

**FUTURE
DEVELOPMENT
AGENCY**

SOCIAL INNOVATIONS | CIVIC TECH | SOCIAL IMPACT

Communication on Progress (CoP)

Report 2022 - 2023
Future Development Agency™

COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

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



Letter from the Chairman of the Board of the Charity Fund

28 Jun 2024

To our stakeholders:

I am pleased to confirm that Future Development Agency™ 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.

Dear friends, partners, and supporters of our foundation,

We are pleased to present our annual report for the period 2022-2023. These two years have been a time of significant change and transformation for us. Despite the tragic events and challenges faced by our country, we have continued to work tirelessly, transforming our strategy and becoming an analytical center.

War and its Consequences

At the time of writing this report, Ukraine is in the active phase of the Russo-Ukrainian war that began in 2014. Dozens of cities have been destroyed, thousands of homes have been leveled, and tens of thousands of lives have been lost, including hundreds of children. At first glance, it may seem that everything we have built in the country over the last 30 years is vanishing forever. However, there are things that cannot be destroyed – our unwavering beliefs and principles.

Commitment to Our Principles and Values

Our team believes that achieving each of the seventeen United Nations Sustainable Development Goals remains a priority for Ukraine and the world. Every project we undertake and every action we perform brings us closer to these goals. We will prevail and rebuild Ukraine! Our principles are based on the ten principles of the UN Global Compact: human rights, labor relations, the environment, and anti-corruption. Everything we do, we do with responsibility.

Looking to the Future

New challenges lie ahead, but we are ready to meet them. Together, we will continue to work towards our goals, supporting the people and communities who need our help. We believe that, together with you, we can make the world a better place.

With respect and gratitude,

A handwritten signature in blue ink, appearing to read 'Igor Arbatov', written in a cursive style.

Igor Arbatov
Chairman Of The Board
Future Development Agency



Part II. Description of Actions

Future Development Agency (FDA) is project office of social changes in Ukraine, created in 2015 to develop social innovations using new methods and tools in the social sector. We create social projects and support NGOs, governmental organizations, civic tech startups, social enterprises as a back office that develops solutions with social impact. Our main activities is focus on social innovation, social entrepreneurship and civic tech.

New Initiatives and Collaboration

- Participated in the formation of the National Youth Strategy of Ukraine until 2030 and the introduction of project proposals to it. They were the winners of the grant competition for Ukrainian NGOs within the framework of the European Union project "Supporting Ukraine in Reconstruction and Reconstruction", a component of which is implemented by the Kyiv School of Economics, and implemented the research project "Improving research work and political consulting of the government by civil society on issues of the national economy" regarding the export potential of the regions of Ukraine. Based on the research, the expert group highlighted the priority directions, which will include project proposals for their reconstruction and development. The final product of the strategy is its presentation to international donors and attracting funding for the reconstruction and development of the youth sector in Ukraine.
- Together with the First Ukrainian International Bank (FUIB) and the UN Global Compact Network in Ukraine, we continue the #FUNDSGDUA - Fund for Promoting the Achievement of Sustainable Development Goals in Ukraine. This fund finances social enterprises and expands their capabilities for effectively addressing urgent issues, economic integration of vulnerable groups, and accelerating the launch of new social services and innovations.
- During this period, we completed the financial and mentorship support program for change leaders and their social projects within the Leaders Fund. This fund was financed by contributions from concerned social investors who support significant changes in Ukraine. Currently, this program has been localized in the city of Cherkasy as the "SUN Leaders Program x Cherkasy," aimed at supporting young leaders in Cherkasy for democratic changes in local communities. The "SUN Leaders Program x Cherkasy" is a six-month mentorship program with online sessions and offline meetings in Cherkasy, featuring mentors and speakers who are experienced professionals from all three sectors – business, nonprofit, and government. We wish our participants inspiration and success in their projects.

Support for Veterans and War-Affected People

- We are planning an educational program with financial support for war veterans' startups, as they deserve a dignified life. From the first days of Russia's full-scale invasion, our team has deployed the Resilience Trust Fund for Ukraine and a program to support the civilian population during the resistance. We have carried out a project for strategizing relocated NGOs and activists, provided humanitarian aid, and supported defenders with innovative solutions.

