

**Period covered by this Communication on Engagement From: 1<sup>st</sup> May 2021 To: 1<sup>st</sup> December 2023**

CARE International UK (CIUK) can confirm its continued support for the 10 principles of the UN global Compact. CIUK are committed to principles and actions in realising a world of hope, inclusion, and social justice, where poverty has been overcome and all people live in dignity and security. CIUK continues to establish [CARE's Vision 2030](#) global mission, across six impact areas: Gender Equality; Humanitarian Action; Women's Economic Justice; Food, Water and Nutrition Security; Health; and Climate Justice. Our humanitarian development programmes and values are aligned with the UN Global Compact principles which can be evidenced in the [CIUK FY22 Annual Report](#).

CIUK's private sector partnerships are intentional in supporting businesses to achieve greater social and environmental change. Collaborating within local communities, we work with committed partners to ensure lasting, positive impact through our private sector engagements and partnerships.

Throughout our work with the private sector, we uphold the core values of our organisation whilst addressing critical issues associated with business practice, the prioritisation of human rights and reducing the risk of abuse and inequality. Our actions and activities maintain and build on UN Global Compact principles 1, 2, 5 and 6 in the protection of labour rights and the direct interventions to abolish child labour and gender discrimination. Additionally, our private sector partnerships are aligned with principles 8 and 9 regarding environmental responsibilities and technologies and principle 10 addressing anti bribery and corruption. Through our membership of the [Ethical Trading Initiative](#) we confirm that our work within the private sector conforms to the ETI base code.

Our development partnerships within the private sector have been successful in advancing human rights policy within corporate social and governance commitments, and we recognise there is more to do in supporting corporations to become more responsible corporate citizens. Through our private sector advocacy and implementation work we design and implement projects that aim for systemic change to combat gender inequality and the lack of equity. More specifically, our expertise in the improved rights and status of women garment workers in SE Asia has been successful in recognising the agency of women and the protection of those women in the workplace. Our work to strengthen supply chains, with a high degree of expertise in supporting women small holder farmers, has increased gender representation and demonstrated human rights improvements in upstream and downstream operations for our private sector partners.

CIUK are governed by its core principle of 'do no harm' and as such our safeguarding principles are a constant priority feature of all activities and practices in the UK and through our work in our country offices in the Global South. We also realise our mission and vision through our HR strategy, policies and processes as our staff are active participants of CARE International's ethical values of equality, diversity and inclusion.

CIUK fully recognise and agree with the principles of the UN Global Compact, and we hereby renew our commitment to this progressive movement for a more equitable world.



Helen McEachern  
Chief Executive | Care International UK

Corporate Partners	Project Activity Dates	UNGC Principle the Activity Supports	Main Activity Undertaken	Brief Description of the Activities Undertaken	Measurement of Outcomes	Activity supporting UNGC Commitments
Diageo	30/04/21 - 30/04/23	Principle 6: the elimination of discrimination in respect of employment and occupation  Principle 8: undertake initiatives to promote greater environmental responsibility	Engage companies in Global Compact-related issues	Engagement and advisory on CARE's best practice in support of Diageo smallholder sourcing strategy. Drive inclusivity across hospitality and the value chain, embedding capability in Diageo teams and partners on gender. FY22: Engaged with Diageo staff on domestic/family abuse policy and roll out. FY23 Gender awareness training for Diageo staff working on community projects and hospitality/Learning for Life) in country offices. FY 23: development of gender community dialogues for farmers and their communities in Diageo's sorghum value chain. Develop routes to scale for gender inclusive smallholders. Strategic guidance and input to support Diageo's climate and gender justice approach.	Delivery of a gender inclusive adapted toolkit for smallholder farmers and community engagement on gender. Delivery of REDI training to 40 staff. Increased awareness of Diageo's staff on Domestic Violence and Abuse. 85% of women feel that they now experience significantly more respect as a result of the Social Analysis and Action Toolkit 91% of women stated that since the pilot intervention they have experienced a significant positive change in the level of decision making that they have within the community.	Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability, and anti-corruption measures.
International Hotels Group	01/10/17 - 30/09/22	Principle 6: the elimination of discrimination in respect of employment and occupation  Principle 1: Businesses should support and	Join and/or support special initiatives and work streams	Gendered supply chain analysis carried out in two factories in IHG's textiles supply chain in India. The gender equality in the workplace project has been developed to support IHG to understand more about the potential gender impacts they have in their linen supply chain. CARE conducted a research on gender equality in the workplace in 2 of one of their linen supplier in India from June 2021 to October 2021. Humanitarian partnership on disasters.	The analysis provides the basis for a set of findings and recommendations which were collated in a report and shared with IHG. CARE hosted two workshops to understand the supplier's gender equality priorities, developed a gender action plan and supported with implementation guidance. CARE will work with the factory management and key positions such as HR to prioritise	Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability and anti-corruption measures.

