

COMMUNICATION ON ENGAGEMENT (COE)

People in Need (PIN)

Period covered by this Communication on Engagement 2022-2024

From: 12. March 2022

To: 12. March 2024

Part I. Statement of Continued Support by the Chief Executive or Equivalent

Please use the box below to include the statement of continued support signed by your organization's Chief Executive or equivalent.

Statement of Continued Support

To our stakeholders:

I am pleased to confirm that People in Need – Člověk v tísni ("PIN"; <https://www.peopleinneed.net/>) reaffirms its support to 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 organisation has taken to support the UN Global Compact and its Principles as suggested for an organisation like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Jan Mrkvička

Director of Relief and Development Department, PIN

Part II. Description of Actions

Please use the box below to describe the actions your organization has taken in support of the Global Compact. It is strongly recommended that the actions taken are related to one or more of the specific activities suggested. *Please refer to the complete list of suggested activities for your type of organization found [here](#).*

Anti-corruption

PIN has in place the PIN Code of Conduct and Key policies, including PIN Anti-corruption Policy adhering to the highest international standards in the NGO sector. PIN has zero tolerance for corruption, fraud, bribery, extortion, or aid diversion. PIN strives to promote these principles within the Induction training, and then within the regular refresh training on the Code of Conduct and Key policies.

PIN has in place several Whistleblowing channels, CFRM mechanisms on how to report any irregularities, including corruptive, collusive, fraudulent or other unethical behaviour. PIN established a small Accountability and Safeguarding Unit at the HQ level, closely cooperating with the Safeguarding focal points in the Country Programmes. PIN cooperates with audit companies and other external consultants. Additionally, our staff undergoes several training programmes (e.g. OSACO, CHS, KPMG etc.).

Any reported case (or even suspicion) of fraud, corruption, or conflict of interest is handled in line with the PIN Internal Investigation Guidelines, and every concluded investigation is utilised for organisational learning.

Every new staff member signs the PIN Code of Conduct and Key policies during the onboarding phase, together with the contract.

PIN created internal anti-corruption, safeguarding and child protection e-learning to raise internal awareness. This training is a part of key mandatory training and capacity building for our partners and our employees. The policies are part of our contracts with the partners, contractors and suppliers and we also clearly stipulate in our tenders and contracts that breach of these warranties and representations is the reason to terminate all the contracts.

Anti-corruption and anti-fraud are an essential part of the Induction training and regular all-staff meetings. PIN constantly evaluates risks in that area, referring to other tools available such as the International Corruption Perception Index by Transparency int., etc.

PIN has in place robust anti-terrorism and sanctioned lists screening mechanisms, policies and software to identify any threats in that area. We also cooperate and are active in governmental, Council of Europe and other conferences on the topic of anti-terrorism and AML.

Environment

PIN is committed to strong environmental stewardship in our operations and programming in all countries we work in. Climate Resilience is one of three main sectoral pillars of the organisational strategy, with the protection of the environment as a key cross-cutting theme. This builds on our previous Sustainable Livelihoods and Environment Strategy 2017-2021. PIN works with communities to respond to climate change and other environmental degradations through the following key programmes:

- **Climate resilient food and livelihood systems:** a systemic and participatory approach to food systems and livelihoods in order to improve food and nutrition security in areas vulnerable to climate change.
- **Climate resilient WASH:** climate-change vulnerable (e.g. drought- and flood-prone) areas supported through enhanced governance and service-provider accountability.
- **Climate Smart Energy solutions:** resilience to climate change improved through energy-efficient and/or clean energy off-grid solutions.
- **Productive and climate resilient landscapes:** address environmental degradation and climate change impacts on natural resources dependent on, e.g. water and soil for agricultural productivity, and reduce climate-induced risks.
- **Market Driven TVET, Green Jobs and the Circular Economy:** diversify livelihoods and build the skills for green economic development, with a priority focus on circular economy and recycling through an MSD approach.
- **Disaster risk reduction, disaster-prone early warning system:** enhance social protection schemes to most vulnerable in areas prone to climate change-induced shocks and stresses such as droughts, floods and landslides, with an accent on EWS.

PIN is working with the private sector where possible to develop and propose partnership projects on corporate sustainability, for example, by promoting circular economy principles, helping greening practices, for example, in leather production in Ethiopia or promoting eco-labelling practices in Ethiopia.

PIN has a growing team of internal advisors, many climate-related programmes and other initiatives, and many staff members who are personally committed to environmental sustainability. PIN conducted internal and external environmental audits and adopted the Environmental Policy. PIN is

intensively looking into ways to encourage the development and diffusion of environmentally friendly technologies in our programmes.

PIN also updated its Procurement procedures, clearly stating the environmental requirements. As per PIN Environmental Policy, PIN is committed to the following:

1. In our projects:

- protect the local environment and communities we work with;
- minimise negative environmental impact of our programmes;
- maximise beneficial impact of our work on the local environment;
- identify and mitigate risks of environmental damage and degradation.

