



CTG

Committed to Good



SCALING OUR
COMMITMENT
TO GOOD:

SUSTAINABILITY REPORT 2019
EXECUTIVE SUMMARY

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This is the Executive Summary of CTG's full 2019 Sustainability Report. To read the full report press [here](#).

Image on front cover: Attendee of the 2019 Committed to Good Summit, hosted by CTG in Mogadishu, Somalia. To read more about the 2019 Committed to Good Summit, press [here](#).



FOREWORD BY CEO



ALICE LAUGHER, CEO, CTG (COMMITTED TO GOOD)

Recipient of Oslo Business For Peace Award 2019

SDG Pioneer for Empowerment of Women in Conflict Settings

“A major highlight for CTG this year was our Committed to Good Summit which was hosted in Mogadishu. With 100 guests, CTG brought together the Somali public and private sectors to discuss and collaborate on ways to accelerate progress towards the SDGs.”

Dear Stakeholders,

Committed to Good (CTG) is an organisation with a definite purpose: to create lasting good in fragile and conflict-affected communities and countries. We strive to accomplish this through our rapid-response capabilities in staffing solutions and project management for the humanitarian and development sector. Founded in 2006, we have served clients in 25 conflict-affected countries and have deployed nearly 20,000 experts on various projects; our people are at the heart of aid and development delivery.

Growing our business, while simultaneously scaling our impact and delivering on our purpose, is a cornerstone of our company ethos. This year we invested heavily in our corporate social responsibility efforts and developed Our Shared Value Approach to Social Good strategy to advance, streamline, and accurately measure our impact. The three pillars, 1) Putting People First, 2) Transparency and Governance, and 3) Promoting Peace Partnerships and Protecting Our Environment – provide the framework and are reflected in our 2019 Sustainability Report.

Our strategy also echoes our unwavering commitment to the Sustainable Development Goals (SDGs), not only in our role as an SDG Pioneer for the Empowerment of Women in Conflict Settings, but also in the establishment of new partnerships and programmes, and our flagship Female First initiative. A major highlight for CTG this year was our Committed to Good Summit which was hosted in Mogadishu. With 100 guests, CTG brought together the Somali public and private sectors to discuss and collaborate on ways to accelerate progress towards the SDGs.

We have so much more to share with you. We believe that transparency builds integrity and allows us to remain committed to good. To this end, we scaled our promise towards public disclosure and have written our first Advanced Communication on Progress, and we wrote the report in accordance with the GRI Standards: Core Option. For the first time, we engaged with all stakeholders to understand their perspectives. These perspectives not only informed our new shared value approach but are also included in our full report. We hope you enjoy reading this Executive Summary of our 2019 Sustainability Report. If you would like to read the full report, I invite you to do so [here](#), or it can be found under the resources section of our website.

We aspire to be a leader in shaping how aid and delivery organisations integrate sustainability and hope you will join us in our sustainability commitment.

Sincerely,

CTG AT A GLANCE: ENABLING CHANGE

CTG delivers specialised staffing solutions and project management support to enable the implementation of humanitarian and development missions. With experience operating in 25 different conflict-affected countries across the world, CTG serves some of the world's most vulnerable populations.

CTG CURRENTLY EMPLOYS

3,920

STAFF ACROSS OUR GLOBAL SITES OF OPERATION

SOMALIA

20% of our staff are women in Somalia, and the team has worked with Somali ministers in support of gender equality.



SOUTH SUDAN

CTG staff manage a River Convoy which travels along the Nile River to transport food all over South Sudan.



GAZA

CTG recruited and manage a team of 250 male and female engineers who monitor the reconstruction of buildings and infrastructure and the appropriate use of materials.



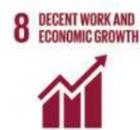
YEMEN

CTG staff worked on solar energy projects to deliver solar power to essential infrastructure such as schools, government facilities and hospitals.



AFGHANISTAN

CTG teams work on programmes such as strengthening municipal governance, land management and finance; distributing assistance and emergency housing to displaced persons; fleet management and monitoring the delivery of food. 99% of our nearly 2000 staff are local.



IRAQ

Our Mine Action consultants train and mentor local Iraqi police in Explosive Hazard Management, Capacity Enhancement, and Risk Education.