		respect the protection of internationally proclaimed human rights			and action recommendations for improvement.	
Twinnings	01/07/19 - 30/06/23	Principle 6:  Principle 1:  Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Engage with Global Compact Local Networks	Protection of the rights of the women tea workers. Improve Estate workers to have access to finance, livelihoods and nutrition of small holder farmers in Malawi since 2018 and in Sri Lanka to improve working conditions, diversified incomes, health, WASH, and access to social service support of tea estate workers. Also supported tea estate women workers during the economic crisis in Sri Lanka in 2023.	The endline & productivity reports indicated in Sri Lanka that 86% of the sampled 30,424 Estate residents (8,000 families) across the eight Tea Estates reported significant engagement, positive working relationships and access to Estate Management by women workers from a baseline of 26% leading to significant increase in productivity of \$70k per Estate over a year as a result. And 81% of women worker issues were addressed by Estate Management in Sri Lanka from a base position of 14%.	Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability, and anti-corruption measures.
GSK	01/01/11 - 31/03/22	Principle 1:  Principle 10:	Engage companies in Global Compact-related issues	CARE delivered sexual and reproductive health, maternal and child health, nutrition, and sanitation programming with GSK's support across ten countries in SSA and Asia and in Cox's Bazar RRO in Bangladesh.	5.6m (75% women and girls) reached across a 10 country partnership focused on last mile front line health workers provision of anti/post-natal care and medical support, for Rohingya in Cox's Bazar refugee Operation. More than two million new users of family planning services; decreased maternal mortality rate by an average of 109.4 per 100,000 live births ; and in the infant mortality rate by an average of 16.1 per 1,000 live births. A cadre of 410 social health entrepreneurs have been trained, established, and endorsed by the Bangladeshi Ministry of Health to fill healthcare service provision gaps. The Government of Chad signed a decree upholding the reproductive rights of and access to services for women resulting from targeted advocacy efforts; 173 health facilities received equipment	Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability, and anti-corruption measures.

					and/or infrastructure updates, and 47,227 individuals gained skills or knowledge training. Total beneficiaries reached: 5,624,042 of which, women and girls made up: 4,220,613	
Mondelez	01/01/21 - 01/12/23	<p>Principle 5: the effective abolition of child labour</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies</p> <p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	Join and/or support special initiatives and work streams	Work in Mondelez's cocoa communities in Cote d'Ivoire (CIV) and Ghana to set up effective community and local government networks and processes to tackle child labour in the cocoa supply chain and support their reintegration back into full or part time education. Provision of alternative livelihoods opportunities to support labour costs in SHF's and reduce child labour. Clean burning cookstoves distribution was also introduced as a climate change adaptation solution for cocoa farmers	750 communities have community structures, effective Child Monitoring Labour and Remediation System (CMLRS) and remediation planning in place and assisted over 800 children of primary and secondary school age to return to school that were engaged in cocoa farming. Certification of 1,300 plus cookstoves now assessed for carbon credits by Southpole in CIV in 2023	Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability and anti-corruption measures.
Unilever	01/10/18 - 01/12/23	<p>Principle 6: the elimination of discrimination in respect of employment and occupation</p> <p>Principle 10: Businesses should work against corruption in all its forms, including</p>	Join and/or support special initiatives and work streams	CARE has focused its efforts on the development of marginalized women, implementing the Shakti Unilever project Women with Power Transforming Family Economies, developing its programmatic framework through the Unilever - CARE alliance, working with women from vulnerable areas of Guatemala City and from Masagua, Escuintla.	Over 3.7m people directly supported and 29m reached across 5 countries through our work with Unilever and FCDO under the Hygiene Behaviour Change Coalition during Covid-19, focusing on 'hard to reach' communities and remote settings. 1500 women entrepreneurs supported with business skills training within the Shakti sales channel in Guatemala From September 2023 the Unilever Shakti programme has been replicated for Pakistan	Work in partnership with businesses to promote women's economic empowerment, decent work, environmental sustainability and anti-corruption measures.

