



UNGC Communication on Progress 2025

Statement of continued support

I am delighted to reconfirm Itad's commitment to the United Nations Global Compact and its Ten Principles.

Itad applies these principles as part of our strategy, culture and day-to-day operations. We continue to engage with the Compact by working with organisations globally to generate evidence to advance best practices to preserve human rights, improve health outcomes, protect the environment and eliminate corruption.

Over the past 40 years, through our world-class evidence, learning and strategy services, we have helped more than 283 organisations improve their performance and create positive lasting social, economic and environmental change.

This Communication on Engagement highlights the progress we have made against the Global Compact principles over the past year.

We remain determined to ensure the success of this initiative, which is more important than ever as the world experiences major changes in the international development landscape amid interconnected geopolitical shifts and ongoing crises.

Yours sincerely,

Rob Lloyd
Managing Partner

Human Rights

UNGC Principle 1	Businesses should support and respect the protection of internationally proclaimed Human Rights.
UNGC Principle 2	Businesses should ensure that their own operations are not complicit in human rights abuses.

At Itad, we are committed to advancing gender equality, disability inclusion and social inclusion (GEDSI) through the power of evidence. [We accompany our clients to understand and address such dynamics](#), leading to more effective and sustainable interventions.

We [worked with the UK government](#) to develop a measurable approach to gender equity, disability and social inclusion (GEDSI) within their flagship programme for coastal resilience.

We analysed what worked, and what didn't, in [UNICEF's humanitarian response](#) to the earthquakes that occurred in Syria and Turkey in February 2023, including the extent to which human rights were systematically and meaningfully integrated into the response. Our findings are designed to inform future sudden-onset emergency responses.

Our [award-winning impact evaluation](#) helped to set new standards for evaluating migrant assistance and provided vital insights for improving reintegration measurement and practice.

We are assessing how well [UNICEF has integrated Accountability to Affected Populations \(AAP\) principles](#) into its humanitarian and development programmes. AAP is a key principle in humanitarian action to ensure intervention methods are dignified, effective and mindful.

As well as working with organisations globally to protect human rights, Itad strives to apply this principle in our policies and operations. We have a suite of policies aimed at upholding human rights and the dignity of employees and those we work with. These are continually reviewed and updated in response to our external environment and employee engagement activities. They include:

- Our Working with Itad Code of Conduct – an overarching framework setting out the professional standard that all staff and suppliers are expected to uphold. This includes upholding ethical integrity, treating each other with mutual respect, listening to each other and being open to different views and opinions. Anti-discrimination and safeguarding policies and practices to protect staff, partners and project beneficiaries from all forms of bullying, harassment, sexual misconduct or intimidation
- An updated whistleblowing policy which is available to all staff, partners and suppliers, providing guidance and support in how to raise any human rights violation or concerns in confidence and with appropriate anonymity and support
- Employment practices which uphold all employee statutory rights at a minimum, including initiatives on overseas working.
- An Equality policy which supports the right of all employees to receive the same level of pay as someone performing work of equal value; and to ensure any discussions about equal

pay are protected. The policy also outlines our commitment to ensure training, development, and progression opportunities are available to all staff.

- Our Safeguarding, Ethics and Data Committee who are in place to assess bids and projects to ensure the prevention, protection and response to harm caused by sexual exploitation, abuse, harassment and bullying. Within Itad we look at this not only for our staff but also to our external contractors and the communities we interact with.

Labour

UNGC Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
UNGC Principle P4	Businesses should uphold the elimination of forced or compulsory labour.
UNGC Principle P5	Businesses should uphold the effective abolition of child labour.
UNGC Principle P6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Itad does not benefit from any form of forced or compulsory labour or child labour; and has worked to eliminate discrimination.

As an international development organisation Itad interacts with suppliers and beneficiaries on a global scale, not only within our supply chain but as recipients of our work as we are likely to interact with vulnerable populations. Due to this we employ strict policies, processes and mitigations to ensure we align with industry best practice in preventing harm during our work. These include our [Working with Itad](#) Code of Conduct, Ethical Framework, Modern Slavery Policy and Child Protection Policy.

Our policies are consistent with our values, in particular with the commitment to understand and respect an individual's different background and views. Through signing Itad's Code of Conduct and contracts all suppliers agree to comply with our policies and standards. Itad has a zero-tolerance approach to all forms of modern slavery and child abuse and are committed to acting ethically and with integrity in all business dealings and relationships to prevent and report modern slavery and other safeguarding issues within our own organisation or supply chain.

Environment

P7	Businesses should support a precautionary approach to environmental challenges.
P8	Businesses should undertake initiatives to promote greater environmental responsibility..
P9	Businesses should encourage the development and diffusion of environmentally friendly Technologies.