We are guided in our actions

- With the humanitarian charter of the "Sphere" project as the basis of obligations undertaken by humanitarian organizations, we call on all those involved in humanitarian activities to adhere to international principles in their work.
- Geneva Convention for the Protection of the Civilian Population in Time of War
- The Law of Ukraine "On Charitable Activities and Charitable Organizations"
- The Law of Ukraine "On Humanitarian Aid"
- Resolution of the Cabinet of Ministers of March 1, 2022 No. 174 "Some issues of the passage of humanitarian aid through the customs border of Ukraine under martial law"



Part III. Measurement of Outcomes

Outcomes of a PROGRAM TO SUPPORT THE POPULATION DURING THE PERIOD OF CONFRONTATION

1. The FUND4UKRAINE Foundation responds urgently to challenges during wartime. Provides humanitarian aid and procures essential items for the internally displaced population of Ukraine, as well as medical equipment, equipment for first aid and saving the lives of our Defenders. All victims of war, women and men, children, elderly people, have the right to a dignified life, safety and protection.

PROJECTS FOR VICTORY



ЗБІР ЗАВЕРШЕНО

Закупівля електробайків
для захисників
у партнерстві з **Intellias**

intellias



ЗБІР ЗАВЕРШЕНО

Закупівля рацій
для парамедиків
у партнерстві з **Діла**

Dila
МЕДИЧНА ЛАБОРАТОРІЯ



ЗБІР ТРИВАЄ

Закупівля такмеду
для парамедиків
за запитом



FUNDRAISING COMPLETED

Purchase of electric bikes for defenders in partnership with **Intellias**

POWER BIKES FOR DEFENDERS

Goal of the project:

purchase 15 Eleek Atom Military electric bicycles and hand them over to our defenders in hot spots for silent and fast completion of tasks.

Fundraiser goal:UAH 2,123,000.*

The Power bikes for defenders project is implemented by Intellias with the administration of the Charitable Organization "Charitable Foundation "Agency for the Development of the Future".

Project website:

www.ecomobility-summer.intellias.com

You can familiarize yourself with [the Charter](#) of our charitable

FUNDRAISING COMPLETED

CONNECTION FOR PARAMEDICS

Goal of the project:

to provide military paramedics on the front line with communications to coordinate the rescue of the wounded, to purchase radio communication kits for the Armed Forces of Ukraine.

Fundraiser goal: UAH 184,750.

5 sets of Motorola DP4400E walkie-talkies and spare batteries for military paramedics who save the lives of our defenders in eastern Ukraine around the clock were purchased and handed over.

The "Connection for paramedics" project was implemented by the Future Development Agency with funding from the Dila Medical Laboratory.

[View photos](#)

TACMED4LIFE

The purpose of the project:
to provide military paramedics with medical equipment and medicine to save people's lives.

Purpose of collection:
takmed and medicine

The TACMED4Life project is implemented by the Future Development Agency in partnership with Ukrainian and international organizations providing humanitarian aid.

We receive humanitarian aid from international partner organizations and deliver it to paramedics at the front



PROJECTS FOR HELP



В РОЗРОБЦІ

Фінансування побудови житла
для вимушених
переселенців

IN DEVELOPMENT

Financing the construction of housing for internally displaced persons

SCIENCE VILLAGE

Goal of the project:

to raise funds for the construction of the first stage of the scientific cottage town and the resettlement of 20 families of internally displaced persons



ЗБІР ЗАВЕРШЕНО

Закупівля їжі
для постраждалих
у партнерстві з **Corteva Agriscience**

FUNDRAISING COMPLETED

Procurement of food for victims in partnership with **Corteva Agriscience**

GOOD BREAD

to ensure the preparation of free hot pastries and lunches on the basis of the social enterprise Good Bread from Good People to feed people affected by the war living in Kyiv and the Kyiv region.

[Good Bread From Good People](#) is a social enterprise bakery that employs adults with mental disabilities.



ЗБІР ЗАВЕРШЕНО

Закупівля обладнання
у шелтер "Мамалеча" з
ChildFund Deutschland

FUNDRAISING COMPLETED

Purchase of equipment for the Mamalecha shelter with **ChildFund Deutschland**

Shelter Mamalecha

Goal of the project:

to equip a shelter for the temporary stay of internally displaced mothers and babies, to purchase beds for 25 beds, to install 4 washing machines.

Results:

Results:

During the first two months of the full-scale war, 7000 loaves of bread and 1300 hot lunches were prepared and delivered.

\$20,000 raised

Administrative support for the humanitarian project is provided by the Future Development Agency with funding from Corteva Agriscience

The purchase and installation of equipment was carried out according to the project plan. During the first month of operation, the shelter became a shelter for 20 families, namely 69 people, including 44 adults and 25 minor children.

