



CYNNAL | SUSTAIN
CYMRU | WALES

sbarc | spark
Maindy Road
Cardiff
CF24 4HQ

Telephone | Ffôn: 029 2294 0810

www.cynnalcymru.com

Global Compact Communication on Engagement By Cynnal Cymru – Sustain Wales 2023-24

Statement of support for the Global Compact from Cynnal Cymru Interim Director Clare Sain-ley-Berry

Cynnal Cymru is proud to be a member of the UN's Global Compact, the world's largest corporate sustainability initiative. We align our strategy and operations with the universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal goals. We believe that by committing to sustainability, business can take shared responsibility for achieving a better world.

Cynnal Cymru has three core and interrelated work programmes towards achieving a (i) Fair and Just Society, a (ii) Low Carbon Economy and (iii) a thriving natural environment. Our work under programme (i) as the real Living Wage accreditation partner for Wales focuses on principles 1 and 6 whilst our other two programmes focus on promoting initiatives relevant to the Environment – principles 7, 8 & 9 of the 10 principles of the UN Global Compact.

As a charity our objects are to promote sustainable development for the benefit of the public by:

- the preservation, conservation and the protection of the environment and the prudent use of resources;
- the relief of poverty and the improvement of the conditions of life for those socially and economically disadvantaged;
- the promotion of sustainable means of achieving economic growth and regeneration;
- the advance of the education of the public in subjects relating to sustainable development;
- any other charitable purposes.

As the leading organisation for sustainable development in Wales, we support business and organisations in Wales through our consultancy, events and training to deliver on sustainable development. Cynnal Cymru's overall focus is on developing and promoting a sustainable, resource-efficient and low-carbon society through engagement with public and private enterprises, the third sector and communities. This work connects local and national organisations to help each other develop more sustainable services and operations and is in-line with the Global Compact mission.

Cynnal Cymru is a charity working to accelerate progress towards Wales becoming a sustainable nation. We are therefore providing communications on engagement regarding the activities we carry out to promote corporate sustainability and engagement with Global

Compact-related issues. We also deliver training and education on topics related to the Global Compact and organise learning and dialogue events.

Description of the practical actions that the organisation has taken to support the Global Compact principles:

Supporting clients on corporate sustainability

To better support companies to engage with sustainability principles we developed our own integrated sustainability advice service this year, specifically focused on Welsh SMEs. This was launched this year with a year-long project to design and implement a transformative sustainability strategy with a national park resort.

We supported four social enterprises to develop environment and carbon action plans through the innovative Community Asset Loan Fund managed by Social Investment Cymru.

In partnership with the Office of the Future Generations Commissioner and Business Wales, we helped develop a toolkit to support the private sector to engage with the inter-connecting goals and ways of working of the Well-being of Future Generations (Wales) Act 2015 across the supply chain.

Engaging companies in Global Compact-related issues

Cynnal Cymru is a membership organisation open to private, public and third sector organisations. We brought together our mutually supportive member community through events and updates to share learning, challenge thinking and inspire change.

Stakeholders were also engaged through wider connections and provision of tailored resources including:

Operation of a community of practice on behalf of the Welsh Government around the foundational economy. This brings together local businesses, social entrepreneurs and public officials to address economic and sustainability challenges in foundational sectors, focusing specifically this year on the food system. In 2023-24 we also contributed to an online learning module to demystify the concept of the foundational economy as well as showcasing practical examples of best practice through case studies and visits.

We delivered integrated sustainability training to Food and Drink Manufacturers in Wales, in partnership with EcoStudio. as part of Welsh Government's Food Skills Cymru programme.

Other collaborations to support wider take up of UN Global Compact principles included participation on NatWest's SME Net Zero task force and a place on the Steering Group for the IEMA Green Career's Hub.

Delivering education on topics related to the Global Compact

In 2023-4 we continued our role as the official partner in Wales of the Carbon Literacy Project - a project aiming to give every citizen a day's worth of learning around the causes and consequences of climate change and the actions they can take to tackle it.

To date we have trained more than 1,300 individuals from almost 300 organisations in Carbon Literacy, recognised by the UN as one of the top 100 global Transformative Action Programmes.

