



Communication on Engagement



Period covered by this Communication on Engagement

From 1 September 2021 to 31 December 2023



Part I

Statement from
George Graham

Chief Executive

Humanity &
Inclusion UK

December 28th, 2023

To our stakeholders,



I am pleased to confirm that Humanity & Inclusion UK (HI UK), as a member of the Handicap International Network, reaffirms its support to the United Nations Global Compact and its Ten Principles with respect to human rights, labor, environment and anti-corruption.

Please find herewith **HI's Communication on Engagement with the United Nations Global Compact, for the period from 1 September 2021 till 31 December 2023**. We welcome any feedback on its content.

For this 2nd Communication of Engagement from the HI Network, we have updated the advancement of two internal projects addressing in particular respect of human rights and prevention of human rights abuses (principles 1 and 2) and the elimination of discrimination in respect of employment and occupation (principle 6) :

1. The **project « Be Inclusive »** : a collective ambition to make HI a more inclusive organization and to develop our capacity to welcome more disabled employees in our teams, headquarters, national associations and programs overseas;
2. And **HI's Safeguarding Framework**: for all HI's activities and to ensure the protection of beneficiaries and staff against abuses.

On environment (Principles 7 to 9), HI is committed to the principle of "not harming" the environment by making a commitment to reduce its ecological footprint. HI has an Environmental Agenda to adopt a global approach with good practice objectives applying to all its entities, with differentiated action plans according to the capacities and context of each site. HI has been working with an engineering school (INSA) to be able to report on Energy Consumption and Waste Management for our programmes. Focused on our UK operations, we have a carbon reduction plan for HI UK in which we commit to net zero by 2050. We are updating it each year to report on our environmental performance.

Finally on Principle 10 relating to Anti-Corruption, HI will not tolerate any form of fraud, bribery or corruption in the conduct of its activities and has introduced measures to reduce the risks and consequences. HI adopts a pragmatic approach to preventing and fighting fraud, bribery and corruption, based on an analysis which takes into account: risks specific to each of the countries in which HI works or has offices; risks inherent in each function/profession exercised by its staff; and risks related to each sector of activity in its intervention setting.

HI is committed in supporting the Global Compact advancing these principles, and we will also go on communicating on these principles with our stakeholders and the general public.

Yours faithfully,

George Graham,

Chief Executive, Humanity & Inclusion UK

Part II

HI's mandate,
work and key
events



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HI's Mandate

An independent and impartial international non-governmental aid organisation

- Working in situations of poverty and exclusion, conflict and disaster
- Alongside people with disabilities and vulnerable groups
- Taking action and bearing witness in order to respond to their essential needs
- And to improve their living conditions and promote respect for their dignity and fundamental rights



Our values

They guide the actions of the whole HI network

- Humanity
- Inclusion
- Commitment
- Integrity

Disability worldwide

**15% of the
world's
population**

lives with a disability, i.e.
approximately 1 billion
people

Worldwide,
**32 million
children**

with disabilities are out of
school

**Globally, fewer
than 20%**

of people with disabilities
are employed





Direct beneficiaries

2,552,100

people

Direct beneficiaries:

People having directly benefited from the actions of HI or its partners in 2022. Some people may have benefited from several services or activities and been counted more than once. For this reason, data by sector of activity cannot be cumulated.



HI beneficiaries

- **Populations at risk** of diseases, violence or accidents liable to cause disability
- **Vulnerable populations** and in particular people with disabilities
- **Refugee populations, populations living in disaster areas or populations displaced** by crises, conflicts and catastrophes
- **Populations threatened** by weapons, munitions and explosive devices during or in the aftermath of military conflicts

Beneficiaries by sector of activity

- **Health**
788,430 people
- **Safeguarding and risk reduction²**
339,381 people
- **Social & Inclusion¹**
810,401 people
- **Armed violence reduction**
515,871 people
- **Rehabilitation services**
528,158 people
- **Emergencies contexts**
963,129 people

1. Services related to habitat, infrastructure, communication and public transport; services related to justice, citizenship and political participation; social services; educational services; economic services; water, sanitation and hygiene services.

2. Natural disaster risk reduction & climate change adaptation, safeguarding against abuse and violence, inclusive humanitarian action, gender and disability.



