



HelpAge International

May 2024

Period covered by this COE: January 2022 – February 2024

Part I. Statement of Continued Support by the Chief Executive:

Statement of continued support for the UN Global Compact

I am pleased to confirm HelpAge International's continued support and commitment to the UN Global Compact and its ten principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

We are committed to the continuation of our membership of the UN Global Compact and hereby submit our Communication on Engagement. This report is a summary of key highlights that illustrate HelpAge's commitment to the UNGC and the actions taken to support the principles. We will ensure that we share this with our stakeholders and we welcome feedback on its contents.

A handwritten signature in black ink, appearing to read "Cherian Mathews".

Cherian Mathews
Chief Executive
HelpAge International

Part II. Description of Actions:

Please use the box below to describe the actions your organization has taken in support of the Global Compact.

HelpAge International is the secretariat of the HelpAge global network – comprising of over 170 organisations across the globe promoting the rights of all older people to lead dignified, healthy and secure lives. We work in development and humanitarian contexts and engage with a range of stakeholders to deliver our mission to promote the wellbeing and inclusion of older people, and reduce poverty and discrimination in later life.

We work with older people in low and middle-income countries for better services and policies, and for changes in the behaviours and attitudes of individuals and societies towards old age.

We seek change across four areas: Income Security, Healthy Ageing, Inclusive Humanitarian Action and Society for All Ages.

Our organisational values, policies and ways of working are aligned with the UN Global Compact, as set out in our [Strategy 2030](#), and organisational Code of Conduct and documented in our [Annual Reports](#).

Human Rights

HelpAge International is a rights-based organisation. All of our work is underpinned by principles which prioritise and put rights at the centre of what we do, and how we engage with others. We work to address ageism and age discrimination and promote the rights of all older people regardless of their age, gender, disability or any other characteristic, across all four focus areas and with a wide range of actors. We are committed to prioritising the promotion of gender equality and inclusion in all our work and with our partners.

HelpAge has embedded our approach to partnership with others in our Partnership Policy and Partnership Manual which was updated and launched in 2022, and a formal due diligence process is conducted for any new partner or supplier. This provides staff with a clear understanding of the approach, values and governance of the partner and that they are in line with key human rights principles and laws, with learning from UN Global Compact sessions and updates. We also have an ethical resource development policy which ensure that our fundraising from organisations and individuals adheres to our rights based approach and is from organisations with clear and human rights based principles and labour laws and making sure they are not complicit to human rights abuses.

HelpAge International has engaged with corporations (both corporates and corporate foundations) during the reporting period to raise awareness of the importance of including older people rights in key areas of their corporate social responsibility work and approach and engagement with international development programmes.

HelpAge launched our [Age Equality Report](#) in 2022 which examines and compares the legal frameworks for prohibiting age discrimination in 12 countries, analysing them for consistency with international legal standards. This report was widely shared with a range of stakeholders at national and international level identifying the gaps, inconsistencies and barriers which prevent older people from realising their rights while highlighting good practices and promising developments. The aim will be to continue to work with both public and private sector at national level to promote and enhance the human rights of older people.

In addition, we continue to work on the rights of older people with the framework of Open Ended Working Group on Ageing (OEWGA), and call for a UN Convention on the rights of older people. We have endeavored to highlight that although States are the primary duty-bearers when it comes to the rights of older people, non-State actors, such as businesses, also have human rights obligations. This has been included in our written submissions to OEWGA14 which takes place in May 2024.

We have attended UN Global Compact online events during the period, such as business, peace and human rights session and shared relevant sessions across the organisation.

HelpAge International is a global network of organisations promoting the right of all older people to lead dignified, healthy and secure lives.

Chair: **Arun Maira** | Chief Executive: **Cherian Mathews** | Registered charity no. 288180 | Company limited by guarantee |

Registered in England no. 1762840 | Registered office: 35-41 Lower Marsh, London SE1 7RL

Environment

HelpAge International developed and rolled out a new Environmental Management Policy in 2022/2023 and this outlines our support of the 10 principles of the UN Global Compact on sustainability, including principle 8 on the promotion of greater environmental responsibility. The policy aimed at all staff outlines our commitment to reducing our carbon emissions and HelpAge is committed to reducing our carbon emissions, and mitigating our broader environmental impact; including by taking opportunities to make positive environmental impacts where possible.

We implement and monitor environmental management measures across the organisation, focusing on those areas of most significant environmental impact: Air Travel, Office Operations, Documentation and Project Implementation. We have used this approach and policy to guide our work with implementing Partners and our Network Members. Environmental screening processes are required to be conducted for new projects and training has been provided to all staff to ensure these are understood and implemented.

In addition, HelpAge has committed to reducing our carbon footprint by at least 50% by 2030, from 2019 levels. Progress on this commitment is being tracked by HelpAge and as part of our commitment we share ideas to support staff with ideas to reduce their carbon footprint. Each HelpAge office location is also required to complete a environmental checklist on annual basis and take measures to become more environmentally friendly and support with sustainability.

Labour

HelpAge International's commitment to principle 6 - the elimination of discrimination in respect of employment and occupation has been supported through the development of HelpAge's People Strategy for 2023-2026, which looks at our approach to recruitment, ways of working and building an inclusive and diverse workforce, promoting a culture of inclusivity and a commitment to learning and development. We are committed to ensuring staff are provided with training on key issues such as unconscious bias and diversity and inclusion (HelpAge launched and rolled out its Diversity and Inclusion policy in 2023 which was accompanied by staff trainings).

We ensure that our contracts across different jurisdictions meet local labour standards as well as international frameworks.

Anti-Corruption

In line with principle 10, HelpAge International is committed to working against corruption in all its forms in throughout our work. We work to prevent corruption through a) robust policies and processes creating work environment that minimise chances for corruption, b) following best practices in the sector in setting up polices and c) raising awareness in the organisation and with all external partners.

Our Anti-Fraud and Bribery Policy (last updated in 2021, with updates in 2023 from a range of staff and learnings) guides our approach as well as outlines the process for reporting and dealing with incidents. The policy is shared with all staff and partners (it forms an annex to our standard partner funding contracts) with regular training sessions

HelpAge International is a global network of organisations promoting the right of all older people to lead dignified, healthy and secure lives.

Chair: **Arun Maira** | Chief Executive: **Cherian Mathews** | Registered charity no. 288180 | Company limited by guarantee |

Registered in England no. 1762840 | Registered office: 35-41 Lower Marsh, London SE1 7RL

provided to support with the uptake and integration of the policy. We are in the process of revising the policy and this will be completed and signed off by HelpAge's Board of Trustees before the end of 2024.

HelpAge's Internal Audit Manager attended Charity Anti-Fraud and Bribery awareness week in 2022, and staff have attended UN Global Compact online events. Learning from events and sessions have been shared with HelpAge staff. We will continue to engage with sessions and look at how we can work with others at different events.

Part III. Measurement of Outcomes

HelpAge is committed to be open and transparent in how it works and who it works with and in the measurement and reporting of results. We share updates on all our outcomes through our Annual Reports. Please refer to our latest annual report for period for [2022/2023](#).