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COMMUNICATION ON ENGAGEMENT (COE)

Period covered by this Communication on Engagement

October 1, 2022–September 15, 2024

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Part I. Statement of Continued Support

September 16, 2024

FHI 360 reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of human rights, labor, environment, and anti-corruption.

In this Communication on Engagement (COE), we describe the actions that our organization has taken to support the U.N. Global Compact and its Principles. We welcome feedback on its content, and we commit to sharing the information described in this COE with our stakeholders using our primary channels of communication.

Sincerely,

Signed by:

Tessie San Martin

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Tessie San Martin

Chief Executive Officer

Part II. Description of Actions

FHI 360 is a global organization that mobilizes research, resources and relationships so that people everywhere can access the opportunities they need to lead full, healthy lives. For more than 50 years, FHI 360 has advanced equity, health and well-being through data-driven, locally led solutions to improve lives today and build a more equitable tomorrow.

In this report, we describe our organizational and programmatic efforts to uphold and promote the principles of the U.N. Global Compact.

A. Human Rights

FHI 360 is committed to protecting and promoting the dignity, rights and well-being of its personnel and the participants in its programs and activities around the world. All FHI 360 employees adhere to the highest standards of moral and ethical behavior, which are reflected in our organization's values and culture.

FHI 360's Code of Ethics and Conduct (the Code) sets the standards of ethical behavior and professional conduct for our personnel. All staff are required to review and sign an agreement to comply with the Code annually and must complete ethics trainings every two years.

The Code is intended to foster a culture of honesty, integrity and accountability by identifying potential ethical issues, encouraging vigilance and open communication, and providing tools to help FHI 360 carry out its work in accordance with its values and policies. The Code is reinforced by a set of specific policies and standard operating procedures that are regularly updated and promoted among staff and program participants.

FHI 360 takes seriously its obligation to **safeguard its personnel and program participants** from any type of discrimination, harassment, violence, exploitation or other abuse in our work environments and programs. Our safeguarding policies are reviewed and updated annually, including policies on safeguarding of children, protecting program participants from sexual exploitation and abuse, and combating human trafficking.

To operationalize and strengthen the effectiveness of and adherence to our safeguarding policies, FHI 360 implements a set of minimum standards for safeguarding program participants that aligns with and ensures uniform application of major funder requirements and international standards, including the U.N. Secretary General's Bulletin (ST/SGB/2003/13) and the Inter-Agency Standing Committee's Six Core Principles Relating to Sexual Exploitation and Abuse.

We have a dedicated team of regional safeguarding advisors that support more than 200 project-level focal points to take concrete actions to ensure implementation of the standards, including conducting risk assessments, carrying out FHI 360's Universal Safeguarding and Anti-Trafficking Compliance Plan, using safe recruitment and hiring practices, participating in mandatory staff safeguarding training, and distributing awareness-raising materials to program participants.

FHI 360 has robust reporting and investigative mechanisms in place if harm is suspected or occurs. Our dedicated investigation team ensures that safeguarding-related reports are investigated promptly, and that victims and survivors have access to compassionate care and support.

Highlights of our work to support rights-based approaches in our programs

The **USAID Kyrgyz Republic Active Communities (AC) project** strengthens collaboration among civic leaders and organizations, government officials, and businesses in Kyrgyzstan to identify enduring solutions to community-defined issues. The project focuses on promoting gender equity and social inclusion, improving solid waste management, strengthening civic participation, and increasing access to justice.

FHI 360 AC project staff help civil society organizations and communities lead advocacy campaigns to support human rights, including freedom from violence. For example, the project has worked with 11 crisis centers and civil society organizations across Kyrgyzstan to strengthen their capacity to provide comprehensive services to survivors of gender-based violence and to inform the national law and policy reform process.

To ensure lasting change, project staff work with lawyers and civil society organizations to provide legal consultations to citizens, strengthening their understanding of legal rights so they are equipped with the knowledge and resources to advocate for what they need and deserve.

In Nepal, we are working to ensure citizens' right to clean air and a healthy environment. Through the **USAID Clean Air project**, we work closely with government entities, civil society organizations and the private sector — including the National Human Rights Commission of Nepal and human rights defenders — to develop, test and scale local solutions to prevent air pollution. The project has trained more than 100 members of forest user groups on the connection between forest fires and air pollution, facilitated activities for eco clubs in schools, and helped create green jobs by supporting local businesses with electric vehicles.