2. In our offices:

- in our daily decision-making (designing processes, developing tools, planning projects, etc.), we will take into consideration how the actions of our organisation interact with the environment globally;
- continue to find ways to lower the carbon footprint of our operations;
- reduce the use of water, electricity and other resources, look for sustainable alternatives where possible;
- integrate the 'reduce, reuse, recycle' principle into our daily operations and office management.

3. Educate RDD staff about the negative environmental impact PIN projects and operations have or might potentially have; and about practical actions they can take to prevent or reduce such impact.

4. Continually improve our environmental performance based on monitoring and review

5. Annually evaluate our progress in implementing this policy

Additionally, PIN recently signed the Climate and Environment Charter for Humanitarian Organisations.

Human rights

The primary goal of the People in Need's Centre for Human Rights and Democracy ("HRD") is to provide comprehensive protection to people who defend human rights and fundamental freedoms and to support organisations and independent civic initiatives with the aim of enabling their professional and institutional development. More information is available at: <https://www.peopleinneed.net/what-we-do/human-rights-support>.

Adherence to and compliance with the Universal Declaration of Human Rights (UDHR) is the underlying principle of our work. We adhere to honesty, fairness and decency in our everyday work and relationships with partners and beneficiaries. We operate on a non-discriminatory basis, ensuring inclusivity and respecting the ethnic, sexual, and religious identities of our partners and beneficiaries.

The crucial part of Human Rights and Democracy support activities is advocating for human rights by raising awareness and influencing policymakers on fundamental freedoms in the target countries. PIN strives to communicate with political leaders and influence European policies towards human rights.

Every year, People in Need also organises the One World Human Rights Film Festival dedicated to human rights and awards the prestigious Homo Homini price to an individual or a group who has made a significant contribution to the promotion of human rights:

https://www.peopleinneed.net/what-we-do/one-world?_ga=2.211901842.749978006.1643385298-1074866249.1617801036.

Similarly, People in Needs supports many other human rights protection organisations and helped to establish other entities operating in that area. PIN also participates in regional, international and global networks and alliances (Lifeline, EPD, HRDN, Alliance2015).

Labour law

For each country of operations, PIN follows the labour legislation applicable in the respective country and adapts the National Staff policy accordingly.

PIN applies the zero-tolerance approach towards Child labour and Modern slavery, both in our policies and programmes. Any breach of those principles leads to the termination of the contract for our staff, partners and suppliers. Non-discrimination in respect of employment is an essential part of our recruitment. Given the large portfolio of institutional donors, in PIN we adhere to the US, EU, Czech, Swiss, UN as well as other donors' rules and legislations, including the labour law.

Transparency

PIN publishes on a regular basis under the IATI initiative: <https://iatiregistry.org/dataset/pin-activities> as well as on PIN donors' websites (e.g. USAID). PIN publishes its annual reports on its website together with other reports from its activities: <https://www.peopleinneed.net/who-we-are/annual-reports>.

Corporate sustainability starts with a company's value system and a principles-based approach, which is enshrined in our RDD Strategy, where HR, environment, labour law, transparency and anti-corruption are key components.

Overall, principles of the UN Global Compact are incorporated into our operations and policies, and we also communicate and promote these principles to our staff, volunteers, partners, CSOs, contractors, and suppliers (see for example here: <https://www.peopleinneed.net/who-we-are/donors-and-partners/the-un-global-compact-851>).

Part III. Measurement of Outcomes

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II above.

Anti-corruption:

- All PIN international and local partnerships are concluded with representations and warranties related to the principles enshrined in the UN Global Compact.
- All PIN CSOs and supplier contracts are concluded containing similar provisions.
- All PIN staff is trained on the Code of conduct and key policies, incl. the anti-corruption policy.

Human Rights:

- Direct assistance was provided to hundreds of human rights defenders and their families.
- The organisation of thousands of training sessions and workshops for activists, journalists and lawyers.
- Provision of mental health and psychosocial support to hundreds of human rights defenders.
- Human Rights Advisor dealing with this topic across the whole PIN organisation.
- Projects focused on human rights worth approximately 13,4 million euros were implemented during 2022-2023.

Environment:

- Environmental self-audit conducted with an action plan and further steps.
- PIN expanded its Climate Change Team and introduced a Climate Resilience Strategy Lead.
- Climate change is one of the 3 pillars of the current organisational strategy.
- Environmental Impact Screening Tool is developed, adaptable to all of PIN's projects and used for key humanitarian projects.
- Reduced GHG emissions from our operations.
- Implementation of Climate Change projects of various donors in the Czech Republic and other countries.

Labour:

- International and National staff surveys conducted on a regular basis.
- CHS certification obtained.
- Regular "Call with the director" where every PIN staff has an opportunity to ask questions.
- Salary scale revisions and salary benchmarking.
- Internal psychosocial support boosted after the pandemic and remote work.
- Whistleblowing channels in place, regular monitoring of their efficiency is conducted.
- HEAT and other safety and security training are conducted regularly.