



# UNGC Communication on Progress 2026

June 2026

# Statement of continued support

I am pleased to reaffirm Itad's ongoing commitment to the United Nations Global Compact and its Ten Principles.

These principles continue to guide our strategy, shape our organisational culture and inform our daily work. We remain actively engaged with the Global Compact, supporting organisations around the world as they solve complex challenges.

At Itad, we provide the evidence, learning and strategy services needed to help organisations to have a meaningful impact towards a more equitable, sustainable and secure world.

In an increasingly fragmented global landscape - where commitments to development and climate action are being scaled back - we are providing our clients with the insights needed to strengthen human rights outcomes, safeguard the environment and combat corruption.

This Communication on Progress outlines the steps we have taken over the past year to further align with and advance the Global Compact principles.

Yours sincerely,

Rob Lloyd  
Managing Partner

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# Human Rights

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

We work with organisations globally to address complex challenges that impact human rights. Through our evidence, learning and strategy services, we help clients understand and respond to the interconnected threats shaping human rights outcomes.

For example, we are supporting the UK Government to develop and implement a [Gender, Equality, Disability and Inclusivity \(GEDSI\) ambition within its Climate Ocean Adaptation and Sustainable Transition \(COAST\) programme](#). This work sets clear goals and approaches to equity and inclusion for marginalised groups, including women. COAST's first [annual learning synthesis](#), produced by Itad, highlights key learnings for delivering GEDSI-responsive and transformative programming – insights that will shape the programme's ongoing and future activities.

Around one in three women will experience physical or sexual violence in their lifetime. During the 16 Days of Activism in December, we shared [reflections from our work](#) to demonstrate why monitoring, evaluation and learning must underpin sustainable efforts to prevent sexual and gender-based violence (SGBV).

Our [systems map of the illicit gold trade](#) illustrates the complex, interconnected risks associated with illicit markets, including widespread human rights abuses. By bringing together research and insight, the map equips governments with a clearer view of these systemic threats and how they might be addressed.

We are also examining how marine programming can deliver stronger socioeconomic benefits for the communities that rely on ocean resources, particularly marginalised groups. Our [rapid review conducted for Norad's Department for Climate, Nature and the Private Sector](#) is helping identify where investments can yield the greatest socioeconomic returns. We recently published a [summary of the review's key lessons](#).

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

- A 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

<b>UNGC Principle 3</b>	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
<b>UNGC Principle P4</b>	Businesses should uphold the elimination of forced or compulsory labour.
<b>UNGC Principle P5</b>	Businesses should uphold the effective abolition of child labour.
<b>UNGC Principle P6</b>	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. 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).

Having achieved net zero in 2021, we are reducing our emissions by at least 5% year-on-year from our 2019/20 levels, in line with the global target of limiting global warming to 1.5 degrees. We work with Earthly and the platform 'climate essentials' to report our emissions, following the standards of the Greenhouse Gas Protocol and ISO 14064-1:2018, reporting on the seven main greenhouse gases (GHGs) that contribute to climate change.

We challenge ourselves to reduce our emissions relative to our size (revenue); this is represented by an increase in revenue per CO<sub>2</sub> tonne year-to-year. In 2019/20 (our baseline year) this was £9,418/t CO<sub>2</sub>e; in 2024/25, this was £33,436/t CO<sub>2</sub>e. This increase in the indicator is positive, as it means revenue is greater for each CO<sub>2</sub> tonne emitted. Although we cannot publicly share the results for 2025/26 yet, as our audited accounts aren't published, the indicative results are over £45,000/t CO<sub>2</sub>e.

We are still learning about the extent to which it is possible to reduce emissions; as we collect data and continue to review our progress, we will be in a position to calculate increasingly accurate targets for subsequent years.

We have made good progress setting up the systems, partnerships and processes to reduce our emissions, including:

- Monitoring how many of the projects in our portfolio 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.

We understand offsetting on its own is not the solution to tackling our environmental impact. However, the global focus of much of Itad's work means it would be impossible to completely remove carbon-intensive activities, such as flying. We have, therefore, focused on finding an offsetting partner that aligns with our values, targets and methods. Our partner, Earthly, supports verified, nature-based projects that remove carbon, restore biodiversity and improve livelihoods

## Supporting our clients to address climate change in their work

In light of major global actors rolling back climate commitments over the past year, we are supporting our clients to maximise the efficiency of their resources and investments to drive impact.

