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Secretary General
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Communication on Engagement (COE)

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Dear Mr. Secretary-General

I am pleased to confirm that Comic Relief continues to support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption. With this commitment, Comic Relief expresses its continued intent to support the Global Compact advancing these principles, and will make a clear statement of this commitment. In this letter, we have set out a summary of the actions Comic Relief has taken to support these principles and to engage with the initiative.

Human rights

Over our last two financial years, Comic Relief has spent £71 million on charitable activities to help achieve our mission of a just world, free from poverty. Since our last submission in February 2022, we have also updated our funding strategy and updated our three key pillars, as summarised below.

- Alleviating poverty's consequences and grip on people's daily lives – We fund programmes that help people and communities overcome the many challenges they face.
- Tackling the injustices that keep people in poverty – We support organisations and movements that strive for fairness and equity.
- Standing with those in poverty who are most harmed by climate change – We work in places and with people who are already vulnerable and now dealing with the effects of climate change.

Comic Relief partners with, supports and funds, projects and organisations that are working to tackle these challenges. As part of our strategy, we are committed to the following five [UN Sustainable Development Goals \(SDGs\)](#): 1 (no poverty), 5 (gender equality), 10 (reduced inequalities), 13 (climate action) and 17 (partnerships for the goals).

We have signed up to Institute for Voluntary Action Research [eight commitments](#) to be an open and trusting grant-maker. We are also members of Association of Charitable Foundations, Bond and National Council for Voluntary Organisations (NCVO) and have

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developed our own Funder Charter which sets out our internally agreed commitments on funding practice.

Recognising the impact of our operations on the environment and society, in 2023, we rolled out an Ethical Framework which forms the foundation of our vision of a just world, free from poverty. This framework underpins and sets out guiding principles in order to help us:

- influence and shape our current policies, procedures and relationships including our decision-making processes;
- ensure consistency and alignment across all aspects of our organisation; and
- establish a set of core principles which support our goal to drive positive change through the power of entertainment.

To ensure transparency and accountability, we will review our progress towards our UN commitments and our carbon emissions on a regular basis. We will publish our progress in our annual report, the first one being for the year 2023/24. We are currently working on an Environmental, Social & Governance (ESG) roadmap which will be aligned with, and help us further, our Ethical Framework.

Labour

We have continued to prioritise Diversity, Equity, Inclusion and Belonging (DEIB). We are committed to, or members of, various schemes including Stonewall, Time to Change, Business Disability Forum, Hidden Disabilities Sunflower and we are Disability Confident Committed. Antiracism training was rolled out to senior managers in 2023 and will be rolled out to all staff in 2024. A DEIB Strategy and Roadmap have now been finalised to ensure we meet our goals and best practice when it comes to DEIB standards and approaches.

We have well-established recruitment practices in place, such as blind CV applications, to help encourage a diverse and inclusive workforce and to avoid bias when reviewing applications. We additionally hold comprehensive safeguarding policies and procedures to prevent child labour and protect the wellbeing of our employees, beneficiaries, suppliers, and partners.

As a registered Real Living Wage employer, we voluntarily pay a UK wage rate which exceeds the minimum wage, intending to enable employees to meet actual living costs in the UK.

Environment

We are committed to reducing our Carbon Emissions as an organisation. We remain compliant with the requirements of the Energy Savings Opportunity Scheme (2018) and The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 and have made major strides in reducing our direct emissions by moving to a far smaller office with significantly improved environmental credentials in 2023. We are also working to develop a holistic calculation of our carbon footprint and formulate a realistic science-based net zero target. We look forward to reporting progress against this in our next Communication of Engagement.

Since our last Communication on Engagement, we have continued to transform our Red Noses to be more sustainable for our annual fundraising event and initiative, Red Nose Day. Together with our partner Amazon, our Red Noses for 2024 are made from 70% bagasse (sugarcane) and 30% wood pulp. All of the material is plant-based, and therefore fully recyclable. We continue to work closely with other partners and suppliers to ensure sustainability in our supply chain where possible. In 2023, we rolled out a new Procurement Policy and we now request and review bidding suppliers' sustainability policies and practices as part of our selection process.

Anti-corruption

In our commitment to combating corruption, Comic Relief have robust anti-bribery and corruption policies. Internally, all staff are required to complete training around anti-bribery and corruption, with comprehensive controls in place alongside dedicated resource in place to prevent and identify fraud and corruption in the course of our activities. Externally, our contracts with suppliers and partners include clear obligations to comply with our Ethical Sourcing Policy (where applicable) and anti-bribery laws.

We uphold our commitment to reporting on progress every two years in accordance with the Global Impact's policies and processes.

Yours sincerely



[Samir R. Patel \(Jan 29, 2024 12:27 GMT\)](#)

SAMIR PATEL
CHIEF EXECUTIVE OFFICER