€5773 raised

The project "Shelter "Mamalecha" in Vinnytsia - arrangement of temporary accommodation places for mothers and babies" is implemented in partnership with the Future Development Agency, the coworking space for mothers of Mamalech and the CHERDAK space with funding from Kinderhilfswerk ChildFund Deutschland

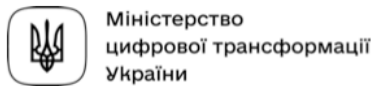
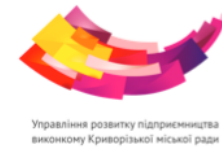
[Watch the video](#)

Outcomes of a project "PLICH-O-PLICH»

- In December 2022, the anti-crisis hub project "PLICH-O-PLICH" ended in Vinnytsia, which was created to help the integration of resettled activists and displaced organizations and in which local NGOs also participated. During three months, a number of cultural and educational events were organized for the participants. In particular, thanks to the educational sessions, they could work out their projects for future implementation, some even founded their own organizations.

The project is implemented within the framework of the "Creation of anti-crisis hubs for CSOs" program, implemented by "ISAR Unity" with the support of the United States Agency for International Development (USAID).





WE ARE PARTICIPANTS OF INTERNATIONAL NETWORKS



GOVERNANCE

Policies and Responsibilities

G1. Does the Board / highest governance body or most senior executive of the company:

- Issue an annual statement about the relevance of sustainable development to the company

Please provide additional explanation: issue an annual financial report. You can find it on our website <https://www.fda.org.ua/aboutus/report>

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

	No, this is not a current priority	No, but we plan to have a commitment within 2 years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and the value chain	Yes, and the commitment includes our own operations and the value chain along with communities and society
Human Rights					<input type="radio"/>
Labour Rights/ Decent Work			<input type="radio"/>		
Environment			<input type="radio"/>		
Anti-Corruption					<input type="radio"/>

Please provide link, upload the document and/or provide additional explanation:
You can find it on our website <https://www.fda.org.ua/aboutus/statut>

G3. Does the company have in place a code of conduct regarding each of the following sustainability topics?

	No, this is not a current priority	No, but we plan to have a code of conduct within two years	Yes, focused on employee conduct	Yes, focused on employees suppliers	Yes, focused on employees, suppliers, and other business relationships
Human Rights				<input type="radio"/>	
Labour Rights / Decent Work			<input type="radio"/>		
Environment			<input type="radio"/>		
Anti-Corruption					<input type="radio"/>

Please provide additional explanation: We have the Code of Conduct which includes statements about Human Rights, Labour Rights / Decent Work, Environment and Anti-Corruption

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the organization (e.g., has access to relevant information, includes most senior members of organization)
Human Rights				<input type="radio"/>	
Labour Rights / Decent Work				<input type="radio"/>	
Environment				<input type="radio"/>	
Anti-Corruption				<input type="radio"/>	

Please provide additional explanation: Future Development Agency is a small non-government (NGO) organization. COO and Project managers are responsible for each of the following sustainability topics.

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

	Yes, and with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation of relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., it includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., it includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, it involves one or more members of senior management)	Yes, and with direct influence at the highest level of the organization (e.g., full access to relevant information, it involves members at highest level of organization)
Human Rights	<input type="radio"/>			
Labour Rights/ Decent Work	<input type="radio"/>			
Environment	<input type="radio"/>			
Anti-Corruption	<input type="radio"/>			

Please provide additional explanation: Future Development Agency is a non-government (NGO) organization. Our work is based on foundation's Statutes, policies and procedures. We have a cross-functional structure - General meeting and The Board.

Prevention

G6. Does the company have a process or processes to assess risk?

Risk category:	No, this is not a current priority	No, but we are planning to develop one in the next two years	Yes, related to our own operations	Yes, related to our own operations and entire value chain and other business relationships [Prompts G6.1 for each yes]
Human rights risks	<input type="radio"/>			
Labour rights risks	<input type="radio"/>			
Environmental risks	<input type="radio"/>			
Corruption risks			<input type="radio"/>	

Please provide additional explanation: Risks are assessed for each project by Project Manager of our NGO.

G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

Risk category:	No, this is not a current priority	No, but we are planning to develop one in the next two years	Yes, related to our own operations	Yes, related to our own operations and entire value chain and other business relationships [Prompts G7.1 for each yes]
Human rights risks	<input type="radio"/>			
Labour rights risks	<input type="radio"/>			
Environmental risks	<input type="radio"/>			
Corruption risks			<input type="radio"/>	

Please provide additional explanation: Our Organization has a due diligence in anticorruption topic for procurement actions. We have the Code of Conduct and Procurement ac

Concerns and grievance mechanisms

G8. Are there any processes through which members of the company's workforce can raise concerns about the company's conduct related to human rights, labourrights, environment, or anti-corruption?