		extortion and bribery.				
Primark	01/12/2021 - 31/05/2023	<p>Principle 2: make sure that they are not complicit in human rights abuses</p> <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p>	Engage companies in Global Compact-related issues	Promote harassment free workplaces in Primark's supply chain across five (phase 2) garment factories and influence industry change so all 3,400 women garment workers feel safe and respected at work through the provision of effective workplace mechanism to respond to sexual harassment; mechanisms in place for garment factory workers to safely report sexual harassment free from negative consequences; the set up and training of 40+ sexual prevention committees across the five factories; training and awareness of Sexual Harassment Exploitation and Abuse prevention across 2,800 workers and management; and increased engagement with industry, non-profit, UN ILO, and government key stakeholders to improve conditions for women working in the garment industry to support C190	<p>3,000+ workers, middle and senior management (2,184 women) received comprehensive training on sexual harassment prevention from their factory's Sexual Harassment Prevention Committees (SHPCs), which represented 86% of the total workforce across the five factories.</p> <p>1,089 workers (832 women) across the five target factories actively participated in awareness raising activities conducted by the Sexual Harassment Prevention Committees (SHPCs), such as May Day events, 16 Days of Activism against Gender-based Violence campaigns and International Women's Day events in their individual factory. All five factories have specific sexual harassment, exploitation and abuse prevention committees trained in place, policies and procedures that support 'do no harm' principles in reporting, and 88% of all workers and management understand SHEA issues and preventive practices.</p> <p>Key government stakeholders, including the Ministry of Labour and Vocational Training (MoLVT), Ministry of Women's Affairs (MoWA), Ministry of Interior (MoI) and Ministry of Justice (MoJ), were strategically engaged in two key events facilitated by the project, including the high-level dialogue preventing gender-based violence (GBV) and harassment in the garment industry in April 2023 and the dissemination and closing workshop in May 2023.</p>	Engage with Global Compact Local Networks to share the evidence from our work and best practice to promote the above.

CIUK	Ongoing	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Join and/or propose partnership projects on corporate sustainability	Integrating safeguarding activities in CIUK entire operations. For CARE, the protection of the people and communities we support, our staff, and partners is critical. Following our global safeguarding policy, updated in October 2023, CIUK designs safeguarding into each programme. CARE takes a zero-tolerance approach toward any forms of sexual harassment, exploitation and abuse, and child abuse of any kind including child labour. CARE has a dedicated Feedback & Accountability Mechanisms in place for all programmes with specific hotlines in place. We always carefully examine allegations and take appropriate disciplinary action where this is needed, taking into consideration the rights and interests of the survivor, consistent with CARE's survivor-centred approach	<p>2021 the CARE Confederation investigated 56 safeguarding allegations</p> <p>2023 93% of CARE UK staff received safeguarding training</p> <p>2023 all CARE UK Trustees received safeguarding training</p>	
CIUK	2021-2022	Principle 8: undertake initiatives to promote greater environmental responsibility	Join and/or propose partnership projects on corporate sustainability	<p>Environmental Impact - CIUK did not have an office in FY22, therefore the carbon footprint in FY22 was nil. The table below summaries our legally obligated emissions reporting as required by SECR and includes a comparison to the previous year.</p> <p>We committed to offset our emissions where we cannot reduce them through credible carbon offset projects that have high social impact and environmental integrity. In FY23, we will contribute to the CARE International Carbon offsetting scheme with the Fair Climate Fund. We are very proud of our CARE joint offsetting programme – BACHAT II – and the steps the CARE confederation is taking to balance out unavoidable emissions from the work that we do.</p>	<p>Office Infrastructure emissions 2021 Electricity kWh (Scope 2) 62,243 kWh</p> <p>Associated Greenhouse gas emission (Tonnes CO2 equivalent) 13.9 tonnes CO2e</p> <p>Flights tCO2 inc Radiative Forcing FY 21 2.97 tonnes Co2e FY 22 54.34 tonnes Co2e</p>	Join and/or support special initiatives and work streams

CIUK	2023	Principle 6: the elimination of discrimination in respect of employment and occupation		<p>CIUK has an active and ongoing grievance and whistleblowing policy accessible and communicated to all employees in the organisation.</p> <p>Three-year CARE International UK strategy launched in July 2023 with equity, diversity and inclusion (EDI) as central HR policy.</p> <p>Investment in Director of People role appointment in May 2022 to lead and oversee strategic programmes including on equity, diversity and inclusion.</p> <p>Experienced HR Consultant recruited to review and update HR policies including in the areas of recruitment, EDI; and raising concerns. Targeted for completion and roll out in May 2024.</p> <p>Two People KPIs agreed to support the implementation of the strategy including reducing the staff turnover from minoritised groups and increasing satisfaction for all staff and in particular for minoritised groups</p> <p>Dedicated People section of the new organisational scorecard outlining programmes of work to deliver an equitable and inclusive workplace.</p>		Join and/or support special initiatives and work streams
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