



Corporate Social Responsibility and Sustainability Policy

Document Control	
Approved by:	MannionDaniels Directors
Responsible Owner:	Human Resources Team / Operations Team
Created:	8 January 2019
Revised:	01 June 2023
Approved:	25 August 2023
Next Review:	25 August 2024
Version:	2



Policy Statement

MannionDaniels is a purpose driven global development consultancy firm and fund manager which delivers services under five principal practices areas: public health and health systems; gender and social development, conflict, environment, and resilience; and public financial management. We work to create an equitable, inclusive, and sustainable world and build movements for change, focusing on the poorest and most vulnerable people. We partner with governments, local communities, and like-minded organisations to deliver effective and sustainable solutions. MannionDaniels has companies registered in the UK, Cyprus, Kenya, Nigeria, Somalia, and Bangladesh. Our group of companies operate under common management arrangements, procedures, and values.

Our work aligns with the UN Sustainable Development Goals (SDGs) and our B-Corp certification verifies that MannionDaniels practices business as a force for social and environmental good.

MannionDaniels 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 these seven values accountability, integrity, inclusion, innovation, high performance, transparency, and environmental responsibility outlined in our [Business Code of Ethics](#). All our work is designed and delivered in a way that represents best practise in sustainable development¹ and considers the perspective and impact of local communities and beneficiaries.

Much of our work is delivered in fragile and conflict-affected states. In the delivery of our services, we adhere to the DAC Principles for Good International Engagement in Fragile States and Interventions. The principles of Do No Harm therefore are at the centre of our operational processes and programmatic design to ensure developmental impacts are sustainable, ethical, and responsible.

MannionDaniels is committed to championing sustainability and ensuring corporate social responsibility across all our operations, programmes, and projects. As part of this commitment, MannionDaniels has signed up to the UN Global Compact, a voluntary initiative for businesses that align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment, and anti-corruption. We believe in upholding the dignity of all people and work to achieve common goals of economic prosperity, environmental sustainability, social inclusion, and ethical business conduct.

Scope

The Sustainability and Corporate Social Responsibility policy makes clear to all stakeholders what MannionDaniels means by Sustainability and Social Responsibility and how MannionDaniels propose to work towards implementing and achieving this. The policy covers all projects designed and delivered by MannionDaniels and applies to our business operations and business relationships.

The following policy recognises the cross-cutting nature of sustainability and social responsibility and describes our approach to managing and maximising environmental, social and governance performance across the UN Global Compact's four areas of human rights, labour, environment, and anti-corruption.

¹ Sustainable development was defined in the Brundtland Report of 1987: 'Sustainable development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs'. It can also be understood more broadly as 'the ability to continue a defined behaviour indefinitely'.



Sustainability Principles

Below we describe how each sustainability principles applies when we design and deliver services and in our business operations. All company policies referenced below can be found under the policies section of the [MannionDaniels website](#).

Human Rights

MannionDaniels recognise the potential for our work to have unintended consequences and work to ensure we are not complicit in any human rights abuses. We support and respect the protection of all articles proclaimed in the Universal Declaration of Human Rights, recognising that these rights are inherent to all human beings and are interrelated, interdependent and indivisible. Across our projects, operations, and business relationships we seek to uphold and promote human rights. We do this through prioritising protection and prevention processes to avoid any unintended impacts and maintaining grievance and remediation mechanisms. Integrity due diligence checks are conducted on all consultants, suppliers, and partners we plan to work with to ensure their compliance with human rights legislation in the UK and any other jurisdiction. As outlined in our Whistleblowing Policy, MannionDaniels makes various channels available for employees, consultants, and stakeholders in our business relationships to report any illegal, unethical, or improper conduct, including actions that may be viewed to have impinged on human rights. Remediation processes will be enabled if it is identified that our work has caused or contributed to a negative human rights impact.

Labour

MannionDaniels aims to create a workplace that encourages diversity and equal opportunities for all and is committed to eliminating discrimination in all form across all areas of work. We value diversity and unique contributions and foster an open and inclusive environment. Our labour practices are aligned with the ILO's Declaration on Fundamental Principles and Rights at Work and are designed to contribute to SDG Goal 8 to promote full and productive and decent work for all as well as promote gender equality in all our work in line with Goal 5. More information can be found in our Diversity, Equality, and Inclusion Policy.

Keeping staff, consultants, contractors, clients, and communities safe is an important aspect of our work and we ensure duty of care is embedded in all aspects of our business operations and relationships. We abide by our Health, Safety and Security Policy and our Safeguarding Against Abuse, Sexual Exploitation, Sexual Harassment and Bullying Policy when upholding the safety and security of our internal and external stakeholders.

MannionDaniels maintains a zero-tolerance approach to modern day slavery and human trafficking as outlined in our Modern Slavery Policy and Modern Slavery and Human Trafficking Annual Statement. We implement effective systems and measures to ensure modern slavery and human trafficking is not taking place anywhere in our own business or in any of our supply chains.