- Yes, we have a formal process [\[Prompts G8.1\]](#)

Please provide additional explanation: The Code of Conduct includes procedures for members of the NGO's workforce can raise concerns about the company's conduct related to human rights, labour rights, environment, or anti-corruption

If respondent answers either of the 'yes' options in G8, the below question will be displayed.

G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

	No	Yes
Is the process communicated to all employees/workers in local languages?		<input type="radio"/>
Is the process available to non-employees (e.g., contractors, vendors, suppliers)?		<input type="radio"/>
Is the process confidential (e.g., whistleblowing process)?		<input type="radio"/>
Are there processes in place to avoid retaliation?	<input type="radio"/>	
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc..)		<input type="radio"/>
Other (please provide additional information) [If yes, makes text box mandatory]	<input type="radio"/>	

Please provide additional explanation: All processes are writing in the Statute of our Charity Foundation.

G9. Does the company provide or enable access to effective remedy to right holders / stakeholders where it has caused or contributed to the adverse impact?

	No process to enable remedy to stakeholders	Remedy available to some stakeholders (i.e., some geographies, employees only)	Remedy is available to all affected stakeholders	Remedy is available to all stakeholders, and suppliers are expected to have similar policies
Human Rights				
Labour Rights / Decent Work		<input type="radio"/>		
Environment		<input type="radio"/>		
Anti-Corruption		<input type="radio"/>		

Please provide additional explanation: All processes are writing in the Statute of our Charity Foundation. We have a General meeting and The Board here we provide access for employees, partners, donors organization and donors.

Lessons

G10. How does the company capture lessons regarding each of the following sustainability topics?

	No lessons are regularly captured	Conducts root cause analyses/investigation of major incidents	Conducts root cause analyses/investigation and changes organizational policies, processes, and practices accordingly	Systematically conducts root cause analyses/investigation and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>			
Labour Rights / Decent Work	<input type="radio"/>			
Environment	<input type="radio"/>			
Anti-Corruption	<input type="radio"/>			

Please provide additional explanation: We don't have any cases of capture lessons for now.

Executive Pay

G11. Is executive pay linked to performance on one or more of the following sustainability topics?

	No, and we have no intention to change	No, but we plan to within two years	Yes
Human Rights	<input type="radio"/>		
Labour Rights / Decent Work	<input type="radio"/>		
Environment	<input type="radio"/>		
Anti-Corruption	<input type="radio"/>		

Board Composition

G12. Percentage of individuals within the company's Board / highest governance body by:

	Number
Total number of board members (#)Male (%) Female (%)	2 (Male 50%, Female 50%)
Non-binary (%)	-
Under 30 years old (%)30-50 years old (%) Above 50 years old (%)	30-50 years old (100%)
From minority or vulnerable groups (%)	-
Executive (%)	50%
Independent (%)	50%

G13. Do you produce sustainability reporting according to:

- We do not produce sustainability reporting outside of this Communication on Progress

Data Assurance

G14. Is the information disclosed in this questionnaire assured by a third-party?

- No assurance for any metrics

HUMAN RIGHTS

Materiality/Saliency

HR1. Which of the following has the company identified as material human rights issues connected with its operations and/or value chain, whether based on their salience (i.e., the most severe potential negative impacts on people) or another basis? [Please select your top 5 material issues]

- Non-discrimination in respect of employment and occupation
- Occupational safety and health
- Working conditions (wages, working hours) [Prompts additional line 'Working conditions (wages, working hours)' in Questions L1, L2, L3, L4, L5, L12]
- Rights of refugees and migrants [Prompts additional line 'Rights of refugees and migrants' in Questions HR2–HR7]

Please provide additional explanation: The Labor Code is used by all companies in Ukraine

Note: Labour rights issues (Freedom of association and the effective recognition of the right to collective bargaining, child labour, forced labour, non-discrimination in respect of employment and occupation, occupational safety and health and working conditions (wages, working hours)) are a subset of human rights and for completeness, were included in this question. Regardless of these labour topics being selected as material in this question or not, all companies will be asked to provide additional details about these labour rights issues in the next section (L.1 and following). For the other human rights issues selected as material in this question, seven additional questions will be asked in the following.

Commitment

HR2. Does the company have a policy commitment in relation to the following human rights issues? Matrix will be populated only for the human rights issues selected in HR1.

Human Rights Topics:	No, and we have no plans to develop a policy	No, but we plan to in the next two years	Yes, included within a broader policy [Prompts HR2.1]	Yes, articulated as a stand-alone policy [Prompts HR2.1]	If yes, year policy last reviewed (YYYY)
Freedom of expression		<input type="radio"/>			_____
Access to culture		<input type="radio"/>			_____
Access to water and sanitation		<input type="radio"/>			_____
Digital security / privacy		<input type="radio"/>			_____
Rights of women and/or girls		<input type="radio"/>			_____
Rights of indigenous peoples		<input type="radio"/>			_____
Free & prior informed consent		<input type="radio"/>			_____
Rights of refugees and migrants		<input type="radio"/>			_____

Prevention

HR3. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following human rights issues? Matrix will be populated only for the human rights issues selected in HR1.

