



ENVIRONMENTAL SOCIAL GOVERNANCE

2022 REPORT

LIVING OUR VALUES

**MELLEMFOLKELIGT
SAMVIRKE** **act:onaid**

WHAT IS ESG?

Environmental, Social, Governance (ESG) is a form of internal reporting which seeks to assess how an organization is performing beyond the financial bottom-line. It includes a broad range of qualitative and quantitative assessments to gauge topics like environmental impact, diversity and inclusion, community involvement, or internal statutes.

HOW DOES ESG RELATE TO AADK?

Our fight at ActionAid Denmark—Mellemfolkeligt Samvirke (AADK) is in many ways to promote the tenants of ESG: Combating climate change, fostering equality and diversity, and championing democratic principles. We do this through a diverse set of engagements both in Denmark and around the world, which can be explored in detail on our website ms.dk. However, we also recognize it is important to look in the mirror on occasion and assess whether we are truly living up to the values we promote in our programming and campaigning. ESG is a good tool for making that assessment through structured reporting. This is our first attempt at ESG reporting, and we will continue to develop our approach in the coming years as our data collection improves.

WHAT ARE OUR VALUES?

Our values are in our name. Translated from Danish, Mellemfolkelighed (“between people”) and Samvirke (“co-creation”) are the core threads which tie our work together. We aim to solve problems by living our four values:

- **COURAGE** – We dare to stand for human equality, equal opportunities and equal rights. Even when it is difficult and controversial.
- **SOLIDARITY** – At the heart of all our work are groups that are experiencing marginalized throughout the world. We struggle against poverty, discrimination, exclusion and oppression of all kinds.
- **DIVERSITY**– We see diversity as a source of strength and we want to reflect the societies of which we are a part. Diversity makes us stronger.
- **“DET MELLEMFOLKELIGE SAMVIRKE”** - Because societal problems are best solved when people create communities and act together both globally and locally.

ENVIRONMENT

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RESULTS & TARGETS

Indicator	2022 Result	2023 Target
Business travel <i>kgCO2e of staff air travel</i>	220.694 kgCO2e	198.625 kgCO2e
Volunteer travel <i>kgCO2e of volunteer air travel</i>	1.769.748 kgCO2e	1.592.773 kgCO2e
Café goods & services <i>kgCO2e goods purchased for resale</i>	11.008 kgCO2e	10.898 kgCO2e
Heating & Electricity <i>kgCO2e of building energy use</i>	20.315 kgCO2e	19.909 kgCO2e

PRIORITY: REDUCE AIR TRAVEL

AADKs Climate Policy aims to achieve CO2 neutrality by 2030 in the operation of our buildings in Denmark and as close as possible to CO2 neutrality for our nationally-focused initiatives. For our international efforts, which have historically centered around bringing people together, AADK must critically evaluate how we can reduce our emissions while staying true to our inclusionary and participatory values.

The overall aim of our travel policy is to reduce travelling and thus lower our CO2 emission equivalents by 10% annually. Primarily, this entails both reducing the total number of travels we take as an organization and selecting the lowest CO2 option when it is necessary to travel. We must integrate emissions considerations into our work and planning at every stage. Our reduction efforts apply to both activities for the AADK secretariat and, where applicable, the activities we fund through our programs, including our Global Contact volunteer programs.

SOCIAL

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RESULTS & TARGETS

Indicator	2022 Result	2023 Target
Staff turnover rate <i># of staff leaving / # of staff</i>	18%	10%
Sickness absence percentage <i># of sickness days / # of working days</i>	2,73%	<7,4%
Gender percentage, staff <i># of women / total</i>	65%	50%
Gender percentage, management <i># of women / total</i>	75%	50%
Youth presence, staff <i># of staff under 35 / total</i>	47%	-
New hires with diversity background <i># of hires with diversity background / total</i>	23%	-

PRIORITY: FOSTER DIVERSITY

As a civil society organization, AADK strives to represent the diverse communities that we engage with nationally and globally. We also believe that having a diverse and representative group of employees allows us to better promote the voices and rights of all members of society. In AADK diversity is defined as diversified identity markers such as race, skin colour, national or ethnic origin, religion, age, physical or mental disability, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, social or economic status or any other.

We are already embracing a large group of different staff and volunteers in our FTE of 112, including flex and mentor agreements that allow people with mental or physical disabilities to enter the job market. At the same time, we need to improve our ability to attract, recruit and retain more men and people of ethnic background. This coincides with developing better methods for collecting diversity information in an annual Staff Status report, while still ensuring confidentiality and respect for our staff. More information about our diversity policies can be found on our [website](#) under organizational documents.

GOVERNANCE

MELLEMFOLKELIGT
SAMVIRKE **actionaid**

RESULTS & TARGETS

Indicator	2022 Result	2023 Target
Council election participation <i>Members voting in election / total members</i>	3,58%	4%
General Secretary pay ratio <i>GS hourly rate / median hourly rate</i>	1,67 : 1	-
Gender percentage, board <i># of women / total</i>	55%	67% maximum
Gender percentage, council <i># of women / total</i>	51%	60% maximum
Youth presence, board <i># of board under 35 / total</i>	25%	-
Youth presence, council <i># of board under 35 / total</i>	35%	-

PRIORITY: REPRE- SENTATION

AADK's governance is born from its members. Our member annually elect a Council through an open candidate process. The Council is the highest authority of AADK and should reflect AADK's diverse membership base, which includes all genders, all ages, people with different ethnic backgrounds, and people living in all parts of Denmark. This extends as well to the Board — annually elected by the Council — which is comprised of 9 individual members, 2 collective members, and 1 paid employee of AADK. Our statutes ensure that a gender balance is held in both the Council and Board, though there is work to be done in further diversifying the makeup of these bodies.

AADK should lead by example in terms of inclusion of youth and minority groups in the governance system. In our programmatic work and work with volunteers and activists, there is great potential to recruit more young people and more ethnic minorities to become part of the Council and the Board. We also want to become better at evaluating the quality of our volunteer engagement, specifically looking at volunteer satisfaction in future ESG reporting.

INDICATORS

**MELLEMFOLKELIGT
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ENVIRON- MENT

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SOCIAL

Staff turnover rate, # of staff leaving / # of staff	18%	10%
Sickness absence percentage, # of sick days / # of work days	2,73%	<7,4%
Gender percentage, staff, # female / total	65%	50%
Gender percentage, management, # female / total	75%	50%
Youth presence, staff, # under 35 / total	47%	-
New hires with diversity background, # diverse hires / total	23%	-

GOVERN- ANCE

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