To ensure that Indigenous communities can exercise their right to representation, FHI 360 — through the U.S. government's **Head Start program** — provides staff, including

collaboration directors, for the National American Indian and Alaska Native Head Start Collaboration Office (NAIANHSCO) and the National Migrant and Seasonal Head Start Collaboration Office (NMSHSCO). These offices identify potential partners and foster new partnerships across multiple states. These alliances strive to build a sustainable and comprehensive early learning system for Head Start children and families and to ensure that the voices of tribal members and migrants are represented in policymaking and planning decisions at the national, state and local levels.

B. Labor

FHI 360 complies with all applicable local labor laws where we operate and does not discriminate or allow harassment of employees or applicants based on any characteristic protected by law. We are committed to promoting a safe, respectful, harassment-free and violence-free culture for our personnel, everyone who interacts with our organization, and everyone who participates in our programs.

We have policies and systems to prevent FHI 360 personnel, suppliers and other personnel from engaging in harmful behaviors and illegal activities. These include policies on professional standards of conduct, equal employment opportunity, a harassment-free and violence-free workplace, and anti-trafficking. This year, FHI 360's **Safeguarding of Children Policy** was updated to explicitly prohibit staff from engaging in or facilitating child labor. A nonretaliation policy encourages staff to report alleged instances of noncompliance or abuse for immediate investigation.

During the reporting period, FHI 360 formalized and expanded our employee-led groups and programs under the **Communities of Belonging Initiative**. This new initiative provides groups with project management support and financial resources to deliver peer support, mentoring, networking, professional development, project development, strategic advising, community service, and cultural awareness activities and events for their members and the broader organization. FHI 360 has promoted access to and engagement with the Communities of Belonging through the development of guidance and global and local frameworks that are available to all Communities of Belonging program leaders, members and all staff to view, apply or participate.

Highlights of our work to implement responsible and inclusive labor practices in our programs

In Myanmar, through the **USAID Feed the Future project**, FHI 360 builds social cohesion in conflict-affected areas and facilitates the participation of ethnic minorities in the national market through community development, livelihood, and social and behavior change activities, ensuring women's participation throughout. We support the formation of farmers' groups, which allow farmers to access finance and livelihood trainings. FHI 360 also conducts analyses, including customized labor market assessments, to identify gaps and opportunities to increase youth participation in agriculture through self-employment, entrepreneurship and formal employment.

FHI 360 leads the **Compass Rose Collaborative (CRC)**, a project funded by the U.S. Department of Labor that enhances education and employment outcomes for young adults who are returning to their communities after involvement with the justice system. We partner with organizations in communities with high rates of poverty and crime to help young people obtain what they need for success — housing, clothing, food, transportation, education, and job-placement services.

In 2023, more than 300 CRC participants gained employment, including 19 internships and eight apprenticeships, and nearly 300 participants enrolled in workforce development services.

FHI 360's **Collaborative Action for Handicraft Exports** project (Action Collaborative pour les Exportations Artisanales), funded by the U.S. Department of State, increases the capacity of the local private sector in Tunisia to implement reforms that bolster the country's handicraft industry and creates employment opportunities for Tunisian artisans, most of whom are women. The project supports the development of sustainably collected essential oils and related products from northwest Tunisia that are now being exported with fair-trade and organic certifications. With private sector partners, FHI 360 has also facilitated handicraft artisans' participation in ecotourism as a complementary economic activity.

C. Environment

FHI 360 applies the latest scientific research to address the climate crisis and work toward a more resilient future — implementing solutions that benefit people and planet alike. We are committed to developing sustainable solutions for environmental protection, community-based resource management, and biodiversity conservation with a focus on decarbonization across all our programs.

Our environment policy provides the framework through which we actively work to diminish the social, environmental and economic impacts of climate change across all operations and projects, and we strictly adhere to host countries' environmental laws and funder regulations, conducting annual environmental assessments to determine and mitigate program-related risks that may threaten the ecosystems and communities with which we work.

We conducted a **third greenhouse gas (GHG) measurement**, which will provide valuable insights on carbon emissions and enable us to develop targeted GHG-reduction strategies. By focusing on its most emission-intensive activities, FHI 360 aims to significantly decrease its carbon footprint, demonstrate sustainability leadership within the nonprofit sector, and align its operations with global climate goals.

With the establishment of a new **Center for Climate Action**, we are harnessing our diverse global platform, expertise and staff to promote environmental sustainability. This entity aims to strengthen our technical leadership, actively engage in global and regional sustainability forums, and forge strategic partnerships to address the growing impact of climate change on global development.