We were delighted to lead an ambitious project in partnership with Manchester Metropolitan University to roll out Carbon Literacy training to the staff of Wales's statutory environmental body, Natural Resources Wales. This resulted in almost 800 people being certified as Carbon Literate, including members of the organisation's leadership team.

We also designed bespoke courses for organisations from all sectors, including businesses, universities, colleges and public bodies, as well as a customised e-learn for 4 local authorities.

In terms of building confidence and agency to act on nature recovery, our Nabod Natur-Nature Wise eco-literacy course continued to build momentum. We are delighted that the course has now been adopted by Welsh Government as part of its internal training offer with more than 100 officials receiving training to date. Since its launch in 2021, more than 500 people have been trained from 207 organisations with almost 2,000 actions around practical conservation action, consumption, purchasing patterns and advocacy being pledged.

With the help of funding from Moondance Foundation and the GWR Community Fund we also developed a Welsh language version of the course and provided free training places to 115 community members.

We also supported public bodies to cascade ecosystem and sustainability knowledge through:

- Developing a tailored course and toolkit for community and town councillors;
- Creating a biodiversity elearn for local authorities to facilitate action towards the global 30 x 30 nature recovery target.
- Delivered a series of Healthy Environment Workshops to teams across Public Health Wales to create action plans to address climate, waste and pollution.

Delivering the real Living Wage campaign in Wales

In November 2016, Cynnal Cymru became the accreditation body for the real Living Wage in Wales. The real Living Wage is an independent movement of businesses, organisations and people which now has 15,000 accredited employers UK wide.

The real Living Wage is independently-calculated each year based on what employees and their families need to live. Cynnal Cymru helps employers understand the business benefits and the moral imperative behind paying staff the real Living Wage whilst providing practical, handholding support throughout the accreditation process.

2023-24 was our most successful year yet in terms of accreditations. More than 100 organisations were accredited including an anchor employer and a local authority. This resulted

in more than 4,800 pay rises for the lowest-paid workers in Wales to a rate independently calculated by the Resolution Foundation as adequate to meet the cost of living. 7 organisations, including Cynnal Cymru, also became Living Hours employers.

Measurement of outcomes

During 23-24 we reached a team of 15 FTE:-

- We have maintained a membership of 50 and 60 organisations.
- We have trained 1,022 people from organisations crossing all sectors in Carbon Literacy, with courses in English and Welsh.
- We provided foundational ecosystem knowledge to 171 learners through our bilingual Nature Wise course
- We have accredited 106 organisations as Living Wage employers resulting in pay rises to 4,842 of the lowest paid workers in Wales

We have sought to advance the principles of the UN Global Compact within our own organisation as follows:

Human rights

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

In 2023-24 we created business guides for SMEs explaining and linking business activity with the protection of human rights <https://cynnalcyrmru.com/new-sustainability-guides-for-smes/>

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

We are careful to consider the contracts and partnerships we accept through a human rights lens and have also been part of Welsh Government's Anti-Slavery Wales: Supply Chain and International Working Group

Labour

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.

We have worked this year to strengthen our working practices through targeted recruitment of a more diverse trustee board; enhanced conditions around sick pay and the adoption of more

transparent and robust recruitment practices, with the help of specialist training and external HR support.

Environment

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

We consider environmental impact in our purchasing choices and these are also carefully considered in choice of contracts. We are in the process of setting up a policy for the use of AI, in particular generating images, given the associated environmental impact.

Principle 8: undertake initiatives to promote greater environmental responsibility;

We adhere to environmental responsibility throughout our travel, events and catering policies where we promote low resource-use, active travel and low-carbon and organic catering. We promote greater consciousness through free resources on our website, our own carbon impact reports and the use of nature for well-being amongst our staff, visitors and event delegates.

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

We are a hybrid organisation promoting the use of online tools to avoid travelling and use of printed materials whilst maximising confidence and collaboration amongst staff. We extend this principle to events, networking and social events.

Anti-Corruption

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

We have guidance for both staff and trustees around accepting gifts and hospitality.

Signed on behalf of the organisation:



Clare Sain-ley-Berry

Interim Director

26 July 2024