Intervention contexts



Development



Chronic crises



**Emergency /
Post-emergency**



Sectors of activity

- **Health, Prevention, Rehabilitation**
- **Basic needs**
water sanitation and hygiene, shelter, food assistance
- **Demining and mine/ERW risk education**
- **Management of the local supply chain,**
including logistics platform
- **Economic inclusion**
- **Social inclusion**
- **Education**
- **Local development**
- **Advocacy, disability rights**
- **Accessibility**





International recognition

- **1992**
Decorated by the United Nations Secretary-General
- **1996**
Awarded the Nansen Prize by the United Nations High Commission for Refugees
- **1997**
Co-recipient of the Nobel Peace Prize (ICBL)
- **2008**
Nansen Prize awarded to mine clearers in South Lebanon
- **2011**
Conrad N. Hilton Humanitarian Prize
- **2020**
Horizon Europe Prize



International expertise

- **HI's expertise is called upon regularly** by international bodies, such as WHO, UN, UNICEF and UNHCR
- **The organisation holds consultative status** with the United Nations' Economic and Social Council (ECOSOC)



Highlights of 2022

A look back at some key events

Environmental Agenda

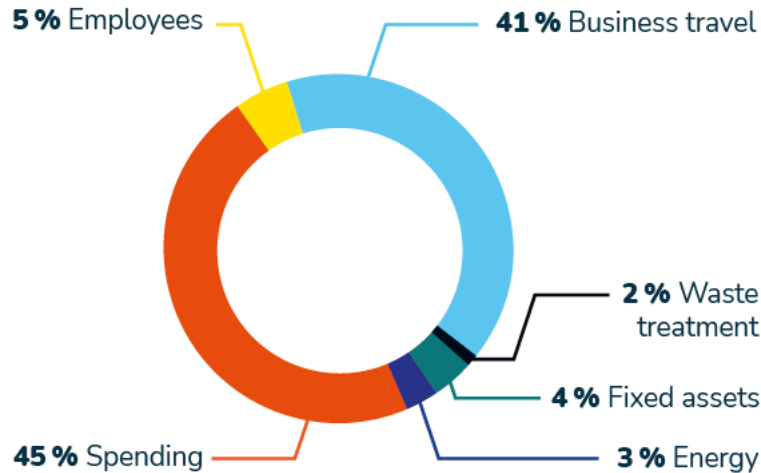
In 2022, HI pursued its ecological transition, carrying out its first carbon footprint assessment.

- **HI's ambition is to halve its greenhouse gas emissions by 2030.**
- This first carbon footprint assessment has given HI a clearer picture of its CO2 emission sources; we can now focus our efforts where they will be most effective..

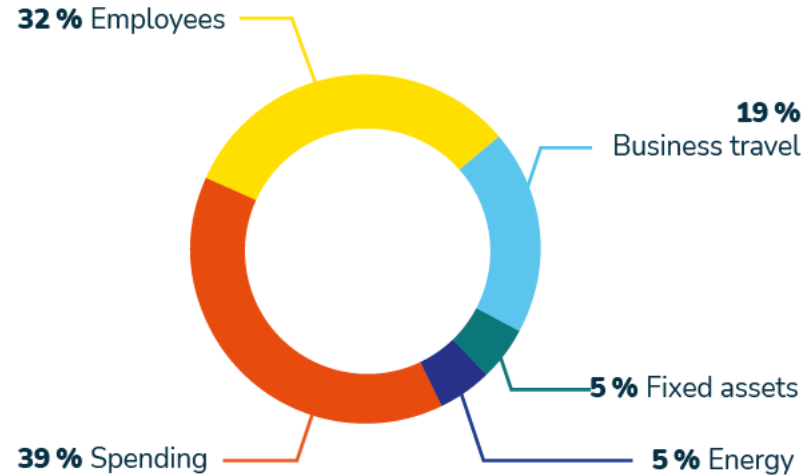


Carbon Footprint – CO₂ emissions per category

**At our headquarters:
4.262 tons**



**In the field:
18.145 tons**



Key dates

- **2022**
Emergency intervention in Ukraine following the conflict triggered by Russia
- **2022**
Signing of the Political Declaration on Explosive Weapons in Populated Areas
- **2023**
Emergency intervention following the earthquake in Syria



Other highlights in 2022

Focus on some countries

- **Madagascar**
Since 2021, HI has been conducting stimulation therapy with malnourished children aged 0 to 5. This therapy helps to prevent development delays that can lead to permanent disabilities.
- **Colombia**
Thanks to its many years of demining work, HI has been able to declare the municipality of Inzá mine-free. Nearly 95,628 m² of land have been released back to the local communities.