Please select the company's highest level of engagement. Options progress from left to right.

Human Rights Topics:	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress in preventing /mitigating the risks/impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question
Freedom of expression	<input type="radio"/>					
Access to culture	<input type="radio"/>					
Access to water and sanitation	<input type="radio"/>					
Digital security / privacy	<input type="radio"/>					
Rights of women and/or girls		<input type="radio"/>				
Rights of indigenous peoples	<input type="radio"/>					
Free & prior informed consent	<input type="radio"/>					
Rights of refugees and migrants			<input type="radio"/>			

Please provide additional explanation: Also we work with the topic of work integration of people with disabilities.

HR4. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this human rights issue? Matrix will be populated only for the human rights issues selected in HR1.

Human Rights Topics:	Provided internal training/ capacity building for the direct workforce	Building capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.)	Conducting an audit process and/or corrective action plan	Collective Action with peers or other stakeholders to address the issue	Collaboration with governmental or regulatory bodies	Other (Please provide additional information)	No action within reporting period
Freedom of expression							<input type="radio"/>
Access to culture							<input type="radio"/>
Access to water and sanitation							<input type="radio"/>
Digital security / privacy							<input type="radio"/>
Rights of women and/or girls							<input type="radio"/>
Rights of indigenous peoples							<input type="radio"/>
Free & prior informed consent							<input type="radio"/>
Rights of refugees and migrants		<input type="radio"/>					

Please provide additional explanation: _

February 2022 – till now - we are working with Ukrainian IDP's and providing humanitarian help.

In 2022 – our team have worked with a governmental work group to develop legislation for the work integration of people with disabilities.

In 2021 – our team provided a serial of round tables with Ukrainian NGO's and government organizations about the ways of helping to Belarus refugees.

In 2020 – our experts took part in policymaking, have created a document – The White Paper on Social Entrepreneurship development in Ukraine.

HR5. Who receives training for the following human rights issues? Matrix will be populated only for the human rights issues selected in HR1.

Human Rights Topics:	No training provided	Select employees	All employees	Contractors	Direct suppliers of the organization	Indirect suppliers of the organization	Other – such as partners, clients, etc.
Freedom of expression	<input type="radio"/>						
Access to culture	<input type="radio"/>						
Access to water and sanitation	<input type="radio"/>						
Digital security / privacy	<input type="radio"/>						
Rights of women and/or girls	<input type="radio"/>						
Rights of indigenous peoples	<input type="radio"/>						
Free & prior informed consent	<input type="radio"/>						
Rights of refugees and migrants	<input type="radio"/>						

Please provide additional explanation: Our organization does not conduct any trainings during this period.

HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights issues? Matrix will be populated only for the human rights issues selected in HR1.

Please select the company's highest level of engagement. Options progress from left to right.

	No monitoring addi- of progress	Review issues on ad-hoc basis	Set annual targets/ goals, track progress over time (in- ternal programs only)	Set annual targets/ goals, track prog- ress over time (internal and external programs)	Other (Please provide tional information) [Makes text box mandatory]
Freedom of expression	<input type="radio"/>				
Access to culture	<input type="radio"/>				
Access to water and sanitation	<input type="radio"/>				
Digital security / privacy	<input type="radio"/>				
Rights of women and/or girls	<input type="radio"/>				
Rights of indigenous peoples	<input type="radio"/>				
Free & prior informed consent	<input type="radio"/>				
Rights of refugees and migrants	<input type="radio"/>				

Response

HR7. During the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact associated with the following human rights issue(s)? Matrix will be populated only for the human rights issues selected in HR1.

Human Rights	Yes	No	Choose to not disclose
Freedom of expression		<input type="radio"/>	
Access to culture		<input type="radio"/>	
Access to water and sanitation		<input type="radio"/>	
Digital security / privacy		<input type="radio"/>	
Rights of women and/or girls		<input type="radio"/>	
Rights of indigenous peoples		<input type="radio"/>	
Free & prior informed consent		<input type="radio"/>	
Rights of refugees and migrants		<input type="radio"/>	

HR8. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation.

February 2022 – till now - we are working with Ukrainian IDP's and providing humanitarian help.

In 2022 - our team have worked with a governmental work group to develop legislation for the work integration of people with disabilities.

