Corporate Social Responsibility and Sustainability Policy

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Cover, right: Coalition on Violence Against
Women, Kenya

1   Introduction

AmplifyChange is an independent not-for-profit organisation. We support local civil society organisations to advocate for sexual and reproductive health and rights (SRHR) through different grant types, organisational strengthening and knowledge for advocacy.

Our vision is the "full attainment of SRHR for all" and our mission is to be a global leader in supporting grassroot organisations and building stronger more inclusive movements for SRHR for all, especially in hard-to-reach areas and challenging contexts.

We are driven by over values, which are:

- Accessible and responsive to applicants and grantees.
- Supportive and flexible in engaging with applicants and grantees.
- Open and transparent, committed to making information widely available.
- Demand-led, using grantee feedback and lessons to adapt ways of working.
- Results focused, with performance metrics jointly developed with grantees.
- Sound management and stewardship of financial resources.
- Independent from external policy pressure and guided by our Members.

We work for the advances of the Sustainable Development Goals (SDG) with an emphasis on Goal 3 Good Health and Well-being, Goal 5 Gender Equality, Goal 16 Peace, Justice and Strong Institutions and Goal 17 Partnerships for the Goals.

While we accept applications on a competitive basis to make grants accessible to all, our ethos is to support applicants and grantees to succeed, and to facilitate access to longer-term and more predictable funding to well performing groups. We are agile, lean and light touch, without compromising quality and the ability to provide personalised support to our grantees.

This policy describes our approach to promoting social justice, human rights, and sustainable development throughout our work.

2   Definitions

Sustainable Development: The Brundtland Report of 1987 reads *"Sustainable development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs"*. The definition is very broad and developed to be all-encompassing and is not easy to apply practically in everyday life. Therefore, we have adopted the more useful working definition as *"the ability to continue a defined behaviour indefinitely"*.

Social Justice: We understand social justice as the equal distribution of wealth, power, and opportunities to all individuals within society. This is regardless of religion, ethnicity, nationality, gender, sexuality or other differentiating factors that too often effect individuals within society and cause distortions in equal distribution, and consequently poverty. Our social justice beliefs stem from social development where people are put at the centre of development.

Human Rights: We use the United Nation's definition of Human Rights. The Office of the United Nations High Commission for Human Rights notes *"human rights are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. We are all equally entitled to our human rights without discrimination. These rights are all interrelated, interdependent and indivisible. Universal human rights are often expressed and guaranteed by law, in the forms of treaties, customary international law, general principles and other sources of international law. International human rights law lays down obligations of Governments to act in certain ways or to refrain from*

certain acts, in order to promote and protect human rights and fundamental freedoms of individuals or groups"[1].

3 Policy Principles

All projects supported by AmplifyChange should be developed with an objective of improving lives, especially for the poor or vulnerable groups, and contributing to sustainable development, including Human Rights. We consider the following principles in our operations and throughout the relations with our grantees.

Ethical Conduct and Values: We uphold the highest standards of conduct and adhere to well defined ethical values and practices. Our leadership in corporate responsibility and sustainable development is driven by the values outlined below.

- **Accountability**: We take responsibility for our actions whether as individuals or as a team.
- **Integrity**: We hold the highest standards in professional behaviour and respect for the environment.
- **Inclusion**: We value diversity and unique contributions and foster an open and inclusive environment.
- **Innovation**: We encourage independent and creative thinking, ingenuity and multidisciplinary collaboration in everything we do.
- **High Performance**: We demand of ourselves the highest technical and professional standards. We practice a rigorous, evidence-based approach to technical work and engage in continuous professional learning.
- **Transparency**: We are committed to transparency in all our dealings. We take a zero-tolerance approach to corruption, bribery, fraud, tax evasion, human rights violations, sexual abuse, harassment, and modern slavery. We hold ourselves and our grantees to high transparency standards and practices.
- **Environmental Responsibility**: We recognise the link between human health and the environment and aim to protect the natural world in all our work.

