

# GLOBAL REPORTING INITIATIVE – COMPLIANCE



This Annual Report has also been produced with reference to the Global Reporting Initiative's (GRI) G3 Reporting Guidelines. More specifically, we have used the GRI NGO Sector Supplement (which seeks to take account of the circumstances of non-governmental organisations such as Amnesty International UK).

Our compliance with the disclosures required by the G3 Reporting Guidelines is made transparent in the GRI content index that follows.

The GRI Content Index is the basis for determining whether or not an organisation has reported

on the required standard disclosures (Profile disclosures, Management Approach and Performance Indicators) for a particular Application Level.

The purpose of setting out a Content Index is to inform stakeholders and other report readers of what has been reported and to what extent. At the same time, the GRI Content Index functions as the navigation tool for the report reader to find the relevant information within the reporting pertaining to the referenced standard disclosures.

For more information about the GRI please visit [www.globalreporting.org](http://www.globalreporting.org).

## STANDARD DISCLOSURES PART I: PROFILE DISCLOSURES

### 1. STRATEGY AND ANALYSIS

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
1.1	Statement from the most senior decision-maker of the organisation.	Fully	Refer pg 2 - Letter from the UK Chair
1.2	Description of key impacts, risks, and opportunities.	Fully	Overview of impacts in Our priorities on pg 6-7 and Campaign highlights pg 24-25 Risk and opportunities also addressed in Risk Management section pg 58

### 2. ORGANISATIONAL PROFILE

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2.1	Name of the organisation.	Fully	Throughout report from page 1
2.2COMM	Primary brands, products, and/or services.	Fully	Page 4 and 5 - "Who we are"
2.3COMM	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	(a) Organisaitonal structure outlined on page 1 (b) page 45 outlines three operating divisons- and staff numbers in each division; Senior managers of each division outlined on page 42. AIUK does not have equity-based joint ventures. Contact details on outside cover
2.4	Location of organisation's headquarters.	Fully	UK Operations only - although clear references made to global movement e.g. pg 40 and 41. Individuals at risk on on pages 28 and 29
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	
2.6COMM	Nature of ownership and legal form.	Fully	Page 1 "About this report"
2.7COMM	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Our operating environment (general) page 4. Our speciifc types of campaign activity - campaigns section pages 10-31
2.8COMM	Scale of the reporting organisation.	Fully	Number of members/Number of Supporters - see pg 42. Staff numbers pg 45, Total income and assets pg 61-62; Scope and scale of activities pg 55-56
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	No material changes noted other than an increase in staff size from April 2009 to December 2010 on page 45
2.10	Awards received in the reporting period.	Fully	Two Awards specifically reported - Marketing Award (page 17-18) and HR/Recruitment award (page 46)

### 3. REPORT PARAMETERS

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	"About this report" page <pg1>
3.2	Date of most recent previous report (if any).	Fully	"About this report" page <pg1 >
3.3	Reporting cycle (annual, biennial, etc.)	Fully	"About this report" page <page1>

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
3.4	Contact point for questions regarding the report or its contents.	Fully	More About this report pg 65
3.5	Process for defining report content.	Fully	Report has been defined to meet stakeholders needs - including members, activists, local groups, donors, schools, coalition campaign and partner organisations, general public. Definition of reporting content made by an Editorial Board that met regularly - discussion based process taking into account stakeholder interests.
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	More About this report pg 65
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Set in pg 1 relates to the operations of the legal entities as defined as AIUK on page 1
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	Fully	No material or significant outsourced operations, leasing or joint ventures
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	Non-financial data used in the report is measured according to AIUK internal management systems where survey data is reported (e.g staff surveys pg 44-45 this data is collated and measured using external independent methodologies). Estimations such as the value of volunteering (page 48) include core assumptions used in the calculation - but apply internal mid-point estimates of weekly hours drawn on survey information. Financial data presented in the report draws from (a) AIUK management accounts and (b) Board approved Combined Accounts.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	No re-statements issued
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	"More About this report" page 1 notes change in reporting year
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	Included in Online-Report (Annex) referred on page 65
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	More About this report pg 65
<b>4. GOVERNANCE, COMMITMENTS, AND ENGAGEMENT</b>			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Fully	Governance and structure page 40-42
4.2COMM	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Not an executive officer
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	All our Board members are non-executive - pg 41. Governance and structure page 40-42
4.4COMM	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	AGM (for members) page referred on pg 41 Internal stakeholders Staff and
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).	Fully	volunteer surveys pg 47, Feedback mechanism report pg 51
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Report Notes (page 41) that no compensation is paid to members of the Board
4.7COMM	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	Fully	Page 41 Board policies and AGM
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	Board Members are elected by ballot based on individual members assessment.
			Mission, Values outlined Who we are page 4 links to Environmental Impact pg<52> Human Rights work <pg10>

