

Annex 6

Report on 2015 Performance using the Global Reporting Initiative (GRI) Guidelines

The UNOPS 2014-2017 Strategic Plan commits the organization to implementing sustainability practices throughout its operations. In 2016, UNOPS sustainability results will be aligned to the framework of the Global Reporting Initiative (GRI), an independent international standards organization which is a collaborating centre of the United Nations Environment Programme¹. GRI reporting standards have been developed based on principles set in OECD guidelines for multinational corporations and UN Guiding Principles².

To provide an example of how UNOPS will report against this framework, an alignment of existing 2015 results are detailed below.

5.1 UNOPS Materiality

In 2015, UNOPS conducted a materiality assessment³, which comprised of series of exercises to understand key sustainability aspects for the organization. More than 700 members of UNOPS personnel and three external stakeholders representing donors and suppliers participated to establish an overall picture of sustainability risks, gathering insights into the relative importance of individual sustainability focus areas, and prioritizing topics according to UNOPS activities, objectives and expectations. Through this process 31 material topics were identified to form the foundation of the UNOPS 2016 sustainability report, to be published as a public document in July 2016.

5.2 UNOPS 2015 Annual Report results alignment with GRI Guidelines

The following GRI index aligns UNOPS 2015 performance results with the 31 UNOPS material topics. These are indicative alignments of existing UNOPS information into a GRI framework and are yet to be subject to detailed review. In the UNOPS 2016 Sustainability Report, details of 26 of the 31 topics identified through the materiality process will be reported. This will serve as a baseline for UNOPS future sustainability reporting and management. Details marked as not reported in 2016 are indicators that UNOPS will be developing and measuring in future reporting cycles.

In 2017, the UNOPS Annual Report to the Executive Board will be based on GRI indicators.

¹ <https://www.globalreporting.org/information/about-gri/alliances-and-synergies/Pages/UNEP.aspx>

² Global Reporting Initiative (2013). The GRI G4 Sustainability Reporting Guidelines: Reporting Principles and Standards Disclosures, pp.87-89.

³ Materiality assessment is a process that involves stakeholders in defining sustainability topics that matter most to the organization and its stakeholders. This process offers an opportunity for organizations to apply a sustainability lens to risks, opportunities, emerging trends, and management processes. It produces a list of topics that considered material and most significant (material topics or material aspects) for organizations to measure, report, and manage in business processes. Material topics are those that reflect the organization's significant economic, environmental and social impacts; or that substantively influence the assessments and decisions of stakeholders.

Category	No.	UNOPS GRI Material Topics	GRI Indicator Code	GRI Indicator Description	Sections
Economic	1	Responsible Economic Management	G4-EC1	Direct Economic Value generated and distributed	70, 97, Annex I
			G4-EC3	Coverage of the organization's defined benefit plan obligations	Will be reported in UNOPS 2016 Sustainability Report
			G4-EC4	Financial assistance received from government	Not reported in 2016
			NGO7	Resource Allocation	2,3,4, 82, 87, 88, 89, 90, Annex IV, Annex V
	2	Ethical Fundraising	NGO8	Sources of funding by category and five largest donors and monetary value of their contribution	71-79, Annex II
	3	Indirect Economic Impact	G4-EC7	Development and impact of infrastructure investments and services supported	5, 6, 7, 22, 23, 24, 25, 27, 30, 31, 32, 33, 34, 37, 38, 43, 45, 46, 48, 49, 59, 60, 61,86, Box 1, Box 3, Box 4, Box 7
			G4-EC8	Significant economic impact including extend of impact	7, 11, 15, 19, 21, 22, 23, 24, 25, 27, 31, 32, 33, 34, 38, 43, 49, 56, 57, 58, 59, 60, Box 1, Box 3, Box 4, Box 7
	4	Responsible Procurement	G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Will be reported in UNOPS 2016 Sustainability Report
	Social (Labour Practices and Decent Work)	5	Employment	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region
G4-LA2				Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Will be reported in UNOPS 2016 Sustainability Report
G4-LA3				Return to work and retention rates after parental leave, by gender	Will be reported in UNOPS 2016 Sustainability Report
6		Labour / Management Relations	G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Will be reported in UNOPS 2016 Sustainability Report
7		Health & Safety	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Not reported in 2016
			G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Will be reported in UNOPS 2016 Sustainability Report

