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15th January 2024

Reporting Team

United Nations Global Compact
685 Third Avenue, FL 12
New York, NY 10017

Re: COMMUNICATION ON ENGAGEMENT (COE)

From 25 September 2021
To: 24 September 2023

Part I. Statement of Continued Support

To our stakeholders:

On behalf of the International Livestock Research Institute, I am writing to confirm our continued support of 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 of 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 communication channels.

ILRI is a CGIAR research centre, a global partnership for a food-secure future. ILRI works in a global network that helps reduce poverty, hunger and environmental degradation by enhancing animal agriculture in developing countries through research for better and more sustainable use of livestock. We work at the crossroads of livestock and poverty, bringing high-quality science and capacity-building to bear on poverty reduction and sustainable development across Africa and Asia.


ILRI is a non-profit making and non-governmental organization with its headquarters in Nairobi, Kenya, and a second principal campus in Addis Ababa, Ethiopia.

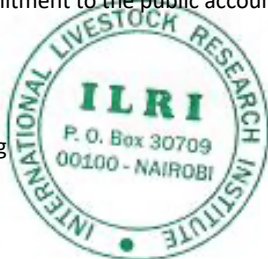
ILRI pledges to advance the following UN Agenda:

- Endorse the ten principles of the UN Global Compact on: Human rights, labour, environment and anti-corruption.
- Promote the 2030 Sustainable Development Goals
- Clearly state to our stakeholders, donors and the public our support for the Global Compact.

We acknowledge our responsibility for the UN Communication of Engagement and agree to submit biannual statements pledging our commitment to the public accountability and transparency of the Compact.

Yours Sincerely,

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Appolinaire Djikeng
Director General



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Part II. Description of Actions

Human Rights (Principle 1, Principle 2)

ILRI fully commits to supporting the respect and protection of internationally proclaimed human rights and believes all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status, have unalienable rights endowed to them, which we must respect. To support these views, ILRI has policies relating to these unalienable rights around economic, cultural, social, civil, and political rights. One of these is the right to an adequate standard of living. Part of this right includes access to water and sanitation. Water and sanitation topics are part of the broader Environmental Occupational Safety and Health (EOHS) policy. This policy is reviewed every three years and has been approved at the most senior level of the organization.

Annual Environmental and Occupational Safety and Health audits cover issues relating to access and use of water resources. ILRI monitors its freshwater quality and effluent water monthly and quarterly to ensure they meet National Environment Management Authority (NEMA) requirements.

Additionally, during the onboarding process, all staff joining ILRI go through inductions to familiarize themselves with the various human rights topics, including freedom of expression and water resource use and conservation, and ILRI Engineering unit staff receive specialized training on the use of better technologies in water conservation and effluent treatment.

Labour (Principle 3,4,5 and 6)

ILRI has policies safeguarding safe work environments and working conditions, including work hours and wages. The Provisions for other conditions, such as protection against child labour, are also protected with a recognition of the rights of staff for association and collective bargaining. In 2023, leadership spearheaded a review of all labour rights policies, and is currently in the process of review and approval to ensure ILRI is in accordance with international human rights and labor standards.

ILRI provides staff with freedom of association, and there is no policy prohibiting staff from joining or forming a trade union of their choice. While this freedom is afforded to staff, they are not unionized. In an effort to ensure staff still have mechanisms to express this freedom, ILRI Management has provided a channel for engaging with staff by forming a staff council elected by their peers. The purpose of the council is to provide a platform for engagement and actively address staff issues and concerns to leadership.

Protecting the Human Rights of ILRI staff and those served by ILRI is paramount. To mitigate the risks and impacts associated with labour rights issues, ILRI provides internal capacity building to the direct workforce. Additionally, ILRI collaborates with government and regulatory bodies, performs collective action with peers and stakeholders, and conducts audits to address concerns, issues, and risks related to labour rights.

ILRI provides a safe and healthy work environment for its employees. The ILRI Nairobi office has registered with the Directorate of Occupational Safety and Health Services (DOSHS) under the Ministry of Labour (Kenya) as a workplace per the legal requirements. Thus, Annual Occupational Safety and Health Audits are conducted and submitted to DOSHS. The Institute is also required to report any occupational-related injuries.

ILRI conducts annual fire safety and first aid training to ensure personnel safety and health. Other training is offered periodically and includes biosafety and biosecurity, working safely with plants, animals, and radiation. On an annual basis, ILRI conducts an Occupational Safety and Health (OSH) Audit to assess compliance with the relevant regulations. Accredited training organizations do the training.