Worldwide presence in 2022

- **4,794 people**

Including

4,013 national staff

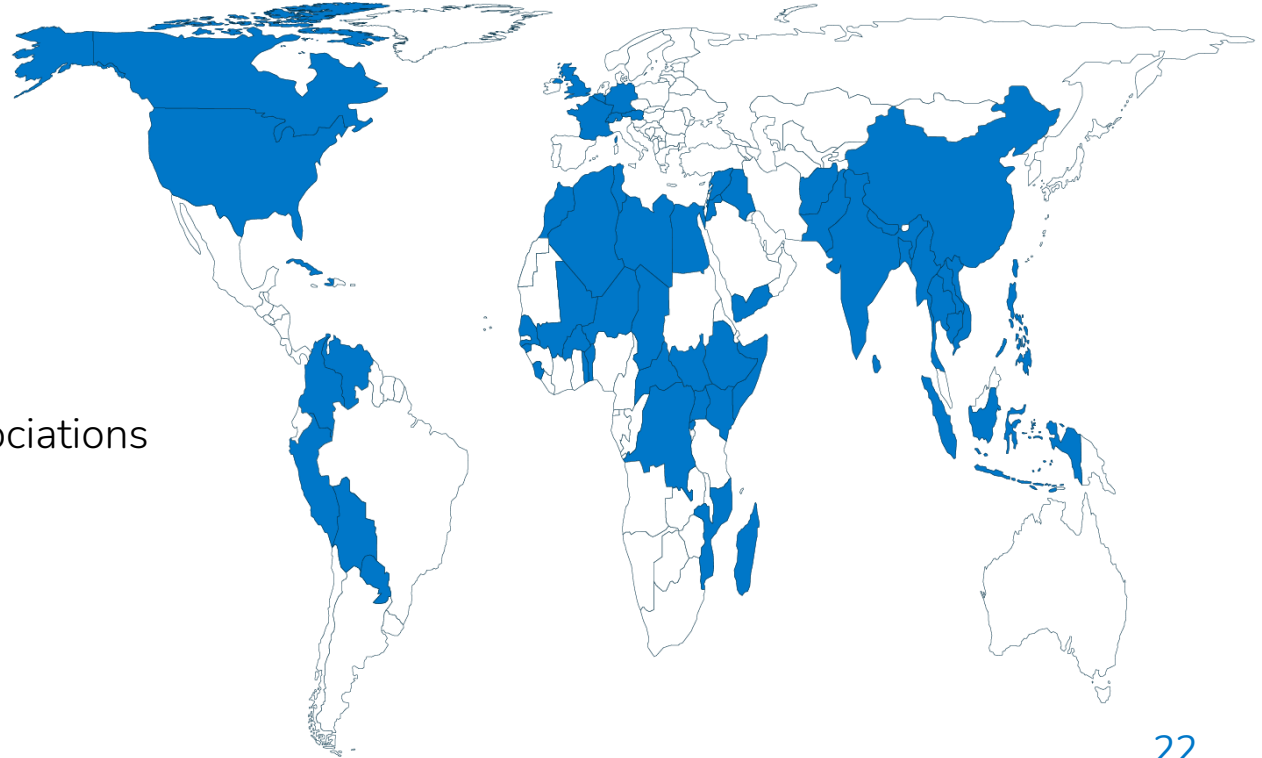
284 international staff

- **60 countries**

Including 8 national associations

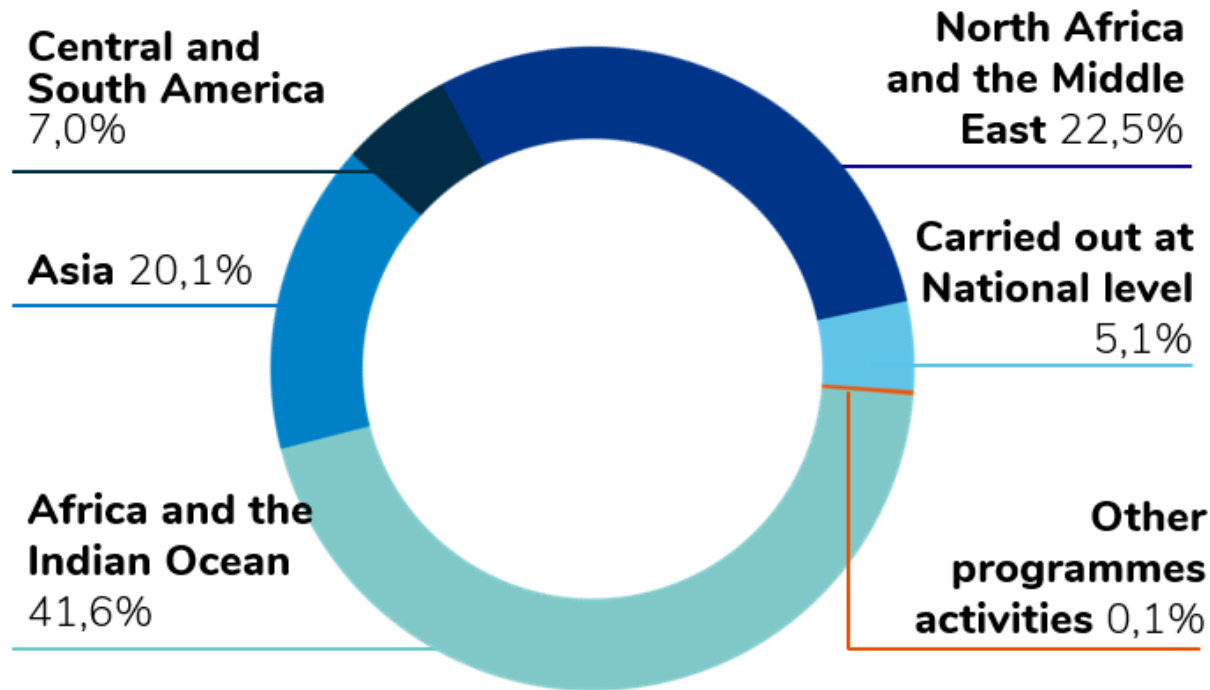
and 1 office in Austria

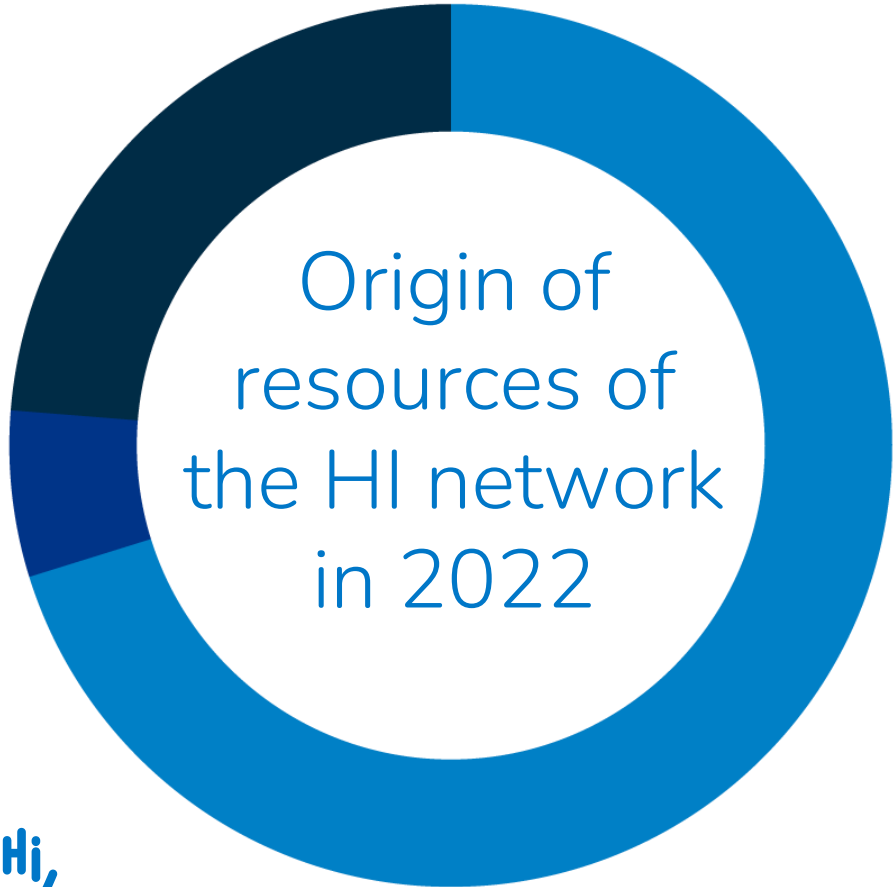
466 projects



Geographical distribution of social missions

An annual budget of €255 million (HI network) including €208 million spent on the social missions in 2022





Origin of
resources of
the HI network
in 2022

- **68%**
Public resources
- **26.3%**
Private resources raised from the
public generosity
- **5.7%**
Other private resources
not related to public generosity





For each
€100 spent by
the HI network
in 2022

- **€85**
Social missions
- **€9**
Fundraising expenses
- **€6**
Administrative costs



Financial transparency

HI has made financial transparency one of its key management principles. Its objective is to be capable at any time of accounting for the use of all the funds entrusted to it.

- **All of our accounts are available** [online on hi.org](https://hi.org) or on request
- **The accounts have been audited and certified** without reservation in 2022 by the statutory auditor of the association Mazars



Part III

Description of Actions



“Be HInclusive” targets the internal functioning of HI as employer.

HI has developed expertise on the issue of inclusive employment for persons with disabilities targeting external stakeholders.

HI intends to apply the same methodology to its own organisation so as to further improve its inclusion capacity of a more diversified workforce.



