



United Nations
Global Compact



SNV

Communication on engagement: 2024

Statement of continued support by SNV CEO Simon O'Connell

To our stakeholders:

I am pleased to confirm that SNV Netherlands Development Organisation reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this Communication on Engagement, we describe the actions that SNV has taken to support the UN Global Compact and its Principles into our strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication. SNV remains committed to the UN General Compact and continually considering the principles when improving our policies, procedures and systems.

Sincerely yours,

A handwritten signature in black ink that reads "Simon". The signature is written in a cursive, flowing style.

Simon O'Connell
CEO

The UN Global Compact is a world-wide sustainability initiative calling on companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment, and anti-corruption, and to take action in support of UN goals and issues embodied in the Sustainable Development Goals (SDGs). The UN Global Compact is a leadership platform for disclosure of responsible corporate practices and progress in applying the UN Global Compact principles.

The Ten Principles of the UN Global Compact

Human Rights principles

Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 make sure that they are not complicit in human rights abuses.

Labour principles

Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 the elimination of all forms of forced and compulsory labour;

Principle 5 the effective abolition of child labour; and

Principle 6 the elimination of discrimination in respect of employment and occupation.

Environmental principles

Principle 7 Businesses should support a precautionary approach to environmental challenges;

Principle 8 undertake initiatives to promote greater environmental responsibility; and

Principle 9 encourage the development and diffusion of environmentally friendly technologies

Anti-corruption principles

Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.

Progress report

FY2023

SNV is a mission-driven global development partner working in more than 20 countries across Africa and Asia. Our mission is to strengthen capacities and catalyse partnerships that transform the agri-food, energy, and water systems, which enable sustainable and more equitable lives for all. SNV's strategy and operations are aligned with the UN SDGs and with the ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. Grounded in the 2030 Agenda for Sustainable Development, we work on the core themes of gender equality and social inclusion, climate adaptation and mitigation, and strong institutions and effective governance.

In its 2030 Strategy, SNV outlines its commitment to collaboration and partnerships as key elements to enable the accelerating and scaling of impact, as we contribute to the global transformation envisaged by the 2030 Agenda for Sustainable Development. SNV ensures its primary business process is underpinned by clear, coherent, accessible policies and streamlined procedures with assigned roles and responsibilities as well as a clear process to keep these up-to-date and relevant.

We align our efforts with the relevant SDGs and measurably contribute to specific elements of nine SDGs. SDG 2 (zero hunger), SDG 6 (clean water and sanitation), and SDG 7 (affordable and clean energy) align most closely with our sectors of focus. With gender disparities still enduring, alongside

extensive marginalisation and social exclusion, we will deepen our focus on SDG 5 and SDG 10 (gender equality and reduce inequality). At the same time, the increasingly drastic impacts of the climate crisis direct us to focus on SDG 13 (climate action). The importance of effective governance and institutions to ensuring sustainable and more equitable lives for all compels us to focus on SDG 16 (strong institutions).

We are committed to continuing to build opportunities for youth employment, empowerment and entrepreneurship into our projects – SDG 8 (decent work and economic growth). Finally, accelerated urban growth puts pressure on the services and living environment in cities, but also on natural resources – like water – outside cities. Therefore SDG 11 (make cities and human settlements inclusive, safe, resilient, and sustainable) is important to our work.

In all that we do across these sectors, themes, and SDGs, SNV seeks to address inequality and focus on those at risk of being left behind, unable to lead dignified lives and without opportunities to thrive. This equality focus, central to our mission, addresses the thematic priority of social inclusion and aligns with the universality principle embedded in the SDGs. Driven by our mission, our work to 2030 is defined by the intersections between these nine SDGs, and our three sectors of focus and three core themes.

Human Rights principles Related SDGs: 3,5,8,10

Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 make sure that they are not complicit in human rights abuses.

SNV respects and supports the Universal Declaration of Human Rights. SNV's policies and procedures capture the essence of our approach to human rights and are based on amongst other the Universal Declaration of Human Rights. The following SNV policies and procedures incorporating these principles are in place:

- Code of Conduct
- Safeguarding, Child protection and protection from sexual exploitation, abuse and harassment (PSEAH) procedure
- Inclusion and elimination of discrimination and workplace harassment procedure
- Whistle-blower protection factsheet
- Inter-Agency Steering Committee (IASC) 6 core principles to prevent SEAH
- HIV/AIDS factsheet
- Disability factsheet
- National security frameworks: SNV employees across the globe work in an environment that is secure and safe
- Due diligence framework: applicable to all third parties that sign a contractual agreement with SNV. This framework is based on a number of policies and standards such as the UN Global Compact principles, child protection policy, fraud policy and whistle-blower policy
- Corporate Sick leave guidelines
- Global Council rules of procedure.