Highlights of our work to promote environmental sustainability in our programs

The **Sharing Underutilized Resources with Fishers and Farmers (SURF)** works to strengthen the capacity of Tunisian farmers, fishers, agriculture companies, fisheries and cooperatives to adapt to climate change challenges. The project aims to speed up the adoption of climate risk-management practices, help the Tunisian government develop a robust disaster response system, and advance research focused on climate change innovations. FHI 360 works directly with these groups to integrate climate-smart practices, resources and technologies into their operations. We focus on increasing sustainable production, expanding commercial reach, and improving access to finance — ensuring that all interventions are commercially viable.

In Cambodia, the **USAID Green Future Activity** is harnessing the enthusiasm of young people who are motivated to act to address environmental issues. The project supports young people to lead climate-action activities — such as Green Groups — in their communities by providing leadership skills trainings and opportunities for them to connect. The Green Groups have played a crucial role in promoting social and behavioral change through the development of communication toolkits that address three areas that are vital for protecting Cambodia's natural resources: (1) reducing demand for unsustainable luxury wood furniture, (2) decreasing wild-meat consumption and (3) preventing littering. By leveraging social media, the project is reaching diverse audiences and directly combatting harmful activities that cause environmental degradation.

With funding from the Bill & Melinda Gates Foundation, FHI 360 established **Intake**, a center for dietary assessment that increases the availability, quality, comparability and use of reliable dietary data and metrics. Intake offers demand-driven, flexible, technical assistance services at no cost to low- and middle-income countries interested in conducting population-based dietary assessments. Among the center's key areas of work is the development of tools and technology to reduce barriers to dietary data collection, analysis and use.

One such tool is **Intake4Earth**, a mobile application that allows countries to use real-time data to identify the links between population-level dietary patterns, diet quality and planetary health. Designed for use in population-based surveys, the application tracks five indicators of planetary health: greenhouse gas emissions, land use, eutrophication potential, water use and biodiversity loss. Intake4Earth allows for the collection of 24-hour dietary recall data, which are linked on the backend to country-specific environmental impact data, to allow for the automatic reporting of key environmental metrics related to planetary boundaries. With the Intake4Earth app poised for release in 2025, countries will soon be able to easily identify the links between population-level dietary patterns, diet quality and planetary health.

D. Anti-Corruption

FHI 360 is committed to conducting every business transaction with the highest regard for moral and ethical business practices. All our employees must ensure that their personal and business conduct comply with applicable laws, regulations and policies.

FHI 360's **Code of Ethics and Conduct** (the Code) sets the standards of ethical behavior and professional conduct for our personnel in all our operations, including business integrity, fraud, and conflicts of interest (see section A of this COE). The Code is designed to foster a culture of honesty, integrity and accountability. Organizational policies further support compliance and ethical business practices, govern competition and procurement practices, describe business integrity when engaging with host governments or officials, and require compliance with the Foreign Corrupt Practices Act. Together, the Code and policies form a framework that assists staff in understanding and maintaining high standards in business conduct.

To monitor Code and policy compliance, **FHI 360's Office of Compliance and Internal Audit (OCIA)** provides independent, objective assurance and consulting services to FHI 360. OCIA's mandate is to (1) ensure that employees understand and adhere to internal policies, procedures and funder regulations; (2) encourage employees to maintain the highest ethical standards; and (3) promote a worldwide culture of compliance and personal responsibility through training and systematic reviews. OCIA conducts investigations related to Code violations, including fraud, abuse, sexual exploitation, and misuse of project or corporate funds. OCIA reports functionally to the Audit Committee of

FHI 360's Board of Directors. This arrangement creates an independent reporting structure.

To continuously ensure that our work is safe and ethical, we offer an ethics and compliance hotline that individuals can use at any time and from anywhere around the world. Managed by an independent third-party provider, the hotline can be used to report an incident or concern in the caller's preferred language and anonymously.

Highlights of our efforts to combat corruption through our programs

The **Innovations for Social Accountability (ISAC) in Cambodia project** supports citizens in eight Cambodian provinces to learn about their local government representatives' responsibilities, how to hold representatives accountable for their decisions and actions, and how to engage representatives in conversations about the quality of local government services. ISAC makes important government information, such as local budgets, available to Cambodian citizens via easily accessible media, including social media platforms. By helping Cambodian citizens learn more about keeping their local government officials accountable, ISAC lays the groundwork for long-term government accountability at the national level.