In 2021 – our team provided a serial of round tables with Ukrainian NGO's and government organizations about the ways of helping to Belarus refugees.

In 2020 – our experts took part in policymaking, have created a document – The White Paper on Social Entrepreneurship development in Ukraine

LABOUR

Commitment

L1. Does the company have a policy commitment in relation to the following labour rights principles? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

Labour Topics:	No, and we have no plans to develop a policy	Not applicable (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	
Forced labour	<input type="radio"/>	
Child labour	<input type="radio"/>	
Non-discrimination in respect of employment and occupation	<input type="radio"/>	
Occupational safety and health	<input type="radio"/>	
Working conditions (wages, working hours)	<input type="radio"/>	

Please provide link, upload the document and/or provide additional explanation: [As NGO in our work we use Ukrainian legislation or donors policy commitments](#)

Prevention

L2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights issues? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.)

Please select the company’s highest level of engagement. Options progress from left to right.

Labour Topics:	inNo engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress preventing/ mitigating the risks /impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question	Other (Please provide additional information) [Makes text box mandatory]
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>						
Forced labour	<input type="radio"/>						
Child labour	<input type="radio"/>						
Non-discrimination in respect of employment and occupation			<input type="radio"/>				
Occupational Safety and Health	<input type="radio"/>						
Working conditions (wages, working hours)	<input type="radio"/>						

Please provide additional explanation: _

In partnership with First Ukrainian International Bank we started a financial program to support the social enterprises and work integration of people with disabilities.

L3. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this labour rights issue?

For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

Linked to: GRI Disclosure 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)

(Matrix – Select all that apply for each line)

Labour Topics:	Provided internal antraining/ capacity building for the direct workforce	Building capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.)	Conducting audit process and/or corrective action plan	Collective Action with peers or other stakeholders, in particular workers’ organizations, to address the issue	Collaboration with governmental or regulatory bodies	Other (Please provide additional information) [Makes text box mandatory]	No action within reporting period
Freedom of association and the effective recognition of the right to collective bargaining							<input type="radio"/>
Forced labour							<input type="radio"/>
Child labour							<input type="radio"/>
Non-discrimination in respect of employment and occupation				<input type="radio"/>	<input type="radio"/>		
Occupational Safety and Health							<input type="radio"/>
Working conditions (wages, working hours)							<input type="radio"/>

Please provide additional explanation:

In 2022 - in partnership with First Ukrainian International Bank we started a financial program to support the social enterprises and work integration of people with disabilities.

In 2022 - our team have worked with a governmental work group to develop legislation for the work integration of people with disabilities.

In 2020 – our experts took part in policymaking, have created a document – The White Paper on Social Entrepreneurship development in Ukraine

L4. Who receives training for the following labour rights issues? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

Labour Topics:	No training provided	Select employees	All employees	Contractor	Direct suppliers of the organization	Indirect suppliers of the organization	Other – such as partners, clients, etc.
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Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>						
Forced labour	<input type="radio"/>						
Child labour	<input type="radio"/>						
Non-discrimination in respect of employment and occupation	<input type="radio"/>						
Occupational safety and health	<input type="radio"/>						
Working conditions (wages, working hours)	<input type="radio"/>						

Please provide additional explanation: Our organization does not conduct any trainings during this period.

L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights issues? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

Please select the company’s highest level of engagement. Options progress from left to right.

Labour Topics:	No monitoring of progress	Review issues on ad-hoc basis	Set annual targets/ goals, track progress over time (internal programs only)	Set annual targets/ goals, track progress over time (internal and external programs)	Other (Please provide additional information) [Makes text box mandatory]
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>				
Forced labour	<input type="radio"/>				
Child labour	<input type="radio"/>				
Non-discrimination in respect of employment and occupation		<input type="radio"/>			
Occupational Safety and Health		<input type="radio"/>			
Working conditions (wages, working hours)		<input type="radio"/>			

Performance

L6. What is the percentage of employees covered under collective bargaining agreements? (%)

100

	Percent of employees (%)	Unknown
Employees covered under collective bargaining x(%)	51%	

Please provide additional explanation: We negotiate the collective bargaining in each project with the new project team.

L7. What is the percentage of employees in a trade union or other workers' organization? (%)

(Matrix – Text Box with option for Unknown or N/A)

	Percent of employees (%)	Unknown
Employees in a trade union or on a worker committee (%)	0%	

Please provide additional explanation: Our workers don't take a part in a worker committee. Not relevant.

L8. In the course of the reporting period, what was the percentage of women in: (%)

	Percent of women (%)	Unknown
Senior leadership level position	0%	
Non-executive board	0%	

Please provide additional explanation: _____

L9. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) during the reporting period?