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
4.9COMM	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	Risk Management page 58
4.10COMM	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	Board operates a self-review and assessment - but does not explicitly address economic and environmental performance
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Fully	Precautionary principle not explicitly addressed. AIUK operations are routinely risk-assessed but the precautionary principle is not systematically applied. AIUK risk management approaches currently under review during 2011.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Fully	In addition to our values on page 4 - INGO Charter, page 65
4.13COMM	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	Participation in One Amnesty/Global co ordination (pg 9) Fundraising standards - Regulatory body pg 36. Membership in Campaign Coalition e.g. IANSA (pg 22)
4.14COMM	List of stakeholder groups engaged by the organisation.	Fully	Reflected in feedback Mechanism page 50 and also demonstrated in Individuals at Risk pg 26 (Active participation)
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Identification and selection of stakeholders for engagement is based on our campaign areas. We work to engage rightsholders in each campaign area (e.g page 26). In most cases the stakeholders are determined by our research work, other stakeholders include partner organisations that are selected on the basis of a commitment to work towards shared campaign goals (e.g. IANSA pg 22). The process of identification and selection is currently conducted on an ad hoc basis and is not codified in a single operational policy.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	Formal approaches include staff and volunteer surveys (pg 46-49) and Feedback mechanism (pg 51) and IAR (pg 26). Engagement with our members occurs on an on-going basis but always annually through an AGM (pg 41). The frequency and type of engagement with each stakeholder group is variable depending on the issues but occurs through consultation and discussion groups, surveys, meetings, online contact - although the frequency by group is not currently available for reporting purposes.
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Fully	Process outlined in feedback mechanism page 51. Responses of staff surveys included explicitly (through publication of the resulting action plan) see page 47-48

## STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAS)

G3 DMA	Description	Reported	Cross-reference/Direct answer	Further comments
<b>DMA PE</b>	<b>Disclosure on Management Approach PE</b>			
Aspects	Affected stakeholder involvement	Partially	See Feedback mechanism page 51 and Individuals at Risk pg 26	
	Feedback, complaints, and action	Fully	Feedback Mechanism page 51	
	Monitoring, evaluating, and learning	Partially	Our priorities pg 8-9 and specific commentaries on major projects throughout report e.g implementation of Mascot pages 49-50	
	Gender and diversity	Fully	Our People page<44>	
	Public awareness and advocacy	Fully	Our approach to Campaigning <page10-11>	
	Coordination	Fully	Our approach to Campaigning <page10-11>	
<b>DMA EC</b>	<b>Disclosure on Management Approach EC</b>			
Aspects	Economic performance	Fully	Financial Commentary and Accounts <59-63 > Fundraising for human rights	