1st Action:

Be
HInclusive
project

Objective of the « Be HIinclusive » project: the inclusion of people with disabilities within HI

General objective of the project (started in May 2019) :

- **Make HI an employer of choice for people with disabilities**

Specific objective :

- Implement the 5 dimensions of inclusiveness throughout HI (HQ, National Associations and field programmes), see following slides

Timeframe : 2019-2023, then « run » mode



Method of the « Be HInclusive » project

5 dimensions of inclusiveness:

- Committed leadership, up to General Assembly, Board Members and Executive Committee
- The accessibility of our infrastructures (buildings, digital)
- An inclusive internal culture
- Proactive HR policies and processes, such as during recruitment and onboarding
- And partnerships, as a source of inspiration and complementary skills in inclusion

The 5 dimensions of a disability-inclusive employer

POLITICAL WILL

A strategic objective, a well-identified in-house project manager with SMART indicators related to workers with disabilities, monitoring and evaluation mechanisms of our inclusiveness, disability data, earmarked and dedicated budget for disability inclusion

PARTNERSHIP for expertise

Alliances and consultation of disability-specific services and experts for a real empowerment
Active participation of people with disabilities in the project cycle, regular work with local DPOs

Adapted INFRASTRUCTURE tools and methods

Physical access of the activities and premises, accessibility of information and means of communication, identification and referral mechanisms for beneficiaries, twin tracks: personalized approach and support to services to become inclusive

Disability Inclusive Employer

Proactive HUMAN RESOURCES and MANAGEMENT policies

Disability and diversity recruitment policy, building capacities to recruit people with disabilities, hiring and accommodating persons with disabilities within the project team without discrimination

Conducive INTERNAL CULTURE

Translated our core-value of Inclusion into practice, acting on mindsets and behaviors. Information, awareness, training for all. Reinforcing meaningful participation of persons with disabilities.

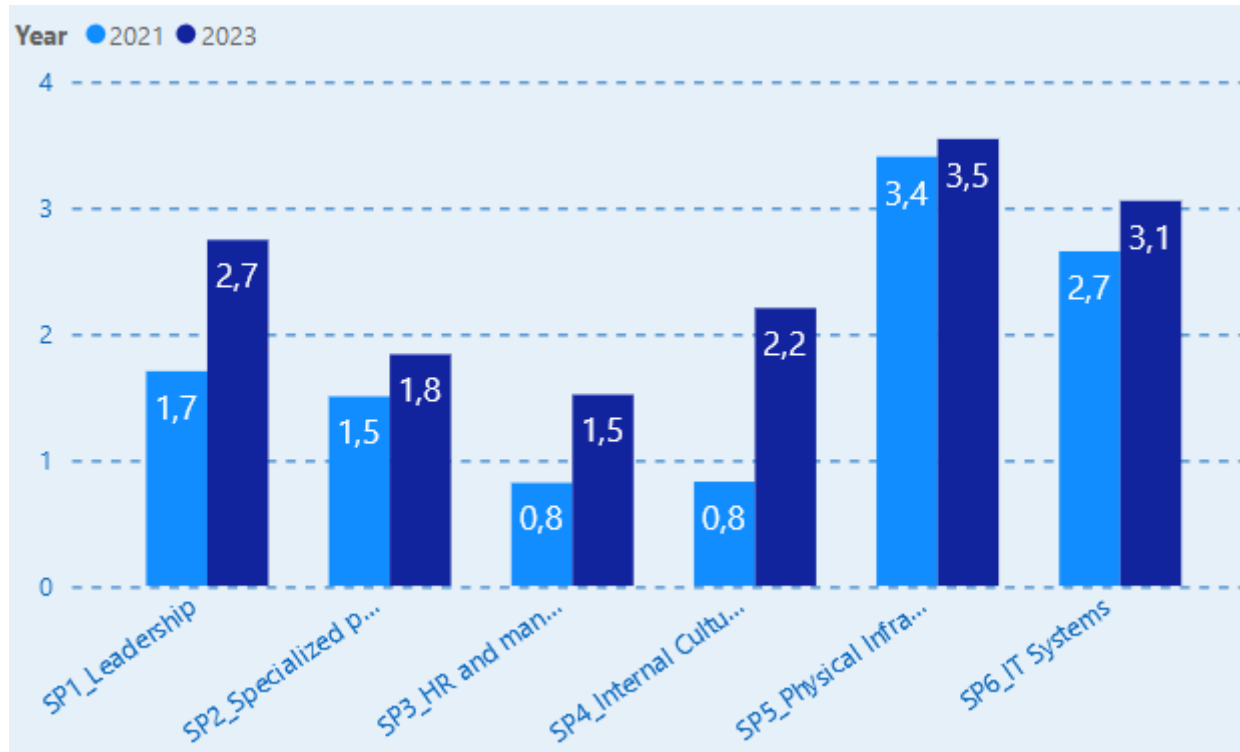
Structure of the « Be HInclusive » project

- The project is structured to ensure mobilization from internal stakeholders at the **highest level of the organization**: behind each branch of the project, a Director is responsible for setting an action plan and ensure deliverables.
- At head office level, a “global” Be HInclusive **project manager**, has been appointed to produce our measuring and monitoring tools and share best practices.
- A **Steering Committee** meets regularly: it sets the overall objectives of the project, the various deadlines and carries out the overall monitoring of the indicators.

