

ORG – 057 v.1

Business Operations

Sustainability Policy

Global

Policy Owner: Chief Operating Officer

1. PURPOSE

- 1.1** The Fred Hollows Foundation (The Foundation) is committed to promoting sustainability across economic, social and environmental subjects. Sustainable development is about integrating the goals of a high quality life, health and prosperity with social justice and maintaining the earth's capacity to support life in all its diversity. These social, economic and environmental goals are interdependent and mutually reinforcing.
- 1.2** This Global Sustainability Policy aligns The Foundation's internal processes and business operations with Social Responsibility ISO 26000:2010 sustainability subjects, principles and objectives, and the 2030 Agenda for Sustainable Development to achieve our vision of a world in which no person is needlessly blind or vision impaired, and no one is left behind. The Policy outlines overarching principles and approaches to embed The Foundation's commitment to reducing potential negative impacts and maximizing positive impacts across environmental and social themes through our programs and operations.

2. DEFINITIONS

Accountability means the state of being answerable for decisions and activities to the organizations governing bodies, legal authorities and more broadly, its stakeholders.

Due Diligence means a comprehensive, proactive process to identify the actual and potential negative social, environmental and economic impacts of an organisation's decisions and activities over the entire life cycle of a project or organisational activity, with the aim of avoiding and mitigating negative impacts and maximizing positive opportunities.

Personnel means a person who carries out work in any capacity for The Foundation, which includes paid employees, contractors, sub-contractors, consultants, work experience students or volunteers.

The 2030 Agenda for Sustainable Development means the universal commitment to end poverty, protect the environment and ensure prosperity for all. Adopted at the United Nations Sustainable Development Summit on 25 September 2015, the Agenda is framed by 17 global goals (SDGs), which encompass 169 targets and 232 individual indicators to guide action and monitor progress. The SDGs are the successor to the Millennium Development Goals, applying to all countries, and will be pivotal in informing international aid and development agendas over the coming decade.

SDGs mean the Sustainable Development Goals set out in the Sustainable Development Goals 2030 Agenda.

Universal Health Coverage means that all people and communities can use the promotive, preventive, curative, rehabilitative and palliative health services they need, of sufficient quality to be effective, while also ensuring that the use of these services does not expose the user to financial hardship.¹

3. BACKGROUND

- 3.1 The Foundation is committed to supporting the 2030 Agenda for Sustainable Development (2030 Agenda) and understands that our work impacts, and is impacted by, the social, economic and environmental challenges that the SDGs seek to address, and is committed to making meaningful contributions towards achieving the Goals and leaving no one behind.
- 3.2 Our work will contribute most significantly to improving health and wellbeing (**SD3**) and furthering progress toward Universal Health Coverage (**UHC**) goals so that people can access the services they need without facing financial hardship.
- 3.3 The work of The Foundation also contributes to progress towards reducing inequity (**SDG 10**), ending poverty (**SDG 1**), promoting sustainable consumption (**SDG 12**) and action on climate change (**SDG 13**), and fostering the global partnership for sustainable development (**SDG 17**) through our advocacy, research and innovation, and leadership in eye health.

4. GUIDING PRINCIPLES

- 4.1 The Social Responsibility ISO 26000:2010 seven core subjects provide the guiding principles underpinning this Policy:
 - 4.1.1 **Organisational Governance** - The Foundation will provide an enabling organisational governance framework to increase and enhance the positive impact of our decision-making and outcomes across environmental, social and economic aspects.
 - 4.1.2 **Human Rights** - The Foundation will uphold internationally proclaimed human rights conventions.
 - 4.1.3 **Labour Practices** - The Foundation will maintain or exceed the minimum standards set by the International Labour Organization (ILO) in the locations The Foundation works in.
 - 4.1.4 **The Environment** - The Foundation will seek to prevent pollution, responsibly use finite resources, integrate and advocate relevant climate change mitigation and adaptation approaches in health systems, partner facilities and our own operations. As effective environmental stewards, we will protect the environment, biodiversity and natural habitats.
 - 4.1.5 **Fair Operating Practices** - The Foundation will conduct our dealings with other agencies, organisations, governments, partners, and suppliers in an ethical, responsible, accountable, transparent and positive way.
 - 4.1.6 **Consumer Issues** - The Foundation will adopt the responsible practices of the International Covenant on Economic, Social and Cultural Rights and the United Nations (UN) Guidelines for Consumer Protection.
 - 4.1.7 **Community Involvement & Development** - The Foundation will continue to proactively seek community involvement to sustain, enhance and strengthen community development in the locations we and our partners work in.

