



ENVIRONMENTAL

SOCIAL

GOVERNANCE

2023 REPORT

**MELLEMFOLKELIGT
SAMVIRKE** 

WHAT IS ESG?

Environmental, Social, Governance (ESG) is an 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 second 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 marginalization 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

RESULTS & TARGETS

Indicator	2023 Result	2022 Result	Difference
Business travel <i>kgCO2e of staff air travel</i>	252.103 kgCO2e	220.694 kgCO2e	12% kgCO2e
Volunteer travel <i>kgCO2e of volunteer air travel</i>	770.667 kgCO2e	1.769.748 kgCO2e	-56,5%
Café goods & services (Cph.) <i>kgCO2e goods purchased for resale</i>	10.287 kgCO2e	11.008 kgCO2e	-6,5% kgCO2e
Café goods & services (Aarhus) <i>kgCO2e goods purchased for resale</i>	8.446 kgCO2e	-	-
Heating & Electricity (Cph.) <i>kgCO2e of building energy use</i>	52.257 kgCO2e	20.315 kgCO2e	157% kgCO2e
Heating & Electricity (Aarhus) <i>kgCO2e of building energy use</i>	6.783 kgCO2e	-	-

NOTES ON THE DEVE- LOPMENT

It should be noted that utilizing the GHG Protocol methodology would be more accurate, categorizing emissions as follows: *Scope 1*) We have no scope 1 emissions, *Scope 2*) Electricity and heat, *Scope 3*) Business travels, Volunteer travels, Sold goods and services. However, this categorization would make little sense as we are a relatively small organization with few emission categories.

In 2023, we incorporated our café in Aarhus into our financial records, resulting in a noticeable increase in recorded CO2 emissions. Additionally, we transitioned electricity supplier in Copenhagen which may have led to increased emission. We have included our different tenants and the café Villette in our CO2-accounts although their emissions should not technically be accounted for under our scope, resulting in the increase. This year, we have experienced a decrease in the number of volunteer travels sold. This decline was not a deliberate strategy, but rather a reflection of the challenges we faced throughout the year. We did not meet our aim of reducing business travel and lower CO2-emission by 10% annually. One reason is that 2022 was still partly suffering from Corona and in 2023, many monitoring visits was fielded in order to catch up with the lack of activity from the Corona years.

SOCIAL

RESULTS & TARGETS

Indicator	2023 Result	2022 Result	Difference
Staff turnover rate <i># of staff leaving / # of staff</i>	17,4%	18%	-1%
Sickness absence percentage <i># of sickness days / # of working days</i>	2,3%	2,7%	-0,4%
Gender percentage, staff <i># of women / total</i>	66%	65%	1%
Gender percentage, management <i># of women / total</i>	50%	75%	-25%
Youth presence, staff <i># of staff under 35 / total</i>	45%	47%	-2%
Volunteers and interns <i># of volunteers and interns</i>	57	-	-

NOTES ON THE DEVELOPMENT

Our staff turnover is in 2023 at more or less the same level as in 2022, i.e. 17-18%. The relatively high turnover in AADK is normal for the NGO sector and can be explained by the fact that many employments in NGOs are depending on external funding. Our target for MS is set at 15% staff turnover which we will measure ourselves against in the years to come.

We seek to create a diverse working place as much as possible both in terms of gender, age, race, skin color, national or ethnic origin, religion, physical or mental disability. In the ESG report, we focus only gender and age, but we do also measure on diversity in a broader sense in our annual staff status. E.g. this status shows that in 2023 36% of all new hires fell within the definition of diversity. In the 2022, the percentage was 23%.

GOVERNANCE

RESULTS & TARGETS

Indicator	2023 Result	2022 Result	Difference
Council election participation <i>Members voting in election / total members</i>	4,9%	3,6%	1,3%
General Secretary pay ratio <i>GS hourly rate / median hourly rate</i>	1,8 : 1	1,7 : 1	-
Gender percentage, board <i># of women / total</i>	58%	55%	3%
Gender percentage, council <i># of women / total</i>	48%	51%	-3%
Youth presence, board <i># of board under 35 / total</i>	50%	25%	25%

NOTES ON THE DEVE- LOPMENT

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.

In 2023, we had the highest number of candidates in a Council election in 12 years with 78 individuals running for 60 seats. Among the elected Council members were activists and volunteers. Moreover, we had the highest Council election voting percentage in 10 years. While there is close to full gender parity in the Council, there is a slight overweight of women on the Board. If substitutes are included there would however be complete gender parity on the Board. In 2023, we had the most diverse Board in AADK history measured in terms of age, gender and ethnicity. 5 of the 14 members have other ethnic origin than Danish and the age spans from 18 to 82 years old.

INDICATORS

ENVIROMENT

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SOCIAL

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GOVERNANCE

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