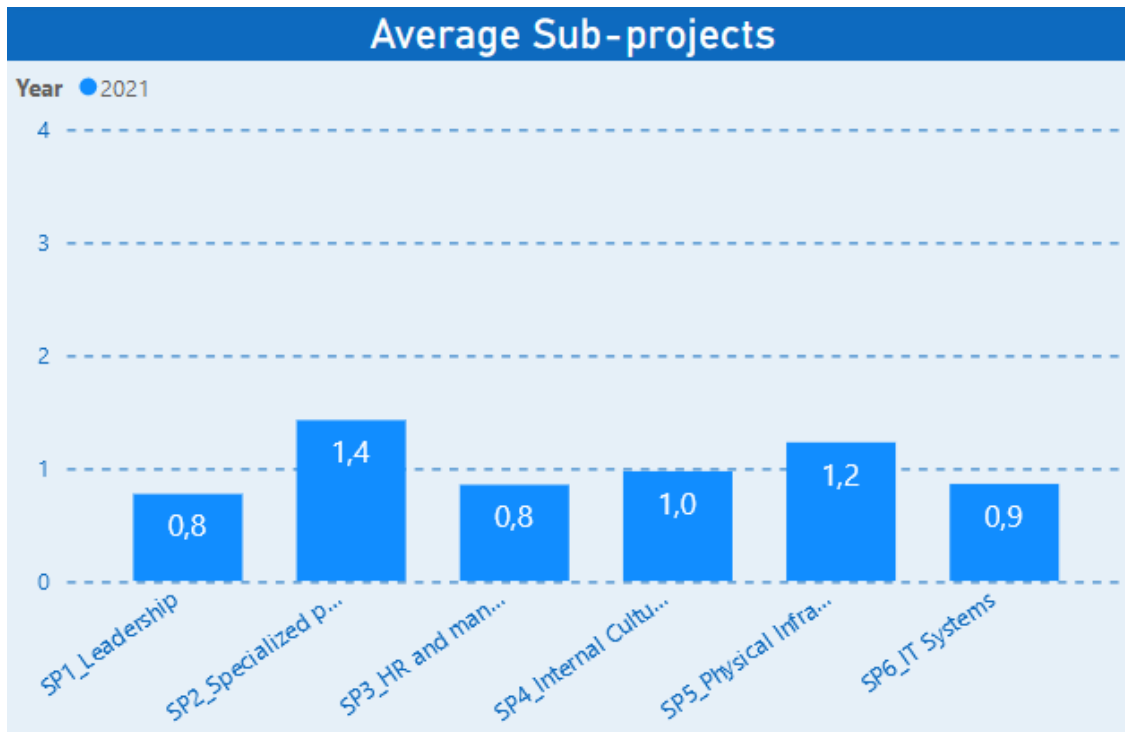
Concrete actions taken

- **2020:** More than a year of work has been done to lay down the framework for each of the 5 previously-mentioned dimensions.
- **April 2021:** Diagnosis throughout the HI organization: HQ, National Associations and field programmes.
- **End 2021:** 3-year action plans for each country where HI works. Coaching from HQ Be HIinclusive project manager.
- **2022/2023 :**
 - Disability **awareness** session for 100% of staff in HQ/France . Sessions translated into English and under delivery to English-speaking staff and to HI field programmes. Now in run-mode, with continuous improvement.
 - External **websites** and several internal **digital tools** have been assessed in terms of accessibility and improved. Strengthening of information systems terms of reference/requirements. Awareness of IT service providers.
 - Improvement of **recruitment** processes (sourcing in the right places, inclusive job announcements and interviews) and of **on-boarding**
 - Testing and improving methodologies to **identify** workers with disability (eg Washington Group questions)

Results of the inclusiveness diagnosis of 2021 and 2023 for HI Headquarters in France



Results of the inclusiveness diagnosis in HI field programmes (in average, for 51 countries of intervention) in 2021*





2nd Action:
A Safe
Environment
for All

HI Safeguarding framework: Values and Objectives

Outraged by the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity. **At HI, we believe that every child and adult have the right to protection and to live their lives free from sexual harassment and abuse, sexual violence, bullying, exploitation and any abuse of power, regardless of gender, ethnicity, political association, religion, sexual orientation and whether or not they have a disability.**

HI is committed to safeguarding everyone who works in, or meets, the organisation. **The guiding principles of safeguarding covers the responsibility of HI to make sure our staff, operations and programmes do no harm to children and vulnerable adults, or expose them to abuse or exploitation, and includes protecting our staff from inappropriate behaviour** such as bullying and all forms of harassment. Demonstrating awareness of this and respect for HI's values means behaving in an appropriate fashion and feeling responsible for and complying with its codes and ethical principles.