	Salary ratio (%)	Unknown	Choose to not disclose [Makes text box mandatory]
Women / Men (%)	50/50%		<input type="radio"/>

Please provide additional explanation: The basic salary depends on the project description and tasks, not on the gender indicator

L10. In the course of the reporting period, how frequently were workers injured (injuries per hour worked)?

	Frequency of injury	Unknown	Choose to not disclose [Makes text box mandatory]
Frequency of injury	0%		

Please provide additional explanation: There were no incidents

L11. In the course of the reporting period, what was the company's incident rate?

	Incident rate	Unknown	Choose to not disclose [Makes text box mandatory]
Incident rate	0%		

Please provide additional explanation: There were no incidents

Response and Reporting

L12. In the course of the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to the adverse impact associated with the following labour rights issues? For the user, the “Working conditions (wages, working hours)” option would be visible only if selected in HR1.

Labour Topics:	Yes	No	Choose to not disclose [Makes text box mandatory]
Freedom of association and the effective recognition of the right to collective bargaining		<input type="radio"/>	
Forced labour		<input type="radio"/>	
Child labour		<input type="radio"/>	
Non-discrimination in respect of employment and occupation		<input type="radio"/>	
Occupational Safety and Health		<input type="radio"/>	
Working conditions (wages, working hours)		<input type="radio"/>	

L.13. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation.

The Future Development Agency signs contracts with all project participants.
The organization pays salaries to the workers in time and in accordance with the contracts.

ENVIRONMENT

Commitment

E1. Does the company have a formal policy on the following environmental topics?

Environmental Topics:	No, and we have no plans to develop a policy	No, but we plan to in the next two years	Yes, included within a broader policy [Prompts E1.1]	Yes, articulated as a stand-alone policy [Prompts E1.1]	Not applicable (Please provide additional information) [Makes text box mandatory]	Year policy was last updated (YYYY)
Climate Action	<input type="radio"/>					_____
Water	<input type="radio"/>					_____
Oceans	<input type="radio"/>					_____
Forests / Biodiversity / Land Use		<input type="radio"/>				_____
Air Pollution		<input type="radio"/>				_____
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)		<input type="radio"/>				_____
Energy & Resource Use		<input type="radio"/>				_____

Please provide link, upload the document and/or provide additional explanation: _

We use recycling principles in our work and use an environmental approach in planning social projects, but our NGO does not yet have any official policy.

Prevention

E2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following environmental issues?

Please select the company's highest level of engagement. Options progress from left to right.

Environmental Topics:	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/mitigate the risks/ impacts in question	To assess progress in preventing/mitigating the risks/ impacts in question	To collaborate in the prevention/mitigation of the risks/ impacts in question	Other (Please provide additional information) [Makes text box mandatory]
Climate Action	<input type="radio"/>						
Water	<input type="radio"/>						
Oceans	<input type="radio"/>						
Forests / Biodiversity / Land Use	<input type="radio"/>						
Air pollution	<input type="radio"/>						
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>						
Energy & Resource Use	<input type="radio"/>						

E3. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with these environmental topics?

Linked to: GRI Disclosure 3-3-d (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-iv (2016)
(Matrix – Select all that apply for each line)

Environmental Topics:	Provided internal training/ capacity building for the direct workforce	Building capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.)	Conducting an audit process and/or corrective action plan	Collective Action with peers or other stakeholders to address the issue	Collaboration with governmental or regulatory bodies	Other (Please Provide Additional Information) [Makes text box mandatory]	No action within reporting period
Climate Action							<input type="radio"/>
Water							<input type="radio"/>
Oceans							<input type="radio"/>
Forests / Biodiversity / Land Use							<input type="radio"/>
Air pollution							<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)				<input type="radio"/>			<input type="radio"/>
Energy & Resource Use							<input type="radio"/>

Please provide additional explanation: Our organization provided financial support to an environmental youth organization to help collect and recycle batteries, and to create an online and offline recycling training course for Novomoskovsk schoolchildren.

E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

Please select the company's highest level of engagement. Options progress from left to right.

Environmental Topics:	No monitoring of progress	Review issues on ad-hoc basis	Set annual targets/ goals, track progress over time (internal programs only)	Set annual targets/ goals, track progress over time (internal and external programs) [Prompts E4.1]	Other (Please provide additional information) [Makes text box mandatory]
Climate Action	<input type="radio"/>				
Water	<input type="radio"/>				
Oceans	<input type="radio"/>				
Forests / Biodiversity / Land Use	<input type="radio"/>				
Air Pollution	<input type="radio"/>				
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)		<input type="radio"/>			
Energy & Resource Use		<input type="radio"/>			

E5. In the course of the reporting period, has the company been involved in providing or enabling remedy for any actual impacts associated with the following environmental issue(s)?