<b>G3 DMA</b>	<b>Description</b>	<b>Reported</b>	<b>Cross-reference/Direct answer</b>	<b>Further comments</b>
	Market presence, including impact on local economies	Fully	Fundraising for human rights <Overview on 34-35>	Confined to UK activities.
	Indirect economic impacts	Not	Not in a position to measure or report	
	Resource allocation	Fully	Resource allocation section page 55-59	
	Socially-responsible investment	Fully	Financial commentary page 59 Corporate relations Policy page 39	AIUK does not hold an investment portfolio other than short term deposits
<b>DMA EN</b>	Ethical fundraising	Fully	See Corporate relations Policy page 39	
<b>Aspects</b>	<b>Disclosure on Management Approach EN</b>			
	Materials	Fully	Environmental Impact pg 52-53	
	Energy	Fully	Environmental Impact pg 52-53	
	Water	Fully	Environmental Impact pg 52-53	
	Biodiversity	Not	Not material/applicable	
	Emissions, effluents and waste	Partially	Environmental Impact pg 52-53	
	Products and services	Fully	Not material other than in the impact of using campaign materials and resources	
	Compliance	Not	Not recorded	
	Transport	Partially	Currently limited to estimates of staff commuting, reporting on business travel impacts to be implemented in 2011	
	Overall	Not	Not recorded - further implementation of recording systems required.	
<b>DMA LA</b>	<b>Disclosure on Management Approach LACOMM</b>			
<b>Aspects</b>	Employment	Fully	Our People page 44-48	
	Labor/management relations	Fully	See partnership working on page 46	
	Occupational health and safety	Fully	Core training on page 44, see also Wellbeing on page 46	
	Training and education	Fully	Our People page 44-48	
	Diversity and equal opportunity	Fully	Our People page 44-48	
<b>DMA HR</b>	<b>Disclosure on Management Approach HR</b>			
<b>Aspects</b>	Investment and procurement practices	Fully	Corporate Relationships Policy page 39	
	Non-discrimination	Fully	Equality, diversity and dignity page 44-45	
	Freedom of association and collective bargaining	Fully	Partnership working arrangement outlined on page 46	
	Child labor	Not	Not material/applicable in our internal operations	
	Forced and compulsory labor	Not	Not material/applicable in our internal operations	
	Security practices	Not	Not material/applicable	
	Indigenous rights	Not	Not material/applicable	
<b>DMA SO</b>	<b>Disclosure on Management Approach SO</b>			
<b>Aspects</b>	Community	Fully	Our Campaigns approach, specific campaign commentary (pg 10-31) and Human rights education work with schools (pg 30)	
	Corruption	Not		
	Public policy	Fully	Our Campaigns approach, specific campaign commentary (pg 10-31) and Human rights education work with schools (pg 30)	
	Anti-competitive behavior	Not	Not applicable/material	
	Compliance	Not	Not applicable/material	
<b>DMA PR</b>	<b>Disclosure on Management Approach PR</b>			
<b>Aspects</b>	Customer health and safety	Not	Not applicable/material	
	Product and service labelling	Not	Not applicable/material	
	Marketing communicationsCOMM	Fully	Fundraising for Human Rights pages 34-39	
	Customer privacyCOMM	Not	Not applicable/material	
	Compliance	Not	Not applicable/material	

## STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAS)

### ECONOMIC

G3 DMA	Description	Reported	Cross-reference/Direct answer
<b>Program Effectiveness</b>			
<i>Affected stakeholder engagement</i>			
NG01	Processes for involvement of affected stakeholder groups in the design, implementation, monitoring and evaluation of policies and programs.	Fully	Application of feedback mechanism (page 51) Active Participation in Individuals at risk (page 26) Engagemnt with out activists and groups - scale indicated on pages 42-43
<i>Feedback, complaints and action</i>			
NG02	Mechanisms for feedback and complaints in relation to programs and policies and for determining actions to take in response to breaches of policy.	Fully	Feedback Mechanism Page 51
<i>Monitoring, evaluating and learning</i>			
NG03	System for program monitoring, evaluation and learning, (including measuring program effectiveness and impact), resulting changes to programs, and how they are communicated.	Partially	Outline of Our Human Rights Work - approach pages 10-11
<i>Gender and diversity</i>			
NG04	Measures to integrate gender and diversity into program design, implementation, and the monitoring, evaluation, and learning cycle.	Fully Fully	Our People page 44 Human Resource policies - specifically the Equality and Diversity Working Groups (includes membership of the UK Director)
<i>Public awareness and advocacy</i>			
NG05	Processes to formulate, communicate, implement, and change advocacy positions and public awareness campaigns.	Fully	Our Human Rights Work page 44 , Activism network and participation pages 42-43
<i>Coordination</i>			
NG06	Processes to take into account and coordinate with the activities of other actors.	Fully	Individual campaign summaries reference joint action/involvement with partners - e.g. Arms control (page 10) and Burma (page 12-13)
<b>Economic performance</b>			
<i>Resource allocation</i>			
NG07	Resource allocation.	Fully	Resource allocation pages 55-57
<i>Ethical fundraising</i>			
NG08	Sources of funding by category and five largest donors and monetary value of their contributions.	Fully	Corporate Relations Policy Page<39>, Fundraising for Human Rights breakdown of funding sources<34-39>
EC1COMM	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	Financial commentray and Financial Accounts pages 59-63
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Partially	Financial commentary page 59 Risk Management page 58 - not specifically related to climate change
EC3	Coverage of the organisation's defined benefit plan obligations.	Not	Not material
EC4	Significant financial assistance received from government.	Not	Not applicable - no significant financial assistance obtained from government
<i>Market presence, including impact on local economies</i>			
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Partially	In 2010 we committed to pay London Living Wage - not the minimum wage. See page 46
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	With the exception of funding 29% to support the international movement (outlined on page 40). All remaining expenditure 71% occurs in the UK economy - area of operation.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Partially	Recruitment policies and processes outlined on page 45-46 including pay scales