In Morocco, the **Inclusive Socioeconomic Development in Beni Mellal-Khénifra (ISED-BMK)** project works to increase inclusive economic growth, improve the efficiency of subnational governmental institutions, and strengthen the participation of civil society organizations in governance and advocacy for young people, women, and people with disabilities. The project also works to ensure greater inclusion of rural populations in local governance through community youth mapping and the identification of local leaders. By increasing access to and citizen awareness of public information, ISED-BMK is helping make government more transparent and reducing barriers to citizen participation in civic life and governance.

Part III. Measurement of Outcomes

Organization

- In fiscal year 2024, **99.3% of FHI 360 staff received training** on safeguarding program participants, including populations with increased vulnerability to sexual exploitation, child abuse, and human trafficking. In **fiscal 2024, 88%** of projects achieved at least 70% overall compliance with FHI 360's Minimum Standards for Safeguarding Program Participants.

- FHI 360's Vulnerability Profile Tool and Safeguarding Self-Assessment Tool were digitized, and a dashboard was developed to allow the organization to generate detailed information about project-specific risks and adherence to safeguarding requirements.
- FHI 360's Universal Anti-Trafficking Compliance Plan was updated to expand the focus to include "safeguarding" more broadly (the plan is now called the Universal Safeguarding and Anti-Trafficking Compliance Plan), which all projects are required to implement. Now, project plans include assessing project-level risks and developing mitigation strategies to address identified risks.

Programs

- In the United States, outcomes of our work with migrant and seasonal workers have included improved school readiness and transition support for migrant and seasonal workers' children; strengthened partnerships across states to enhance early learning systems; increased representation of tribal and migrant voices in national, state and local policies; enhanced program management and fiscal operations in collaboration with national partners; and regular delivery of targeted technical assistance and training to grantees.
- In Nepal, key accomplishments of the USAID Clean Air Project include supporting evidence-informed policy formulation, securing political will, strengthening civil society engagement and influencing sectoral policies related to air quality. The initiative has also launched social and behavior change campaigns, integrated air pollution topics into educational curricula, and provided training to health care professionals on the negative health effects of air pollution.

Regional and Global Engagement on Environment

FHI 360 staff conduct research to identify sustainable solutions to environmental issues — and present that research at conferences to collaborate on tackling global challenges with partners from all over the world. Below are highlights of our conference presentations and published research.

Conference sessions

Nujpanit (Jom) Narkpitaks. From principle to practice: Using precautionary principle to tackle plastic pollution and its health implications. International Society for Priorities in Health; Priorities Conference; 2024 May; Bangkok, Thailand.

Bhushan Tuladhar. Transforming air quality management through participatory approaches. International Society for Priorities in Health; Priorities Conference; 2024 May; Bangkok, Thailand.

Bhushan Tuladhar, Awantika Priyadarshani. Engaging health professionals and local governments for effective air quality management. International Society for Priorities in Health; Priorities Conference; 2024 May; Bangkok, Thailand.

Shreeshya Nankhwa. Effectively communicating about air pollution to catalyze change. Clean Air Asia; Better Air Quality Conference; 2023 Nov; Manila, Philippines.

Bhola Bhattarai. Engaging the public to shift the paradigm for clean air in Nepal. Clean Air Asia; Better Air Quality Conference; 2023 Nov; Manila, Philippines.

Bijaya Rajbaidya. A participatory approach on the preparation of municipal Air Quality Management Plan in Changunarayan Municipality. Clean Air Asia; Better Air Quality Conference; 2023 Nov; Manila, Philippines.

FHI 360 was a sponsor of this year's Global Youth Economic Opportunities (GYEO) Summit. Conference sessions covered topics such as the just transition, circular economy, green entrepreneurship and jobs, green skilling, climate finance, water security, ecosystem collaboration, and intergenerational advocacy. FHI 360 staff hosted a breakout session, **Using AI and Data to Map Green Jobs and Skills Transitions for More Aligned Program Design**, as well as a poster session, **Seeds of Change: Empowering Rural Youth through Agricultural Market Resilience in Conflict Contexts**.

Published Research

Williams KM, Olisa AL, Wilcher R. Exploring linkages: addressing the relationship between the climate crisis and HIV prevention with recommendations for emerging preexposure prophylaxis programs. *Front Reprod Health*. 2024;6:1369762.

Smith JP, Baker P, **Mathisen R**, Long A, Rollins N, Waring M. A proposal to recognize investment in breastfeeding as a carbon offset. *Bull World Health Organ*. 2024;102(5):336-343.

Smith JP, Borg B, **Nguyen TT**, Iellamo A, Pramono A, **Mathisen R**. Estimating carbon and water footprints associated with commercial milk formula production and use: development and implications of the Green Feeding Climate Action Tool. *Front Nutr*. 2024; 11:1371036.