Environment (Principle 7, 8 and 9)

Environmental policy:

Within the broader EOHS policy provisions are made regarding environmental standards at ILRI and are reviewed every three years. This policy has been approved by upper-level leadership and is applied to all ILRI operations.

Environmental compliance:

ILRI engages in activities that are compliant with environmental regulations of the countries in which ILRI serves. In Kenya, ILRI ensures that it is compliant to the following statutory conditions/regulations.

- Statutory environmental audits are conducted once every 12 months.
- Environmental Impact assessment (EIA) is conducted to Identify impacts of a project on the environment and predict likely changes on the environment as a result of the development. EIA licenses are issued for such projects at ILRI by the National Environment Management Authority (NEMA).
- Permits and licenses are obtained from the relevant government agencies for access to environmental resources such as groundwater. Similarly, ILRI obtain permits and licenses for waste treatment and to operate waste disposal plants and/or sites incinerators, cremators, and wastewater stabilization ponds.
- Environmental monitoring: ILRI monitors waste generated from Its facilities through air quality monitoring, stack emission measurements and effluent discharge quality monitoring.

Research compliance:

ILRI is committed to promotion of the highest standards of research by ensuring both ethical and legal obligations are met.

ILRI has established specific research compliance committees that review and approve research related activities. The committees cover areas that include human ethics, animal ethics and welfare, and biosafety and biosecurity. These committees are:

- Institutional Animal Care and Use Committee (animal ethics).
- Institutional Biosafety Committee (biosafety and biosecurity).
- Institutional Research Ethics Committee (human ethics).

Climate related Research:

ILRI conducts research on climate change adaptation and mitigation that aims at Improving small-scale producers' resilience and reducing greenhouse gas emissions from food systems. The programs involved in this type of research is Sustainable Livestock Systems (SLS), Livestock Genetics, Feeds and Forages and Policies Institutions and Livelihoods (PIL).

- ILRI works on a range of projects to mitigate greenhouse gas (GHG) emissions in livestock systems. The Mazingira Centre (which means environment in Swahili) focuses on understanding livestock emissions within the African context. This includes providing accurate and verifiable greenhouse gas emission levels generated by crop and livestock production practices and land-use changes in Africa; new means of monitoring African land degradation,

soil fertility, soil erosion and hydrology at farm to landscape scales; and understanding ways in which feed and forages can improve animal production while decreasing greenhouse gas emissions.

- ILRI has a number of projects working to improve cattle production for beef and dairy. The goal is a climate resilient, sustainable, healthy animal that generates less greenhouse gas emissions per unit of product. A new project entitled “The EnviroCow: Reducing feed costs and GHG emission in smallholder dairy cattle in Sub Saharan Africa” will provide small-scale dairy farmers in sub-Saharan Africa with access to feed efficient and well-adapted cows to increase their income. In the feeds area – a new project was launched in the last quarter of 2023 to identify existing and novel anti-methanogenic compounds (AMC) in accessions from the three CGIAR forage genebank collections to develop AMC-rich special forages that reduce methane emission from cattle-grazing systems in the Global South.
- Index Based Livestock Insurance (IBLI): From 2010, ILRI through its researchers and funding from the World Bank Group and collaborations with Cornell University, Syracuse University, and the University of Wisconsin have been engaging in the IBLI project which is based on satellite data index to IBLI which triggers payment to pastoralists to help maintain their livestock in the face of severe forage scarcity. The Novel drought insurance programs for Kenya’s many drylands’ livestock herders’ program was adopted by the Kenyan government in 2015 under the Kenya livestock insurance program. ILRI’s Index-Based Livestock Insurance (IBLI) project was bestowed the ‘2017 Insurance Innovation of the Year’ award at a prestigious African insurance awards ceremony.
- Drought Index Insurance for Resilience in Sahel and Horn Africa (DIRISHA) project: the project is implemented by ILRI and partners in Kenya and Ethiopia. Its aim is to provide early warning systems for pastoralists in drylands.
- Jameel observatory: This program focuses on using data and evidence to prepare for and act on environmental shocks. The Jameel Observatory for Food Security Early Action is an international partnership led by the University of Edinburgh and ILRI whose vision is to ensure vulnerable pastoral and Agro-pastoral communities in target regions of East Africa are more prepared for and resilient to the effects of evolving environmental shocks and stresses on their food security and nutrition. The program also seeks to bridge gaps between the knowledge about climate change created at research institutions and the local communities that are adapting to the impacts of climate change.
- ILRI staff members participated in the UN Global Compact Academy Course Climate Ambition Accelerator in 2022. ILRI staff members participated in across our two campuses in Nairobi, Kenya and Addis Ababa, Ethiopia. This course provided ILRI with the means to begin the work of calculating the GHG emissions on our two campuses and will utilize 2024 as a baseline year in which to begin measurements.