We are partnering with [Norad's Department for Climate, Nature and the Private Sector](#) to develop and implement its portfolios across six areas: oceans, food, renewable energy, tropical forests, climate adaptation and risk mitigation. Our insights are enabling more strategic alignment and more targeted funding to maximise development impact.

We are also providing [monitoring, evaluation and learning services for the UK Government's Department for Environment, Farming and Rural Affairs \(Defra\)](#). Our work aims to improve the effectiveness of Defra's internal programming on climate change, biodiversity, food security, global health and poverty – ultimately supporting progress towards halving global emissions, building resilience and reversing biodiversity loss as outlined in Defra's 2024 strategic framework.

This year, we continued to deliver comprehensive support to the UK Government's marine portfolio, helping secure benefits for people, climate and nature by:

- Strengthening the Blue Planet Fund (BPF)  
Generating evidence of impact, enhancing strategic alignment and improving coordination and knowledge sharing across the [Blue Planet Fund](#) to ensure it delivers sustainable, meaningful outcomes for oceans and coastal communities.
- Providing independent monitoring, evaluation and learning for the [Climate and Ocean Adaptation and Sustainable Transition \(COAST\) programme](#)  
As the largest BPF programme, COAST relies on our evidence and learning to inform effective decision-making, bolster coastal communities' resilience and support sustainable adaptation to climate change.
- Supporting learning and delivery of the [Ocean Community Empowerment and Nature \(OCEAN\) grants programme](#)  
Also part of BPF, OCEAN aims to protect the marine environment and reduce poverty in Asia, Africa, Latin America, the Caribbean and the Pacific. We are working collaboratively to enable real-time learning and adaptive management.

We are also generating evidence on how to scale up global action on plastic pollution through our evaluation of the [Global Plastic Action Partnership \(GPAP\)](#). As another BPF programme, our evaluation of GPAP offers valuable opportunities for shared learning across the Fund.

In partnership with Norad, we conducted a [rapid review of the interactions between Marine Protected Areas and environmental and socioeconomic outcomes](#), particularly in low-income and low- and-middle-income countries. The [findings](#) aim to guide future investment decisions by identifying where support can yield the greatest socio-economic and ecological returns.

Illegal, unreported and unregulated (IUU) fishing poses a serious threat to marine ecosystems and coastal livelihoods. In response, three of the world's major seafood importers have implemented Import Control Rules (ICRs). Supported by the Walton Family Foundation, we [examined the real-world impact of ICRs in Ghana, Indonesia and Peru](#) to understand how they influence IUU fishing. [our findings](#) are intended to improve the strategic value of grant-making and related efforts by the Foundation and its partners.

We have also [generated vital lessons](#) for sustainable fishing and aquaculture development through our end review of [the Fish for Development programme in Ghana](#). Aligned with national priorities, the programme targeted key challenges, such as unsustainable fishing practices, weak monitoring systems and limited fish health management. Our review provides insights to guide future programming and strengthen lesson learning across partners.

Our evaluation of the [Global Centre on Biodiversity for Climate](#) is informing the design and delivery of future UK Official Development Assistance research and innovation programmes. In doing so, we are helping to ensure UK-supported research delivers maximum value for money and real-world benefits for people and nature.

In October, we delivered an independent evaluation of the [Clean Technology Fund's \(CTF\) impact and effectiveness](#), offering lessons to support transformational change in the deployment of clean technologies.

Lastly, we are facilitating evidence-based learning with the Wellcome Trust to strengthen the effectiveness of its [Climate Impact Awards](#). This initiative highlights the links between climate change and both physical and mental health, contributing to a stronger global ecosystem for health and climate research, policy and action.

## 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.


Over the past year, we have continued to work with the UK government to support national and global security efforts through its Integrated Security Fund (ISF). We published [insights from this work](#), highlighting how [value for money \(VfM\) assessments](#) can demonstrate both the impact and strategic value of complex international programming. Alongside this, we released a [practical VfM toolkit developed for the ISF Africa programme](#), designed for use by similar initiatives to track and report their value for money.


In Nigeria, our insights are shaping a new programme aimed at [strengthening anticorruption efforts and improving public service delivery](#). Throughout 2025, we provided strategy, evaluation and learning services to The MacArthur Foundation's Big Bet on Nigeria programme. As part of

this work, we produced 22 impact and learning studies to help enhance the effectiveness of the criminal justice system.



**Solving complex challenges with evidence and learning**

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