All SNV offices and employees must adhere to the SNV policies and procedures including the SNV Code of Conduct and above-mentioned procedures. The Human Resource function (at the Global Office level

as well as in the country offices where SNV operates) are responsible for implementing and ascertaining adherence to SNV's HR policies. In 2021, SNV launched a new mandatory Ethical Standards e-course in both English and French. All SNV team members are required to complete this training or a refresher once a year. Furthermore, attention to Human Rights principles, as described in the policies and procedures, is included in SNV training for new team members. SNV policies and procedures are part of the induction package for new team members.

SNV also has an online reporting system in place as well as at least one trusted person in every office, to ensure that any team member can have an anonymous conversation regarding, but not limited to, harassment and discrimination and other forms of misconduct.

All investigations concerning safeguarding and discrimination are carried out by the global inclusion and safeguarding adviser, with support from trained focal persons in country when needed, for instance when translation/ interpretation is in order.

Every SNV team member has access to the reporting and investigation flowchart via the SNV intranet, to know exactly which steps are taken throughout the process and be cognizant of what they can expect. SNV follows a survivor-centred approach.

Internal Audit considers compliance of SNV's policies and procedure when performing their work reviews and reported back to SNV's Managing Board on a regular basis.

Labour principles Related SDGs: 1, 3, 4, 5, 8, 10

Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 the elimination of all forms of forced and compulsory labour;

Principle 5 the effective abolition of child labour; and

Principle 6 the elimination of discrimination in respect of employment and occupation.

SNV respects and supports the International Labour Organisation (ILO) core conventions. SNV does not use forced, compulsory or child labour and through a strict due diligence process refrains from working with organizations that have a record on labour law violations and varying degrees of involvement in modern slavery. SNV supports freedom of association and, where applicable, recognises the right to collective bargaining. SNV's staff employment terms and conditions are negotiated with relevant work councils.

SNV has a works council in each country called the Country Council. Local labour conditions are discussed with country councils and approved by official local labour institutions where applicable. SNV team members in each Country Office elect trust persons, whose role is to provide guidance on the grievance reporting system in cases of workplace discrimination and harassment and other forms of misconduct. The Country Council also has open-door sessions for any grievances of employees to be recorded and appropriately addressed.

SNV is an international not-for-profit organisation with over 1,500 employees from various nationalities worldwide. Within SNV, regular meetings are held between the Managing Board representative and the Corporate Council. In the countries where SNV operates through a Country Office, regular meetings are held between the Country Director and the Country Council. In these meetings labour related issues are discussed.

SNV has, amongst others, the following policies and procedures in place adhering to the sustainability

goals, that all team members are required to adhere to:

- Code of Conduct
- Child protection procedure
- Gender policy
- Whistle-blower procedure
- Job house and scales in accordance with Total Reward system
- Performance management system
- Due diligence framework: applicable to all third parties that sign a contractual agreement with SNV and is based on a number of policies and standards such as the UN Global Compact principles, child protection policy, fraud policy and whistle-blower policy.

Furthermore, attention for labour principles as described in the policies and procedures is part of the SNV training for new team members. SNV policies and procedures are part of the induction package for new team members. Standard practice within SNV is to have regular meetings with managers to discuss workload and focus areas. Managers encourage employees to discuss any labour related issues in these meetings. Annual Performance Appraisal Reviews are held to discuss performance and during which employees can also raise issues.

All local labour conditions are uploaded in the compliance register maintained at the Global Office and reviewed by the HR function at the Global Office.

Environmental Principles Related SDGs: 7, 12, 13, 15

- Principle 7** Businesses should support a precautionary approach to environmental challenges;
- Principle 8** undertake initiatives to promote greater environmental responsibility; and
- Principle 9** the encourage the development and diffusion of environmentally friendly technologies.

Environmental and social safeguards are intrinsic components of SNV's project design. Since 2016, an organisation-wide Environmental and Social Protection Policy ensures that any adverse environmental and social impacts of projects are identified, avoided, or mitigated and that the positive impacts are optimised.

SNV is committed to reducing greenhouse gas emissions. In 2022 we measurably increased the climate resilience of 169,000 farmers, and through our work to implement more renewable and efficient energy we have reduced greenhouse gas emissions by 738,000 tCO₂2023. We have also launched our

organization-wide carbon reduction strategy with aims to reduce 50% of our emissions by 2030.

SNV increasingly integrates climate resilience in its agriculture and energy programmes. Our energy project portfolio helps to reduce greenhouse gas emissions while promoting access to energy. Where applicable, SNV offices use Fairtrade coffee and promotes split waste collection. SNV also has an Environmental and Social Safeguarding Policy in place.



Anti-corruption Principles Related SDG: 16

Principle 7 Businesses should work against corruption in all its forms, including extortion and bribery.