	8	Training & Education	G4-LA9	Average hours of training per year per employee by gender, and by employee category	Will be reported in UNOPS 2016 Sustainability Report
			G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	93, 95
			G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Will be reported in UNOPS 2016 Sustainability Report
	9	Diversity & Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Will be reported in UNOPS 2016 Sustainability Report
			G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Will be reported in UNOPS 2016 Sustainability Report
	Social (Human Rights)	10	Human Rights Investment and Assessment	G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained
11		Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	Will be reported in UNOPS 2016 Sustainability Report
12		Freedom of Association and Collective Bargaining	G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Not reported in 2016
13		Child / Forced / Compulsory Labour	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Will be reported in UNOPS 2016 Sustainability Report
			G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	
14		Security practices	G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Not reported in 2016
15	Indigenous Rights	G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Not reported in 2016	
Social (Society)	16	Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessment, and development programs	64
			G4-SO2	Operations with significant actual and potential negative impacts on local communities	Not reported in 2016
			NGO1	Processes for involvement of affected stakeholder groups in the design, implementation of the project	Will be reported in the UNOPS Sustainability Report 2016. Project examples include: 19, 21, 22, 25, 27, 31,

					34, 35, 42, 43, 84, Box1, Box 5, Box 6
	17	Anti-Corruption	G4-SO4	Communication and training on anti-corruption policies and procedures	Will be reported in UNOPS 2016 Sustainability Report
			G4-SO5	Confirmed incidents of corruption and actions taken	Will be reported in UNOPS 2016 Sustainability Report
	18	Exit Strategy and project closure	G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant products and service categories subject to such information requirements	Not reported in 2016
			G4-PR5	Results of surveys measuring customer satisfaction	81
			G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Will be reported in UNOPS 2016 Sustainability Report
			G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	Will be reported in UNOPS 2016 Sustainability Report
Social (Product responsibility)	19	Monitoring, Evaluation and Learning	NGO3	System for program monitoring, evaluation and learning, (including measuring program Effectiveness and impact), resulting changes to programs, and how they are communicated.	4, Annex IV
	20	Gender and Diversity in project design and delivery	NGO 4	Measures to integrate gender and diversity into program design and implementation, and the monitoring, evaluation, and learning cycle	62, Box 3, Box 4
	21	Partner Coordination	NGO6	Processes to take into account and coordinate with the activities of other actors.	80,81
Environmental	22	Environmental impact of materials	G4-EN1	Materials used by weight or volume	Not reported in 2016
			G4-EN2	Percentage of materials used that are recycled input materials	
	23	Energy	G4-EN3	Energy consumption within the organization	Will be reported in UNOPS 2016 Sustainability Report
			G4-EN5	Energy Intensity	
	24	Water	G4-EN8	Total water withdrawal by source	Will be reported in UNOPS 2016 Sustainability Report
	25	Biodiversity	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not reported in 2016
			G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	68
	26	Emission	G4-EN15	Other Indirect Greenhouse gas (GHG) emissions (Scope 1)	Will be reported in UNOPS 2016 Sustainability Report
			G4-EN16	Other In direct Greenhouse gas (GHG) emissions (Scope 2)	
			G4-EN17	Other Indirect Greenhouse gas (GHG) emissions (Scope 3)	
G4-EN18			Greenhouse gas (GHG) emissions intensity		

	27	Effluents and Waste	G4-EN23	Total weight of waste by type and disposal methodology	Will be reported in UNOPS 2016 Sustainability Report
	28	Environmental Impact of Services	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	66, 67,68
G4-EN30			Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Will be reported in UNOPS 2016 Sustainability Report	
Across All Categories	29	Compliance	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Will be reported in UNOPS 2016 Sustainability Report
			G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Will be reported in UNOPS 2016 Sustainability Report
			G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Will be reported in UNOPS 2016 Sustainability Report
	30	Grievance handling	G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Not reported in 2016
			G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	
			G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	
			G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	
	31	Supplier Assessments	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Not reported in 2016
			G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	Not reported in 2016
			G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	Not reported in 2016
			G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Will be reported in UNOPS 2016 Sustainability Report
			G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Not reported in 2016
			G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Will be reported in UNOPS 2016 Sustainability Report
			G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Not reported in 2016