¹ World Health Organization: https://www.who.int/healthsystems/universal_health_coverage/en/

5. COMMITMENTS UNDER THIS POLICY

5.1 The Foundation is committed to removing economic, social, cultural and geographic barriers to accessing eye health services and minimizing the consequences of poor vision on people's lives. Ways in which we will achieve these outcomes include:

- 5.1.1 Respecting and safeguarding global human rights, including the rights of children (**SDGs all**).
- 5.1.2 Working with governments, partners and communities to achieve rights to good health and well-being, and increased Universal Health Coverage (**SDG3**).
- 5.1.3 Promoting targets and goals to reduce poverty and inequality, increasing health education opportunities for all (**SDG 1, 4 and 10**).
- 5.1.4 Promoting gender equity in eye health services across our partner network and through our global supply chain (**SDG 5**).
- 5.1.5 Promoting and prioritizing smart product design, reducing unnecessary waste, resource usage and consumption, and achieving circular economy outcomes (**SDG 12**).
- 5.1.6 Demonstrating environmental stewardship, measuring organizational emissions to create an effective carbon management strategy and targets and promoting climate change mitigation, adaptation and resilience through our network and value chain (**SDG 13**).
- 5.1.7 Promotion of safe communities with just, effective and accountable governance institutions (**SDG16**).
- 5.1.8 Working inclusively, accountably, transparently and ethically in partnership with government, non-government, private and community stakeholders (**SDG17**).

6. RESPONSIBILITIES & ACCOUNTABILITIES

6.1 Chief Executive Officer

- 6.1.1 The CEO is responsible for ensuring this Policy is upheld and will inform the Board of The Foundation of any concerns relating to sustainability that may present risk to The Foundation, its Personnel, beneficiaries, partners, reputation, operations or other activities.
- 6.1.2 The CEO will ensure progress in relation to sustainability across The Foundation is included in standard reporting to The Board.
- 6.1.3 The CEO will hold relevant Divisional Directors accountable to this Policy.

6.2 Divisional Directors

- 6.2.1 The Chief Operating Officer will promote the existence of this Policy to all Personnel.
- 6.2.2 Divisional Directors will ensure Foundation and Divisional procedures, practices, plans and operations align with this Policy and that all relevant Personnel are aware of, and understand, this Policy and their responsibilities under it.

6.3 Policy Owner

- 6.3.1 The Policy Owner is responsible to ensure the Policy complies with The Foundation's obligations and contemporary practice and will update this Policy as required.
- 6.3.2 The Policy Owner will be responsible for addressing any issues arising in relation to this Policy and will be or arrange a point of contact for all Personnel for any issue of contention.

6.3.3 The Policy Owner will assist the CEO prepare the reporting set out in 6.1.2.

6.3.4 The Policy Owner will inform the CEO of any key risk to The Foundation regarding sustainability and will record risks and incidents on the organisational risk register.

6.4 Managers (Country and People Managers)

6.4.1 Managers will demonstrate a commitment to sustainability and model sustainable practices.

6.4.2 Managers are to communicate this Policy and all related procedures to Personnel.

6.4.3 Managers will engage with their teams in an open, honest and meaningful way to ensure they understand what is expected of them.

6.4.4 Managers will constructively participate in the resolution of sustainability issues of concern.

6.5 All Personnel

6.5.1 All personnel will adhere to the principles and commitments under this Policy and any related procedures and will take all reasonable care to ensure that their actions or omissions are not in breach of this Policy nor directly or indirectly encourage others to breach this Policy.

6.5.2 All personnel are responsible for identifying and responding to any sustainability based risk or concerns arising within The Foundation's business activities. Any matters of contention must be reported to the Divisional Director.

6.6 All associated stakeholders

All associated stakeholders operating with or on behalf of The Foundation are responsible to understand and abide by the principles and relevant commitments under this Policy and to advise the primary contact point within The Foundation of any issues that may arise.

7. MONITORING

7.1.1 A report on the implementation of this Policy will be submitted to the Board no less than every two years across The Foundation's business activities, including the countries in which we work. The Policy Owner is responsible for compiling this report and submission to the CEO.

7.1.2 This Policy will be reviewed every three years and the Policy Owner is responsible to undertake this review.

7.1.3 The Business Operations Division has oversight for all Governance and Operational Policy and will ensure the Policy is listed on the Policy Register and provide support to Policy Owner to ensure monitoring and reporting obligations are met.

CONTROL OF DOCUMENTATION

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