Anti-Corruption (Principle 10)

Fraudulent, corrupt, and collusive practices contradict ILRI's core values. ILRI recognizes the adverse effect such practices could have on its activities and operations and is committed to preventing them and taking robust action where they occur. In particular, ILRI is committed to preventing:

- Fraud and corruption perpetrated by ILRI staff members and non-staff employees.
- Fraud perpetrated against ILRI by cooperating partners, suppliers, or other third parties; and
- Any collusive practices among any such parties.

ILRI is committed to transparency and accountability in managing its resources to effectively fulfill ILRI's vision, mission, and strategic objectives. To this end, ILRI has an Anti-Fraud and Anti-Corruption

Policy; this Policy seeks to prevent fraudulent, corrupt, and/or collusive practices through appropriate internal checks and balances, staff training and awareness, due diligence practices in the recruitment of ILRI staff members, non-staff employees and the hiring of contractors; and effective internal and external auditing controls.

Contractual arrangements between ILRI and cooperating partners, suppliers, or other parties prohibit fraudulent, corrupt, and/or collusive practices. The risk of fraud and corruption is assessed and managed by ILRI's Risk Management Policy. Managers work to identify and evaluate the risks in their units, programs, or project areas, including the risk of fraud and corruption, and apply mitigating measures, taking due account of the level of risk involved. Because it is impossible to eliminate all risks, good risk management requires a sound balance of the assessment, mitigation, transfer, or acceptance of risks. These risks shall be communicated to relevant stakeholders, together with an evaluation of the extent to which risks can be mitigated.

In addition to the protocol mentioned above, ILRI has created a training and disclosure program to increase awareness of the risks of fraudulent, corrupt, and/or collusive practices and develop skills for understanding, detecting, preventing, and reporting such practices. This training is ongoing for specific positions within ILRI.

Part III. Measurement of Outcomes

To accurately measure the impact of actions implemented by ILRI in accordance with the UN Global Compact, the Ten Principles, and other internal objectives, goals, and commitments, ILRI will declare 2024 a baseline year to evaluate potential metrics and establish mechanisms for measurement and tracking. In this baseline year, ILRI will collect data and collate it to enable ILRI to set intentional long-term and short-term targets and accurately document all ILRI's contributions to the international community. Below are some of the outcomes that ILRI has already achieved:

Human Rights and Labor

From October 2021 to January 2024, ILRI has released 151 publications regarding topics of gender, youth, and inclusivity.

Environment

From October 2021 to January 2024, ILRI has strategically worked with various partners to support environmental sustainability. Some of these partnerships and efforts include:

- Africa's Food Systems Forum (AGRF) 2023 Summit, the International Livestock Research Institute (ILRI) partnered with Heifer International, the Global Dairy Platform, and Land O'Lakes Venture 37, to host the side event, 'Herding Change: Sustainable Livestock Innovation by Women and Youth.' Aligning with the Government of Tanzania's priorities to empower women and youth in food system transformation.
- ILRI participated in the 2023 Africa Climate Summit, one of four Regional Climate Weeks held to build momentum ahead of the UN Climate Change Conference COP 28, sending 14 ILRI Delegates to learn and share their expertise. ILRI also committed to information dissemination by sharing blog posts discussing the following topics addressed at the Summit: Developing Intersectional Social Protection and Adaptive Social Nets in a Changing Climate, Bridging the

Gap Between Innovators and Investors at Africa Climate Week, and Pastoralists Take the Stage Showcasing there's More Than One Way to Share a Message.

- The CGIAR Initiative on One Health, Protecting Human Health through a One Health Approach, was launched in January 2022. The initiative is implemented by four CGIAR research centers — the International Food Policy Research Institute, the International Livestock Research Institute, the International Water Management Institute, and WorldFish — in collaboration with Centre Suisse de Recherches Scientifiques en Côte d'Ivoire, EcoHealth Alliance, and the University of Liverpool. One Health is a collaborative, multisectoral, and transdisciplinary approach that works at national, regional, and global levels to achieve optimal health outcomes, recognizing the interconnection between people, animals, plants, and their shared environment.
- From October 2021 to January 2024, ILRI has 16 written materials to intentionally engage with policies to support national and global policy processes in agriculture, climate, environment, food systems, gender, and youth.
- From October 2021 to January 2024, ILRI has published 43 peer-reviewed journal publications on climate change and the environment.