

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Date 14 May 2024

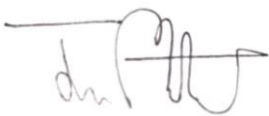
Dear Mr Secretary-General,

UN Global Compact – Communication on Engagement

I am pleased to confirm that Frontline AIDS 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 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 channels of communication.

Yours faithfully,



John Plastow

Executive Director

Human Rights: UNGC Principles 1 and 2

The promotion of human rights is one of the actions set out in our Global Plan of Action 2020 – 2025 (the strategy for our global partnership).

We mobilise, convene, capacitate and collaborate with Frontline AIDS' partners to respond to and generate evidence of the rights-related barriers impeding the enjoyment of health-related rights and access to justice for marginalised people and communities. Our approach goes further than documentation alone, supporting and enabling communities to hold perpetrators, institutions and governments to account, using the evidence that they gather to highlight and challenge social and structural barriers. We also work together within our partnership, and with key external allies, to resist anti-rights opposition and prevent rollback on HIV, SRHR, human rights and gender equality.

In 2014, we developed a unique community-based human rights monitoring system called Rights Evidence Action (REAct). Since its inception, 272 organisations in 36 countries have used REAct to record data about human rights violations, and provide and refer people to health, legal and other public health services.

In 2021, Frontline AIDS developed an e-learning platform for REAct in collaboration with the Open University (OU). OU funded this work, which was piloted in 2022. The e-learning platform will allow us to train many more REAct implementers with lower staffing investment, enabling REAct to reach an increasing number of marginalised people in a more cost-effective way

Throughout 2022, our partners were increasingly strengthening evidence about human rights barriers to inform their own programming and advocate for policy and programming reforms.

In conjunction with our partners Alliance for Public Health (APH) in Ukraine and Gender Dynamix and AFSA in South Africa, we developed *Protectors or Perpetrators*, a report based on REAct data which lays bare how unlawful policing impacts on human rights, access to justice and the HIV response as well as the resilience and courage of marginalised people and communities in the face of persistent stigma, discrimination and violence.

In 2022, the REAct gender module that was developed in 2021 was integrated into the wider REAct training curriculum. This means that gender considerations are no longer treated as a separate topic but are included in the general training. The updated curriculum was piloted in Lebanon and Jordan, and the feedback received from this testing was incorporated into the curriculum's final version.

In 2022, we proactively grew our expertise on translating the data collected through REAct and the Rapid Response Fund (RRF) into effective advocacy that achieves change, nationally and globally.

Our Rapid Response Fund (RRF) has been providing emergency grants since 2016, supporting LGBTQ+ people who are facing human rights abuses to continue accessing HIV services in times of crisis. In 2022, Frontline AIDS was able to provide emergency response grants to 16 organisations in 10 countries.

Labour: UNGC Principles 3, 4, 5 and 6

As a progressive learning organisation, Frontline AIDS is committed to addressing racism in its workplaces and across the partnership by ensuring that racial equality is prioritised as a lens when looking at marginalisation, alongside gender, HIV status, sexual orientation, and drug use.

Our Black and People of Colour employees created a safe space group to discuss issues of racial equality, share experiences and support one another. Our Black and People of Colour employees' voices will be critical in informing any change process that we engage in, and we have established platforms to listen to them.

Frontline AIDS is committed to becoming an anti-racist organisation. To get there, in 2021 we built a common sense of how racism impacts our lives – personally and professionally – and opened up spaces for people to have conversations about race and racism, and to feel confident in doing so.

This consultative process was led by an external consultant. It began with an anonymous staff survey and a series of focus groups to gain a sense of how racism has impacted on staff experiences and assess our level of understanding of how racism affects people's lives. This work looked at intersectionality, taking into account other protected characteristics, such as age, gender and sexuality.

From this, a discovery report was created, which was shared with the whole organisation. A series of reflection meetings followed, in which all colleagues were invited to participate, plus a staff town-hall session with the Board.

Staff who identify as Black or a person of colour have a safe space group, which is a bi-weekly, virtual drop-in session. All staff can access a dedicated anti-racism Teams channel to share reflections and information.