Itad is committed to taking urgent and ongoing action to effectively respond to the climate emergency, both in the work we do and through our business operations. Environmental sustainability is integral to Itad's values, systems, policies and company business plan, and we have a clear vision for sustainable future growth. In 2022, we launched a comprehensive emission reduction plan and have since tracked and shared progress and learning against our 4R framework (reduce, replace, refine and rehabilitate). This progress includes:

- Reducing our carbon emissions relative to our revenue by at least 5% each year from 2019/20 levels.
- Ensuring at least 80% of our newly won projects in 2024/5 are low carbon intensity, thus helping to reduce emissions in our future portfolio.
- Replacing air travel with train travel wherever possible.
- Strengthening collaboration with partners in Southern-based organisations to help maximise local project implementation and reduce the need for Itad consultants to travel.
- Refining emissions by increasing instances of relationship building opportunities with local partners, clients and consultants during in-country trips.
- Improving how we measure and estimate the emissions from our work and that of our suppliers. For any emissions we can't avoid, we offset 110% through our partner, Earthly.

On the client side, we are supporting the UK Government's progress toward climate commitments through [monitoring, evaluation and learning services to enhance the UK Department of the Environment, Farming & Rural Affairs' \(DEFRA's\)](#) programming. Our work has an important role in maximising the effectiveness of Defra's internal programming on climate change, biodiversity, food security, global health and poverty.

We are strengthening the UK Government's ability to deliver impactful marine interventions through its [Blue Planet Fund \(BPF\)](#). The BPF aims to protect marine ecosystems, tackle climate change and support sustainable coastal livelihoods.

In collaboration with Howell Marine Consulting, we are [leading delivery of the Monitoring, Evaluation and Learning \(MEL\) Facility](#) for the BPF to: strengthen evidence on the portfolio's impact; identify and promote best practices while fostering collaboration and learning across BPF programmes and the broader marine development community; and enhance strategic alignment and inform future marine programming. Additionally, we are supporting learning and

collaboration by convening stakeholders to review progress, share knowledge, and discuss strategies for portfolio adaptation.

We also provide programme-level support to the BPF's [Climate and Ocean Adaptation and Sustainable Transition \(COAST\)](#) and [Ocean Community Empowerment and Nature \(OCEAN\)](#) programmes. This includes: delivering ongoing learning to contribute to improvements in design and delivery; assessing achievements and impact; and providing technical support to delivery partners. We aim to facilitate more effective community-led transformation and enable co-benefits for people, climate and nature.

Ahead of the UN Climate Change Conference, [we assessed a set of global multilateral renewable energy sector initiatives](#) to understand progress to date against commitments made, including: the strength of the evidence available on progress towards the commitments made; and the progress towards commitments achieved to date, based on this evidence. We developed a set of best practice criteria and core recommendations for future progress reporting. These were shared with a select group of experts for verification. [Our report](#) provides a vital tool to gain clarity on where progress is right now.

We also [evaluated the impact of a hydroelectric power investment in the Democratic Republic of the Congo](#). This evaluation was designed to inform the development of British International Investment's (BII) approach to power sector investments.

Lastly, we developed a set of resources to help clients who don't usually work in climate or environmental areas think about how their work affects the environment — and how environmental changes might affect their work. These resources include a tool to help identify links between clients' work and the environment, along with a collection of real examples and practical tools to explore them. They have already helped teams apply environmental thinking to projects in fragile and conflict-affected areas, leading to more comprehensive evaluation approaches and better-informed clients.

Anti-corruption

P10

Businesses should work against all forms of corruption, including extortion and bribery.

Itad is committed to promoting and maintaining the highest level of ethical standards in relation to all of its business activities in line with our values. Our reputation for maintaining lawful business practices is of paramount importance and our Anti Bribery and Extortion Policy is designed to preserve these values. Itad therefore has a zero-tolerance policy towards corruption and bribery and is dedicated to acting fairly and with integrity in all of its business dealings and relationships and implementing and enforcing effective systems to counter bribery.

In the past year we have we have continued to work with governments and philanthropies to support national and global efforts to tackle fraud and corruption.

We are proud to be delivering monitoring, evaluation, research and learning services to [UK Home Office](#) to develop a coordinated and evidence-based approach to tackling Serious Organised Crime. One example of our work in this area includes a widely-read [study on where the UK can be more active in preventing and tackling fraud that emanates from Ghana, India and Nigeria](#).

In 2025, we also supported the [MacArthur Foundation's](#) Big Bet On Nigeria programme as the Evaluation and Learning Partner. The programme aims to assist Nigerian-led efforts to reduce corruption by strengthening accountability, transparency, and participation.



We provide expert monitoring, evaluation, learning and strategy services to help build a more equitable and sustainable world for all.

itad.com

🦋 @ItadLtd

in Itad

✉ mail@itad.com

Itad Ltd

International House
Queens Road
Brighton, BN1 3XE
United Kingdom

Tel: +44 (0)1273 765250

Itad Inc

c/o Open Gov Hub
1100 13th St NW, Suite 800
Washington, DC, 20005
United States

Itad Kenya

1870/610 The Westwood Building
Vale Close
Westlands, Nairobi
Kenya