)

Environmental Topics:	Yes	No	Choose to not disclose
Climate Action		<input type="radio"/>	
Water		<input type="radio"/>	
Oceans		<input type="radio"/>	
Forests / Biodiversity / Land Use		<input type="radio"/>	
Air pollution		<input type="radio"/>	
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)		<input type="radio"/>	
Energy & Resource Use		<input type="radio"/>	

Climate Action

E6. What were the company's gross global greenhouse gas emissions for the reporting period?

	Proportion measured			Emissions (tCO ₂ e)	If 'None', please explain
	Full	Partial [Prompts E6.1]	None		
Scope 1 Emissions			<input type="radio"/>	_____	_____
Scope 2 Emissions			<input type="radio"/>	_____	_____
Scope 3 Emissions			<input type="radio"/>	_____	_____

Please provide additional explanation: Not relevant

E7. What percentage of the company's revenue was invested in R&D of low-carbon products/services during this reporting period?

	Percent of revenue (%)	Unknown	Not applicable (Please provide additional information)
R&D for low-carbon products / services	_____		<input type="radio"/>

Please provide additional explanation: Not relevant

E8. Has the organization acted to support climate change adaptation and resilience?

- We have not taken actions to build climate change resilience in the reporting period

Energy / Resource Use

E9. Please report the company's renewable energy consumption as a percentage of total energy consumption in the reporting period.

Linked to: ISAR B.5.1; GRI Disclosure 302-1 (2016)

(Matrix – Text Box with option for Unknown)

	% of total energy consumption	Unknown
Renewable Energy Consumption as % of total energy consumption:	_____	<input type="radio"/>

Please provide additional explanation: Don't use renewable Energy

Technology

E10. What percent of the company's revenue came from environmentally friendly products / services during this reporting period?

	Percent of total revenue (%)	Description of products / services included (e.g., relevant certification)	Unknown	Not applicable (Please provide additional information) [Makes text box mandatory]
Environmentally friendly products and services / total revenue for the reporting period	_____	_____	<input type="radio"/>	

Please provide additional explanation: Not relevant

Sector-specific Questions

Note: Questions E.12 to E.20 will only appear in the questionnaire and be of mandatory response if the company operates in certain sectors, as identified in their application to the UN Global Compact.

If the company selected 'Diversified - Other' in the application, they will be prompted to complete question E.11 below before proceeding.

We are non-profit non-government organization. Not relevant.

E11. Which sector(s) does the company operate in? If diversified, choose top 3 by revenue.

Overall Environment

E21. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation.

ANTI-CORRUPTION

Commitment

AC1. Does the company have an anti-corruption compliance programme?

- Yes [Prompts AC1.1]

Please provide additional explanation: We have Code of Conduct and Procurement act with anti-corruption staements.

If respondent answers 'yes' in AC1, the below question will be displayed.

AC1.1. If yes, in what year was this programme last reviewed? (YYYY)

2020

Please provide additional explanation: Future Development Agency together with business representatives and public organizations joined the initiative of the UN Global Compact - signed a Memorandum on joint action on anti-corruption in Ukraine.

AC2. Does your company have policies and recommendations for employees on how to act in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

- Yes, included within a broader policy

Please provide link, upload the document and/or provide additional explanation: We have Code of Conduct and Procurement act with anti-corruption staements.

Prevention

AC3. Who receives training on anti-corruption and integrity?

- No training provided

Please provide additional explanation: We have Code of Conduct and Procurement act with anti-corruption staements

AC4. Does the company monitor its anti-corruption compliance programme?

- Yes, through other mechanisms (additional information)

Please provide additional explanation: The anti-corruption monitoring is making by financial audit after the ending of each project.

Response and Reporting

AC5. Please report the company's total number and nature of incidents of corruption during the reporting year.

	Number of incident(s)	Nature of incident(s)	Unknown	Choose to not disclose
Confirmed during the current year, but related to previous years	0	0		
Confirmed during the current year, and related to this year	0	0		

Please provide additional explanation: We have the audit reports for the projects in 2020 and 2021 from independent audit company

AC6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?

- Not applicable/no incidents in the reporting period

AC7. Does your company engage in Collective Action against corruption?

- No, it is not an immediate business priority

Please provide additional explanation: Future Development Agency together with business representatives and public organizations joined the initiative of the UN Global Compact - signed a Memorandum on joint action on anti-corruption in Ukraine.

AC8. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.

We want to update the Code of Conduct and the Procurement act