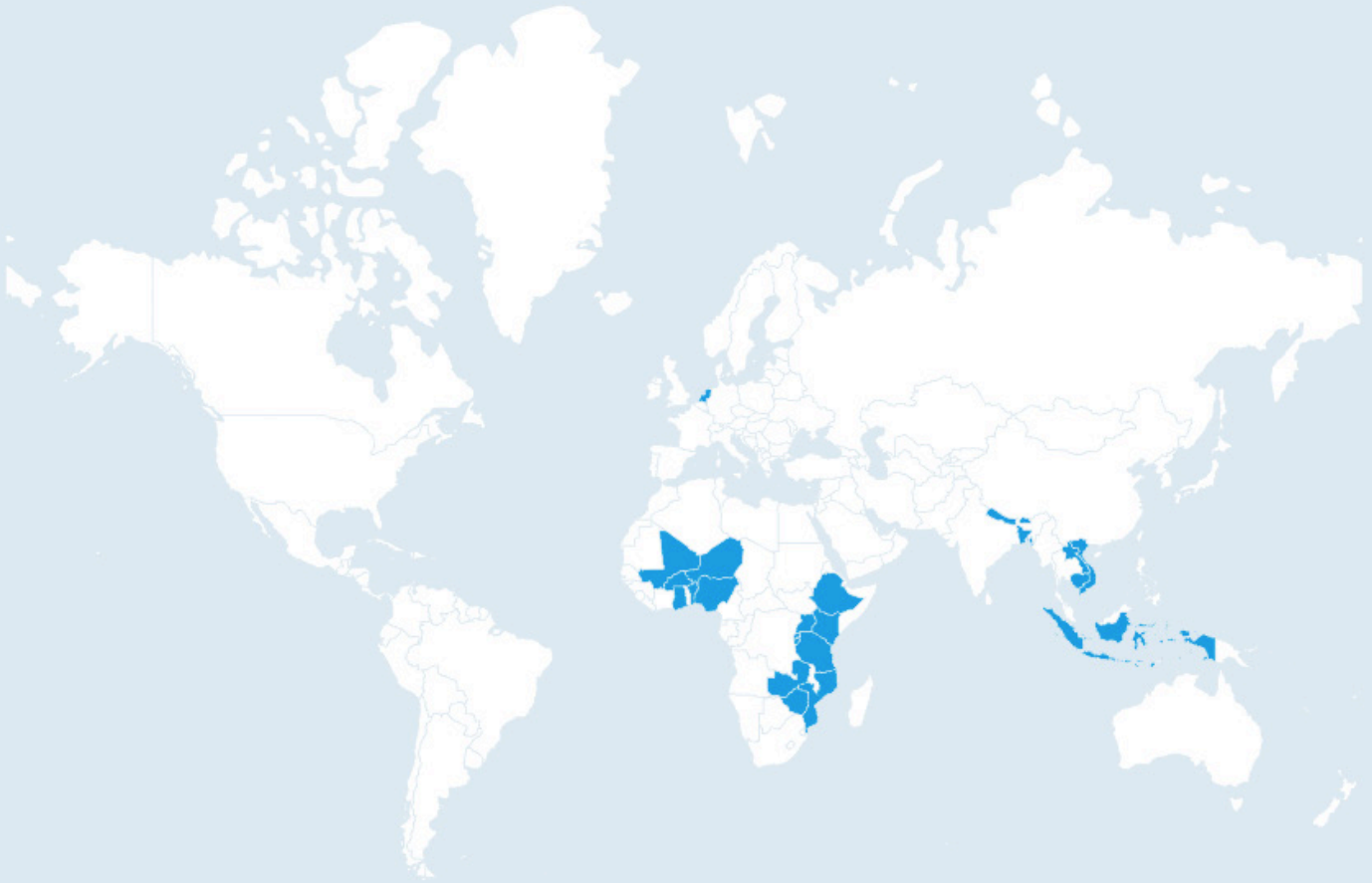
SNV has a zero-tolerance policy for fraud. All potential cases are included in the fraud register that is monitored by the Managing Director for Business based in SNV's Global Office. A follow-up mechanism for reporting possible irregularities is in place. All (potential) fraud cases are reported to SNV's Audit & Risk Committee. Where necessary, forensic audits are executed by external experts. The risk of fraud is included in SNV's corporate risk register.

Attention to anti-corruption principles, as described in the policies and procedures, is part of the SNV training for new team members. SNV policies and procedures are part of the induction package for new team members.

Additional information

Additional information on SNV's work, policies and procedures is available on SNV's website at www.snv.org.





SNV is a mission-driven global development partner working in more than 20 countries across Africa and Asia. Building on 60 years of experience and together with our team of over 1,600 people, we strengthen capacities and catalyse partnerships that transform the agri-food, energy, and water systems, which enable sustainable and more equitable lives for all.

Grounded in the 2030 Agenda for Sustainable Development, we work on the core themes of gender equality and social inclusion, climate adaptation and mitigation, and strong institutions and effective governance.

www.snv.org