HI has put in place a full package of policies, directives and mechanisms for internal implementation, external communication and guidance. **This package is fully aligned with the IASC Standards, the UN's SG Bulletin and the CHS Core Principles.**

- A Safeguarding Framework
- A Code of Conduct and 3 pillars Policies on PSEAH, Child Protection and Fraud & Corruption
- A secured and confidential whistleblowing mechanism
- A pool of investigators for case management
- A strong accountability to internal & external governance

Humanity & Inclusion
Safeguarding Framework
A SAFE ENVIRONMENT FOR ALL

BE TRAINED
Employees and Protection, PSEAH, and Child Protection are mandatory for all staff and are assessed.
Follow the training up to date from the Safeguarding Training Platform.

RESPECT THE CODE
Read, sign and follow the Code of Conduct to define responsibilities when working with HI.

ACCESS
Make sure to establish a range of performance feedback and reporting channels to be accessible to all members of your teams, communities and partners.

PREVENT
Produce and share with staff a Code of Conduct, HR policies and procedures to be accessible by all staff and partners.

A SET OF ORGANISATIONAL POLICIES, PROCEDURES AND PRACTICES DESIGNED TO ENSURE THAT NO HARM COMES TO PEOPLE AS RESULT OF CONTACT WITH HI'S PROGRAMMES, OPERATIONS OR PEOPLE.

REPORT
YOU HAVE TO REPORT
On Internal Alert System via your manager or HR.
On external line of assistance for the staff's help.
All is included in Ethics Point - a secured and confidential platform.

RESPOND
Report cases in a safe and confidential manner.
Follow the process and procedures in a safe and professional way, including all the required steps.

PRESERVE & PROTECT
Keep a secure, confidential, systematic and up to date record of all the cases.
Ensure that all the cases are handled in a confidential and professional way.

ACCOUNTABILITY
Accountability is shared between the field and the head office.
We are ready to be transparent and to share information.

Go to Hindsight or Murg if you want to raise an alert
For further information visit our website
you can contact Mrs. Lucía Pérez - 79 Global Safeguarding Reference Email: gsp@hi.org

HI Safeguarding framework : structured around 3 standards

STANDARD 1:

A culture of Safeguarding

- **A Safe environment and culture** – Organisational aspects (policies, directives, tools)
- **Safe People** – recruitment, induction, training staff conduct and equal opportunities and non-discrimination

STANDARD 2: Safeguarding People

- **Safe Programs** – risk management in programs and partnership arrangements
- **Safe Reporting/Response** – whistle-blowing, community reporting, case management & investigations

STANDARD 3: Governance & Communication

- **Safe Governance** – accountability for safeguarding (institutional commitments, stats, analysis, etc)
- **Safe Communications & funding** – use of information and image

The framework, deployment and monitoring are structured around these 3 standards.

S1: Key contributors are Human Resources departments

S2: Key contributors are Operations (Fields missions, MEAL...)

S3: Key contributors are Boards, Heads of Missions, Directorates, Fundraising Departments...

DEDICATED RESOURCES

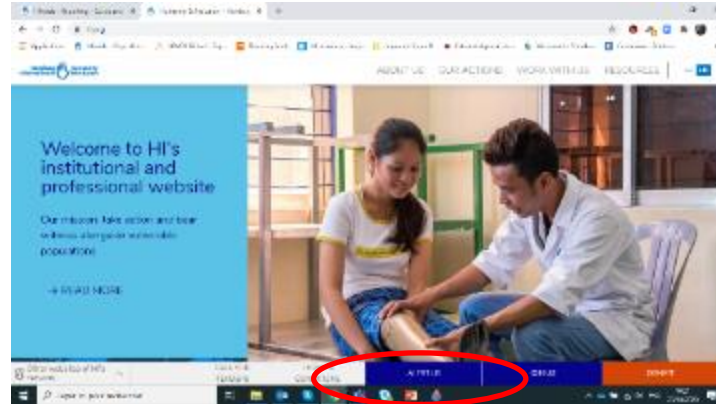
HI has invested and continuously deploys dedicated resources for a long - term implementation and monitoring of Safeguarding principles within the organisation.

1 – Case Management System

HI has in place a confidential and secured case management system hosted via a professional platform called EthicsPoint from NAVEX.

PSEAH & Fraud Alerts & complaints reported via both internal whistleblowing channels and community reportings ones are centralized and managed by dedicated professionals.

Case Management is done **in respect of the survivor-centered approach.**





2 – Dedicated Human Resources

HI has progressively developed a large pool of Safeguarding Practitioners within the organisation:

- Since 2018: 2 Global specialists on PSEAH/CPP and Fraud/Corruption based at HQ level and managing the Safeguarding Unit.
- Since 2019: Progressive deployment and training of 250 Safeguarding Focal Point over the 50 programs of the organisation.
- Since 2022: Progressive deployment of an internal pool of investigators (identification, training, follow up) with 40 members planned for the end of 2023.