Humanitarians crossing a swollen river during the rainy season in the Republic of the Congo.
Photographer: Anthony Jouannic, Deputy Country Manager, South Sudan, CTG

IMPACT NUMBERS & HIGHLIGHTS



OSLO
BUSINESS
FOR PEACE
AWARD



7
FEMALE INTERNS
MENTORED BY
CTG



**GLOBAL COO,
JAMES VEYSEY:**

"2019, was a year of consolidation after significant growth and change to our internal ways of working. A critical new process embedded into operations was our SafeTrip module to help keep our staff safe."

This year operational expansion was focused on Yemen. We went from a handful of staff to over 200 staff in a short space of time, which required a whole review of our operational set-up, team and infrastructure. All of which against a very challenging backdrop.

The need for CTG's on-ground staffing solutions is more important than ever; however, we are receiving more and more requests for rapid short-term deployment of experts to respond to urgent humanitarian requirements.

I am passionate about our focus on creating jobs for women in fragile and conflict-affected areas; the societal impact is well-proven, and we will keep pushing the employment of women day in and day out.

We are solving problems, usually related to the hiring of staff, to keep things flowing on the ground. We truly believe in our role as 'enablers!'"

OPERATIONAL
EXPERIENCE IN
25
COUNTRIES

COMMITTED TO
GOOD SUMMIT,
MOGADISHU,
SOMALIA

100
ATTENDEES

91.7%
OF CTG CONSULTANTS WERE
LOCAL NATIONALS

16
COMPANIES PUBLICLY
COMMITTED TO THE WEPs
AT THE SUMMIT BECAUSE OF
CTG's ADVOCACY



2
COUNTRIES
HOSTED
FEMALE FIRST
WORKSHOPS
(GAZA & SOMALIA)

18.1%
FEMALE
WORKFORCE

6,687
FEMALES
REPRESENTED
ON DATABASE

COMMITTED TO GOOD SUMMIT, MOGADISHU

International summits and conferences with the purpose of tackling the many global challenges we face today are rarely hosted in the communities that are affected the most. In order to address this, CTG hosts an annual Committed to Good Summit in one of its countries of operation.

The Summit promotes the voices and interests of stakeholders within conflict-affected countries and brings discussions surrounding sustainable development to the forefront of their communities.

This year's summit was hosted by CTG in partnership with Chelsea Village in Mogadishu, Somalia.

The summit brought together members of the Somali government, the United Nations, Somali education system, ambassadors, and the private sector with the intention of mobilising enthusiasm for the 2030 Agenda on Sustainable Development and the Somali National Development plan.

One of the key objectives of the event was to facilitate dialogue between the various stakeholders, to explore partnership, collaboration and highlight the importance of locally coming together for the SDGs. Importantly, it also provided the opportunity to open dialogue between the public and private sector about the important role the private sector can play in supporting efforts towards local and global development.



JOCELYN MASON, RESIDENT REPRESENTATIVE UNDP

“Achieving the SDGs is much more than just simply an effort on the part of the government, or international organisations, or foreign donors. It is about stimulating people in Somalia, and most importantly the private sector. Creating an environment for the private sector to flourish is the only way that Somalia will achieve the SDGs by 2030.”

100
ATTENDEES

50
SPEAKERS

17
SESSIONS

Hon. Deqa Yasin Hagi Yusuf, Minister for Women and Human Rights at the CTG Committed to Good Summit, Somalia, November 2019. To read more about our 2019 Committed to Good Summit, press [here](#).

Photographer: Sheeko Productions

ADVOCATING FOR GENDER EQUALITY: WOMEN'S EMPOWERMENT PRINCIPLES (WEPs)

At CTG we believe we have a responsibility to lend our voice to issues where we can have the greatest impact.

CTG's advocacy role for the WEPs is a perfect example of this. CEO Alice Laughter co-founded and chaired the UAE WEPs Taskforce mobilising commitment from more than 62 companies. These efforts were continued in Somalia this year, following the Committed to Good Summit, where companies were encouraged to make a commitment to the WEPs. By leveraging our influence, CTG witnessed 16 companies commit at the event.



16
COMPANIES IN SOMALIA SIGNED WEPs

19.7%
OF CTG CONSULTANTS IN SOMALIA ARE WOMEN

SPEAKERS HIGHLIGHTS & TOPICS



CLAUS HAUGAARD SORENSEN, SENIOR EU ADVISOR AND CTG ADVISORY BOARD

TOPIC
The Role of the Private Sector in Somalia and the SDGs



JULIUS OTIM, UN WOMEN, HEAD OF PROGRAMME - POLICY SPECIALIST, WOMEN PEACE AND SECURITY.