Performance Indicator	Description	Reported	Cross-reference/Direct answer
<i>Indirect economic impacts</i>			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Not	Not applicable
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Partially	Indirect and direct economic impacts are taken into account and central to our work work on economic, social and cultural rights (Demand dignity see pages 16-20). Our capacity to measure and quantify is however limited.
<b>ENVIRONMENTAL</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Materials</b>			
EN1	Materials used by weight or volume.	Fully	Environmental Impact pg 52-53
EN2	Percentage of materials used that are recycled input materials.	Fully	Environmental Impact pg 52-53
<b>Energy</b>			
EN3	Direct energy consumption by primary energy source.	Fully	Environmental Impact pg 52-53
EN4	Indirect energy consumption by primary source.	Fully	Environmental Impact pg 52-53
EN5	Energy saved due to conservation and efficiency improvements.	Not	Not able to be reliably calculated at this stage
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Partially	Initiatives described - applicable energy reductions not reported while we work to refine our measurement and recording systems
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Not	Not able to be reliably calculated at this stage
<b>Water</b>			
EN8	Total water withdrawal by source.	Fully	Environmental Impact <page 52-53> Reported in cubic metres
EN9	Water sources significantly affected by withdrawal of water.	Not	
EN10	Percentage and total volume of water recycled and reused.	Not	
<b>Biodiversity</b>			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not	Not relevant to AIUK operations
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not	Not material/applicable
EN13	Habitats protected or restored.	Not	Not material/applicable
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not	Not material/applicable
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not	Not material/applicable
<b>Emissions, effluents and waste</b>			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Environmental Impact pg 52-53
EN17	Other relevant indirect greenhouse gas emissions by weight.	Not	Environmental Impact pg 52-53
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Not	
EN19	Emissions of ozone-depleting substances by weight.	Not	
EN20	NOx, SOx, and other significant air emissions by type and weight.	Not	
EN21	Total water discharge by quality and destination.	Fully	Environmental Impact pg 52-53
EN22	Total weight of waste by type and disposal method.	Fully	Environmental Impact pg 52-53
EN23	Total number and volume of significant spills.	Not	Not applicabe
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not	Not applicable
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	Not	Not applicable
<b>Products and services</b>			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Not	Not applicable
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not	Not applicable

Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Compliance</b>			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Not	Not applicable
<b>Transport</b>			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Partially	Estimate of staff commuting impact provided on page 53. Report notes intention to develop recording and reporting of business travel during 2011.
<b>Overall</b>			
EN30	Total environmental protection expenditures and investments by type.	Not	Not applicable
<b>SOCIAL: LABOR PRACTICES AND DECENT WORK</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Employment</b>			
LA1COMM	Total workforce by employment type, employment contract, and region.	Fully	Our People, Polices and Practices pg 45
LA2	Total number and rate of employee turnover by age group, gender, and region.	Partially	Age profile, gender, location and turnover all reported on page 44 and 45, but turnover is not broken down by these dimensions
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Not	Not material
<b>Labor/management relations</b>			
NG09	Mechanisms for workforce feedback and complaints, and their resolution.	Fully	Staff and Volunteer Feedback surveys - Our People pages 44-48 includes outline of the key issues emerging and action plan that resulted in 2010
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Our People <page 46> 100% coverage under collectively determined terms and conditions
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Not	
<b>Occupational health and safety</b>			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Not	Not material
LA7COMM	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Fully	Our people staff illness and wellbeing reported page 46 - total lost days due to sickness, avergae per FTE and lost days due to reportable injuries. No work related fatalities.
LA8COMM	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Partially	Our People - Extent of staff taining and scope disclosed page (44) - also training of community in Human Rights Education (pg 30) but no specific emphasais on serious diseases in key risk areas
LA9	Health and safety topics covered in formal agreements with trade unions.	Not	Not material
<b>Training and education</b>			
LA10COMM	Average hours of training per year per employee by employee category.	Partially	Our People, Polices and Practices pg 44. Not currently reported by employee category
LA11COMM	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Not	
LA12	Percentage of employees receiving regular performance and career development reviews.	Fully	Personal Development reviews (PDRs) completed for 60% of staff in 2010 as reported on page 48 - with intention to increase this in 2011
<b>Diversity and equal opportunity</b>			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	Employee diversity, age groups, ethnicity addressed on pages 44-45. Including diversity, age and gender of the Board of Directors on pg 41
LA14	Ratio of basic salary of men to women by employee category.	Not	
<b>SOCIAL: HUMAN RIGHTS</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Diversity and equal opportunity</b>			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Fully	AIUK does not manage an investment portfolio - but conducts screeneing of Corporate entties for partneships. Gifts and procurement. Outlined in Corporate relations policy highlighted on page 39

Performance Indicator	Description	Reported	Cross-reference/Direct answer
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Not	Not yet recorded for reporting purposes
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Partially	All new staff receive full and extensive training programme including human rights issues. See pages 45-46
<b>Non-discrimination</b>			
HR4	Total number of incidents of discrimination and actions taken.	Fully	Bullying identified as an issue in staff survey - actions taken outlined in page 47. Equality and Diversity approach/policy outlined on page 44
<b>Freedom of association and collective bargaining</b>			
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Not	Not applicable to AIUK internal operations.
<b>Child labor</b>			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Not	Not applicable
<b>Forced and compulsory labor</b>			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Not	Not applicable
<b>Security practices</b>			
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Not	Not applicable
<b>Indigenous rights</b>			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Partially	Not applicable to AIUK internal operations - but relevant to our campaign work
<b>SOCIAL: SOCIETY</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Community</b>			
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Fully	Our approach to campaigning - and issues specific to each individual campaign - see page 10-30 where impacts for specific communities are highlighted across our work (e.g impact of Burma radios campaign in Burma on page 12-14).
<b>Corruption</b>			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Not	
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	Not	
SO4COMM	Actions taken in response to incidents of corruption.	Not	
<b>Public policy</b>			
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	Our Human Rights Work - and in particular our lobbying work in the build up to the 2010 election campaign reported on page 8 and highlighted on pg 24.
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not	Not applicable. AIUK does not make contributions to political institutions
<b>Anti-competitive behavior</b>			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Not	
<b>Compliance</b>			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Not	
<b>SOCIAL: PRODUCT RESPONSIBILITY</b>			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
<b>Customer health and safety</b>			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Not	Not applicable

Performance Indicator	Description	Reported	Cross-reference/Direct answer
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Not	Not applicable
<b>Product and service labelling</b>			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Not	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not	
<b>Marketing communications</b>			
PR6COMM	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.	Fully	Fundraising for Human Rights <page 36> Membership and application of Code of the Public Fundraising Regulatory Association
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Not	
<b>Customer privacy</b>			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not	Not currently recorded
<b>Compliance</b>			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not	Not material or relevant to AIUK operations