like to highlight some of our key activities implemented over the last two years.

Principles 1 & 2: Human Rights

Tdh works to uphold the human rights of children, families and communities and has developed policies and procedures to ensure compliance with Principles 1 and 2 of the UN Global Compact. We reiterate our commitment to the Convention of the Rights of the Child, the Universal Declaration of Human Rights, the Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief and the U.N. Secretary General's Bulletin on the Protection from Sexual Exploitation and Abuse of Beneficiaries.

We have a Global Code of Conduct and a safeguarding framework, consisting of policies and procedures, which derive from the Global Code of Conduct. These tools aim to prevent from and respond to abuse: Child Safeguarding Policy, Prevention of Sexual Exploitation and Abuse Policy, Directive on Staff Misconduct at the Workplace.

All members of staff and parties associated with and representing Tdh are required to abide by the Global Code of Conduct and the deriving policies and procedures. We have zero tolerance for any form of abuse that targets beneficiaries, our partners' employees, members of the communities we serve, or any other vulnerable person, and Tdh employees, perpetrated by a member of our staff or by authorised representatives acting on our behalf.

We continuously strengthen our safeguarding procedures and provide specialized training for staff and partners, in particular on the Prevention of Sexual Exploitation and Abuse and on child safeguarding. We take care to allocate sufficient resources to these procedures and trainings, in line with global best practice. And we provide channels for confidential reporting for staff, partners and suppliers and the communities we serve.

In 2021 and 2022, we have developed e-learning modules on child safeguarding, on safer recruitment and safeguarding in communications. And, along with other organisations and donors, we have worked with the Core Humanitarian Standard Alliance to develop and to pilot a Harmonised PSEA Reporting Scheme.





Principles 3 - 6: Labour

As the largest children's aid organisation in Switzerland, we are committed to protecting and promoting children's rights, including by working with all relevant stakeholders (children, families, communities, service providers, government and the private sector) to prevent and tackle child labour (with a particular focus on the Worst Forms of Child Labour) in global supply chains.

Tdh has also developed a new Child Rights Monitoring and Remediation System to strengthen monitoring, response and remediation of cases of child rights violations within the private sectors' supply chains. The system supports prevention; continues monitoring, identification, risk mitigation at coffee farms, and provides remediation support to children whose rights have been violated with a first model being piloted in Uganda.

We also continue our work with children and communities in Asia to identify and act upon the drivers of the worst forms of child labour, in particular in the leather industry in Bangladesh and in the adult entertainment sector in Nepal (See [CLARISSA, Child Labour: Action-Research-Innovation in South and South-Eastern Asia](#)).

In line with our Global Code of Conduct, we are committed to ensuring safe and secure working conditions and equal treatment for our workers, and to guaranteeing social and union rights of employees, partners and suppliers.

Our Global Code of Conduct forbids us from engaging in any relationships with partners or suppliers that are involved, including indirectly, in child labour, exploitation or any other human rights violations. We immediately terminate contractual relationships if one of these conditions is breached.

Furthermore, when implementing projects and contracts, our Global Code of Conduct obliges us to place special emphasis on ethics and compliance with the principles of equal treatment, non-discrimination of partners and suppliers and impartial assistance to beneficiaries.

Our Gender and Diversity policy outlines our commitment and guiding principles for gender and diversity sensitivity and responsiveness across our operations and provides a clear framework towards a more inclusive working environment, systematic mainstreaming and monitoring of gender and diversity in Tdh operations.

In 2022, we have continued to train Tdh staff in country operations on the policy. And we have mainstreamed gender and diversity in the Tdh programmatic strategies and in specific projects, including around gender-based violence, gender justice and gender sensitive WaSH interventions.

We are pleased to share that in 2022, we have won the [Swiss Circle of Women Board Award](#). It recognizes our efforts to promote diversity within our organisation and in our activities around the globe, we have indeed achieved gender equality at Council and Executive Board levels in Tdh.

Principles 7 - 9: Environment

We are committed to the UN Global Compact principles on environment. We recognise that environmental sustainability is a key factor to achieving our mission.

We naturally recognise that also our own activities in the Tdh offices have consequences for the environment, and it is our responsibility to minimise the negative impacts of these as far as it is possible. We operate in compliance with all applicable environmental legislations, and we strive to use environmental best practices in all that we do.





Tdh has begun to operationalize these principles through an approach defined in its Strategy 21-24 and based on three pillars: mitigation, adaptation, and advocacy. At institutional level, mitigation actions include the implementation of an environmental roadmap aimed at reducing our greenhouse gas emissions by 50% by 2030, in line with the Paris Climate Agreements. To achieve this, we are continuing our collaboration initiated in 2021 with the *Climate Action Accelerator*, a Geneva-based organization specializing in supporting NGOs in their ecological transition. In parallel, our programmatic approach is now integrating climate and environmental issues, through adaptation measures designed to strengthen resilience of the communities we are working with. Some recently developed projects directly integrate environmental components and promote the participation of children and young people in sustainability initiatives. Finally, Tdh has recently developed an advocacy position on the issue of children's rights and the environment, to promote the right of every child and young person to a clean, healthy, and sustainable environment, in line with the latest recommendations from the Committee on the Rights of the Child. We will continue to highlight these crucial issues at all levels.

Principle 10: Anti-Corruption

Tdh has a zero-tolerance policy in relation to all forms of fraud, corruption, conflict of interest and financing of criminal activities, in accordance with our Global Code of Conduct, our Policy against fraud, corruption and conflicts of interest and our Policy on the Prevention of the financing of criminal activities. These detail mandatory requirements for all staff and partners to report any suspected, alleged or actual cases of fraud, corruption, conflict of interest and financing of criminal activities.

Suppliers must sign the Tdh good business practices, which set out transparent procurement procedures, state clear reasons for excluding bidders from procedures, specify potential sanctions, and the obligation to report any actions in the breach of these rules.