HI Academy and Safeguarding

Two mandatory
trainings on
safeguarding are
currently available on
HIACADEMY

Last update : 01/2023

1

Connect to the HI Academy
platform with your usual ID

<https://hiacademy.hi.org/>

2

Train yourself!

Discover the mandatory trainings on Safeguarding

follow the channel
"mandatory integration"



3

Enhance your skills !

Discover the additional trainings useful for your
knowledge !



TRAINING AND AWARENESS

A specific training plan & package is in place. It includes:

- A **mandatory e-learning Package** for any new employee with
 - An HI Welcome session (7H) including a chapter on Institutional Policies
 - A PSEAH and Code of Conduct session focusing on behaviors and reporting systems
 - A anti-fraud & Corruption session
- A **mandatory rule to proceed to minimum 2 awareness sessions per year at field/program level** : Code of Conduct refreshment, specific topics on PSEAH, Discrimination or Fraud/Corruption
- A **distance – learning training of 3 days for the Safeguarding Practitioners (Focal Points, officers...)** 4 times per year conducted by the Safeguarding unit.
- A **range of expert – level trainings for the pool of investigators**: CHS IQTR 2-3 / 4 days HI internal Investigation training face – to – face.

ACTIVITIES and RESULTS 2021-mid 2023



Screen Capture role play – Safeguarding Practitioners distance –Training.

1 – Standard 1

The full Institutional Package is in place and updated every 2 years, HI is member of the MDS (Misconduct Disclosure Scheme) since end of 2022, and the contractual compliance with partners & suppliers is in place.

The training package is fully deployed with:

- **5818 Staffs** have been followed the mandatory online training (PSEAH & Code of Conduct) between 2020 and December 2022.
- **1192 Staffs** have been followed the mandatory online training (Fraud & Corruption) in 2022.
- At least 1 Safeguarding Practitioners per country having followed the Focal Point training since 2021
- 35 awareness sessions implemented in the different programs between 2021-2022
- At end of 2023, 40 staff being trained and member of the investigator pool.

ACTIVITIES and RESULTS 2021- mid 2023



2 – Standard 2

Tools for risks assessment and project risk scoring developed and used by the projects. Design and dispatch of new awareness raising posters – child friendly and inclusive.

Internal and external whistleblowing mechanism implemented with regular case management and investigations proceeded; Progressive deployment of communities reporting systems since mid 2020 with more than 70% of the programs equipped at June 2023.



ACTIVITIES and RESULTS 2021-mid 2023

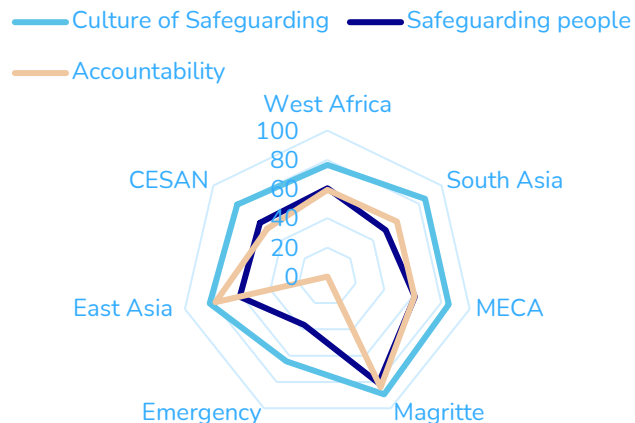
3 – Standard 3

Internal Accountability to HI governance: how does it work ?

In order to ensure the standards within each policy are effectively in place and in line with international standards:

- HI Direction of Operations is monitoring the Safeguarding deployment Plan for programs at least 2 times per year with key milestones follow up in Dashboards;
- HI Audit & Risk Direction (DRA) is monitoring and reporting Case Management situation every month to Direction of Operations;
- The DRA analyses the Case Management situation and updates the risk to report to the Directorate Risk Committee 3 times per year;
- Activities, results and analysis of the Safeguarding implementation and management are presented to the Board sub-committees and National Association Boards / Federation Board at least once a year;
- The Safeguarding Advisor update each policy in a continuous process of alignment with the last internal evolutions and international standards with the validation of the Directorate and Board accordingly.

Monitoring 2023



ACTIVITIES and RESULTS 2021 – mid 2023



In 2023 – HI has published internally its **4th global monitoring report** measuring the compliance of 50 programs with the Safeguarding expected standards. As well – the Safeguarding unit published its **second Annual Safeguarding report** including precise data and analyses about alerts & case management.

The donor's reporting mechanism has been reinforced in 2023 with a specific incident report template in place and formal channels of reporting.