MannionDaniels also recognises the importance of preserving privacy and protecting personal data. We comply with the principles of the Data Protection Act 2018 (DPA18) and the EU General Data Protection Regulation (GDPR). More information can be found in our Privacy Policy, Data Protection Policy and Information Security Policy.

The range of MannionDaniels Whistleblowing channels can be used to report any labour and other violations related to MannionDaniels, our people, and programmes.

Environment

Being an environmentally responsible company is one of our core values. We are achieving this
2



through our ISO14001 certification and carbon accounting, reporting, reduction, and offsetting actions. We aim to maintain carbon neutral status on an annual basis as we work towards halving emissions by 2030 and achieving net zero by 2050. More information on our environmental commitments and initiatives to promote great environmental responsibility can be found in our MannionDaniels Environmental Policy.

While we prioritise the precautionary principle to environmental challenges and carbon reduction strategies, we also offset our unavoidable impacts and emissions through investing in renewable energy projects and credible carbon sequestration projects. Supporting these projects ties into our contribution to achieve the SDGs, specifically Goal 7 'Affordable and Clean Energy' and Goal 13 'Climate Action'.

Anti-Corruption

As outlined above, the MannionDaniels Business Code of Ethics details how we uphold the highest standards of ethics, business culture and practices and expect all staff, partners suppliers and consultants throughout our supply to chain to adhere to these values. We are committed to ensuring the highest standards of conduct in the delivery of our services and maintaining compliance with all applicable policies, laws, rules, and regulations. We work against corruption in all its forms, including extortion, fraud, and bribery and are guided by our Anti-corruption, Fraud and Bribery Policy in our business operations and relationships. Our integrity and financial due diligence on consultants, suppliers and partners include checks of previous misconduct or mismanagement, financial and legal standing, and compliance with policies.

To ensure that we are all held to account the MannionDaniels whistleblowing hotline facilitates the reporting of possible illegal, unethical, or improper conduct when the normal channels of communication have proven ineffective or difficult.

MannionDaniels reports on sustainability across these four pillars on an annual basis as part of UN Global Compact commitment. The report will be available to all stakeholders on the company website and via the UN Global Compact website.

Corporate Social Responsibility

MannionDaniels operates a corporate social responsibility programme to maximise the creation of sustainable, shared value for both the Company and its stakeholders, and for the communities in locations where we have operations. Our corporate social responsibility programme is built on these four pillars: People & Environment, Community Initiatives, and Sustainable Procurement.

People & Environment

We raise employees' awareness of corporate responsibility, encourage employee professional development and learning, and encourage an internal or external volunteering culture.

MannionDaniels facilitates an internal Environmental Champions initiative where passionate team members can contribute to designing, implementing, and achieving our environmental strategies and policies. We understand that engaging staff in our environmental sustainability journey will help to integrate a culture of nature positive practices throughout our operations, offices, projects, and business relationships.

Staff are also kept updated on our supported community initiatives outlined below and are encouraged to engage where possible to effect real change on a relational level.

We also commit to delivering high-quality services which consider the perspective of indigenous peoples, local communities, and project beneficiaries. This includes ensuring that:

- Root causes are fully analysed and understood before designing solutions.



- Indigenous peoples, local communities or beneficiaries have been consulted where possible and that they believe the approach is credible, achievable, and relevant to the context.
- Staff and consultants who have relevant accomplishments and local knowledge are selected in line with our recruitment and equality policies.

Community Initiatives

To further our objectives of using business as a force for social and environmental good outside of our core services, MannionDaniels has also instigated several community initiatives using our own resources. These are intended to provide funds to initiatives that have a positive impact in communities where we work.

The first project was launched in 2018 supporting the Community Health Initiative Group who are providing access to treatment and prevention of jiggers in Virembe Sub-location, Kakamega, Kenya. As outlined in the Environment section above, MannionDaniels also maintains a portfolio of green offsets and investments on an annual basis, which are predominantly selected to benefit communities in locations where the MannionDaniels group of companies operate. Progress on the community initiatives supported by MannionDaniels can be found on the Community Programmes page on our website.

We commit to continuing to support community initiatives that align with our core values and region of operations on an annual basis.

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 in line with our Environment Policy and Environmental Management System. MannionDaniels' 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 through the use of local suppliers wherever feasible;
- Stimulating the market to innovate and to produce more cost-effective and sustainable options for all purchasers; and
- Setting an example for business by demonstrating that MannionDaniels group is serious about sustainable development.

Taking these opportunities offers benefits in environmental, social, and economic terms across the development business and wider society. You can request our Procurement Policy for more information on our sustainable procurement approaches.

Continuous Improvement

MannionDaniels fosters a culture of continuous improvement in our approach to sustainability and corporate and social responsibility by periodically setting targets, tracking progress, and putting systems in place to capture learnings and improve processes where feasible.



Review and Responsibility

The development of this policy has been carried out under the direction of the company Director. It will be reviewed annually or as material circumstances change.

This policy is communicated to new employees via staff induction and to existing employees via training. All employees, consultants and business partners are responsible for adhering to this policy and training is provided across the range of sustainability and social responsibility pillars periodically. MannionDaniels' Directors have overall responsibility for dissemination of this policy.