High-quality services, which consider the perspective of the local community or beneficiaries: All projects supported by us should be able to demonstrate that they meet our quality statements. This includes a requirement that the applicant/grantee has:

- Fully analysed and understood the root causes of problems before designing solutions.
- Demonstrate that local communities or beneficiaries have been consulted where possible and that they believe the approach is credible, achievable, and relevant to the context.
- Selected staff and consultants who have relevant accomplishments and local knowledge in line with recruitment and equality policies.

Gender and social inclusion: All projects should be able to demonstrate a clear understanding of the dynamics of gender, disability, and other forms of social inclusion in all aspects of design and implementation and should be inclusive of the most marginalised in society. This implies acknowledging the unequal power relations that exist in society, and then working to break down and reverse the power relations to ensure no-one is left behind. This means ensuring they are empowered, engaged and able to exercise their rights. For project design and implementation, this includes recognition of putting together a project team, ensuring robust targeting methodologies, data disaggregation for monitoring and evaluation, and how to convey results to reach all relevant sectors of society.

Conflict-sensitive programming and do no harm: The delivery of projects operating in fragile and conflict-affected situations, should be aligned with the OECD DAC Principles for Good International Engagement in Fragile States and Interventions. These are summarised into nine areas highlighted by FCDO (formerly DFID):

- Analysing conflict and fragility: to fully understand the context of a situation before designing services.
- Do no harm: This principle relates to an awareness of potential unintended consequences of an intervention such as reinforcing inequalities or undermining state-building efforts, or inadvertently

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[1] https://ohchr.org/EN/Issues/Pages/WhatareHumanRights.aspx

enabling corruption.

- We recognise the interdependencies at play between politics, security and development.
- Promoting non-discrimination: There is a risk of doing harm through mirroring existing patterns of discrimination and it is important to ensure an awareness of local dynamics of exclusion are built into planning the services.
- We recognise the importance of aligning with local priorities, whether at a government, sub-national or community level.
- Practical coordination mechanisms: Potential for harmful consequences exists if interventions are not well coordinated with other interventions at the local and national level.
- Act fast but stay engaged: Our approach is to be engaged, flexible and fast acting and our project support and management approach incorporates this agility.
- Risk management: we review and update our risk mitigation plans regularly and will share with the relevant stakeholders.
- Learning, monitoring and evaluation tools are used to inform implementation improvements throughout the project cycle.

4   Our promise

People

We aim to create a workplace that encourages diversity and equal opportunities for all. Keeping staff and consultants safe is an important aspect of this, and Health and Safety is embedded in all aspects of our operations. We raise our employees' awareness of corporate responsibility, encourage employee professional development and learning, and encourage an internal or external volunteering culture.

Environment

Being environmentally responsible is one of our core values. We have identified that emissions from international flights cause our most significant negative environmental impact but are unavoidable for supporting our grantees. We will aim to only travel when necessary and to use virtual meetings where possible, to reduce our carbon footprint and ensure every trip when undertaken maximises its potential.

Sustainable Procurement

Procurement is a vital tool to achieve efficiency gains but can also support economic, environmental and social goals. Wherever possible goods and services will be purchased that can be manufactured, used and disposed of in an environmentally responsible way. Our procurement choices consider environmental and sustainability factors, such as:

- Avoiding adverse environmental impacts arising in the supply chain by, for example, reducing waste and emissions,
- Making more efficient use of resources, for example through reduced energy consumption and reduced packaging,
- Promoting the use of innovative small and minority-owned suppliers,
- Encouraging economic development in less advanced nations using local suppliers wherever feasible,
- Stimulating the market to innovate and to produce more cost-effective and sustainable options for all purchasers, and
- In all our dealings setting an example by demonstrating that we can all contribute to a positive environmental change and being serious about sustainable development.

Continuous Improvement

We strive towards tracking our social responsibility and sustainability by putting systems in place to periodically review impacts and improve processes where feasible.

Responsibility

All employees are responsible for adhering to this policy. The AmplifyChange Board has the overall responsibility for dissemination of this policy.

Communication

This policy will be communicated to new employees via staff induction and to existing employees via refresher training.

Reporting and Disclosures

AmplifyChange will annually disclose our endeavours in the Annual Report while at the same time showcasing our grantees work in promoting corporate social responsibly and sustainability.

Review of Policy

This policy will be reviewed on an annual basis or sooner if there are significant legal and regulatory developments.