In 2022, we continued to build a common understanding of how racism impacts our lives – personally and professionally – and opened up spaces for people to have conversations about race and racism, and to feel confident in doing so. Frontline AIDS conducted an anti-racism survey to evaluate staff experiences of the Dialogues and Courageous Conversations and measure any changes from 2021 in terms of staff understanding, and confidence. The survey findings were consolidated in the Discovery Report 2022.

To address these findings, all staff attended dialogues, facilitated by an external consultant, to discuss the findings of the report and anti-racism at both an individual and institutional level. Drop-in learning sessions were also provided for those who wished to increase their understanding of concepts around race and engage in the dialogues with increased confidence.

To ensure that Frontline AIDS is a safe and supportive place to work for all staff and the communities of marginalised people they work with and for, we trained staff members in the UK, South Africa and Lebanon to act as a point of contact for colleagues who require signposting to safeguarding and equality policies.

The recommendations outlined in the Discovery Report 2022 will continue to guide us in our journey to becoming an antiracist organisation. We remain committed to challenging ourselves, listening, learning, and taking concrete actions to ensure Frontline AIDS is an inclusive and equitable workplace for everyone.

Environment: UNGC Principles 7, 8 and 9

We have been reviewing Frontline AIDS' impact on the climate to play our part in mitigating the threats of climate change to those living with or at risk of HIV. As part of this work, we conducted a carbon audit for 2019 and 2022. Due to a change of our structure Understanding the Climate Impact of Frontline AIDS' Operations and operating model, in 2022 we reduced our carbon footprint by 71% compared to 2019. We are pleased with our carbon reduction so far and will continue to look for ways to reduce our carbon emissions and lessen our environmental impact into the future.

Moreover, in 2022 we commissioned a study to understand more specifically the intersections of HIV and the climate and environment crisis, and to explore how Frontline AIDS and the wider partnership can better adapt to these crises and mitigate the impacts wherever we can.

The 2022 report details that, given the importance of climate HIV action to avoid eroding the gains made in HIV in recent years, Frontline AIDS will leverage relevant strengths to engage in climate-HIV action. Frontline AIDS will focus on:

1. **Knowledge and evidence:** build the knowledge base internally and then externally of Frontline AIDS partner experience in integrated climate-HIV programming, what evidence is needed and what programming is working
2. **Funding and advocacy:** expand sources of funding for integrated HIV and climate work, advocate to include HIV, health and rights included in country climate plans (Nationally Determined Contributions and National Adaptation Plans) and to ensure impacted communities are in leadership roles of climate response planning.
3. **Programme integration:** integrate climate adaptation into HIV programmes to address migration, nutrition, economic impacts and increased risk of violence during crises; and integrate HIV, health and rights into humanitarian crises planning.
4. **Mitigation:** reduce health system carbon emissions in emission-producing countries.

Anti-Corruption: UNGC Principle 10

Frontline AIDS has a zero-tolerance policy in relation to fraud, corruption and bribery as set out in our anti-fraud and corruption policy. Fraud of any type represents a threat to the reputation of Frontline AIDS and to the safeguarding of assets for which it is responsible. We are therefore committed to minimising the risk of any fraud within the organisation and its partners and to the thorough investigation of any such cases.

The policy of Frontline AIDS is to promote awareness among staff of the risk of fraud, to establish and maintain controls aimed at preventing and detecting fraud, and to take prompt and effective action whenever fraud is discovered or suspected.

The trustees of Frontline AIDS are responsible for identifying the major risks to which Frontline AIDS is exposed and for ensuring that appropriate systems, procedures and controls are in place. In the case of fraud, systems and controls reduce the likelihood of fraud occurring and procedures outline the Frontline AIDS response to a suspected or actual fraud.

All staff have a responsibility to be aware of the risks of fraud and the types of fraud that might be expected to occur within their area of responsibility. It is the responsibility of all staff to report any suspected fraud immediately.

We carry out strict due diligence, risk assessments and monitoring procedures in relation to all of our partners to ensure that they have appropriate policies and procedures in place around bribery, fraud and corruption. We also assist partners in identifying areas for improvement and provide support and assistance to help them to build capacity and compliance where required. All grant agreements with our partners contain an anti-fraud, anti-terrorism and anti-corruption clause requiring the partner to report any suspected fraud or corruption to Frontline AIDS immediately.