TOPIC
Putting People First: Creating an inclusive, rewarding and safe workplace.



CHRISTOPHER PRINT, FAO, SENIOR LAND AND WATER ADVISOR.

TOPIC
Poverty Reduction and the role of Food and Water Security.



DR. KATE GREANY, DFID, HEAD, ECONOMIC DEVELOPMENT.

TOPIC
How Good Work and Innovation contribute to Economic Prosperity



H.E. ABDULRAHMAN ABDUL, STATE MINISTER FOR EDUCATION

TOPIC
Behind the New Partnership for Somalia, the National Development Plan and the Government of Somalia's 2030 Agenda for Sustainable Development priorities.



JOCELYN MASON, UNDP RESIDENT REPRESENTATIVE FOR SOMALIA

TOPIC
Exploring the role of the private sector in Somalia and the SDGs; and the UN's priorities for Somalia.



H.E. DEQA YASIN, MINISTER OF WOMEN AND HUMAN RIGHTS DEVELOPMENT

TOPIC
Raising the Gender Equality barriers in Somalia.



DYANE EPSTEIN, IOM, CHIEF OF MISSION

TOPIC
Gender Based Violence and adhering to international standards for human rights, gender equality, non-discrimination, and protection.

CTG's SHARED VALUE APPROACH TO SOCIAL GOOD

At CTG, we have embedded the concept of Shared Value within our organisation to strengthen the connection between our economic growth and our social impact.

Building upon our first strategy that was launched in 2015, CTG conducted an analysis to identify areas where we could better address our positive and negative social impacts. The result was our new Shared Value Strategy, an Approach to Social Good that integrates our values and brand name 'Committed to Good' into the core of our business.

FOUR-PRONGED APPROACH

CTG adopted a four-pronged approach to ensure the integration of the strategy into our daily operations:

<h1>1</h1> <p>STAKEHOLDER ENGAGEMENT</p>	<h1>2</h1> <p>BUSINESS ALIGNMENT</p>	<h1>3</h1> <p>CREATING SHARED VALUE THROUGH THE SDGs</p>	<h1>4</h1> <p>USING CTG's VOICE FOR GOOD</p>
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FRAMEWORK

There are three pillars that bring commitments under our strategy to life.



PUTTING PEOPLE FIRST: CREATING AN INCLUSIVE, REWARDING AND SAFE WORKPLACE

Our staff are CTG's strongest asset, and our objective is to recruit talent across the world and provide local economic opportunities to vulnerable communities.

- RECRUIT LOCAL TALENT
- LEADERSHIP, TRAINING AND DEVELOPMENT
- DUTY OF CARE
- FEMALE FIRST



TRANSPARENCY AND CORPORATE GOVERNANCE: SUSTAINABILITY GOVERNANCE FOR CONTINUED SUCCESS

CTG believes strong governance is the foundation for continued success. We adhere to the highest levels of ethical management.

- ETHICAL MANAGEMENT
- REPORTING
- MEASUREMENT



PROMOTING PEACE, PARTNERSHIPS AND PROTECTING OUR ENVIRONMENT

CTG believes through collective action, we can do more, and that collaboration with stakeholders is essential in sustaining peace.

- **CTG GIVING:** This programme enables CTG to offer philanthropic grants to support causes in our countries of operation that align with our values. In 2018, CTG delivered a grant to the Elman Peace Centre in Somalia to support female victims of gender-based violence through entrepreneurship training.
- **COMMITTED TO GOOD SUMMIT SERIES:** Through this programme CTG promotes conversations surrounding sustainable development within the communities that need them the most. CTG's first summit was hosted in Gaza in 2018, and the second was hosted in Mogadishu in 2019. CTG will continue to host an annual summit in one of its countries of operation.

STAKEHOLDER ENGAGEMENT THROUGH MATERIALITY

Stakeholder engagement was critical to CTG's strategy development process.

We conducted a materiality assessment to ascertain stakeholder consensus on priority sustainability topics based on where:

1. CTG CAN HAVE THE MOST IMPACT GIVEN OUR CORE COMPETENCIES AND GEOGRAPHICAL REACH
2. CTG HAS DIRECTED PAST SUSTAINABILITY EFFORTS
3. CTG HAS INFLUENCE
4. CTG HAS ACHIEVED HIGH SUCCESS RATES AND RECOGNITION

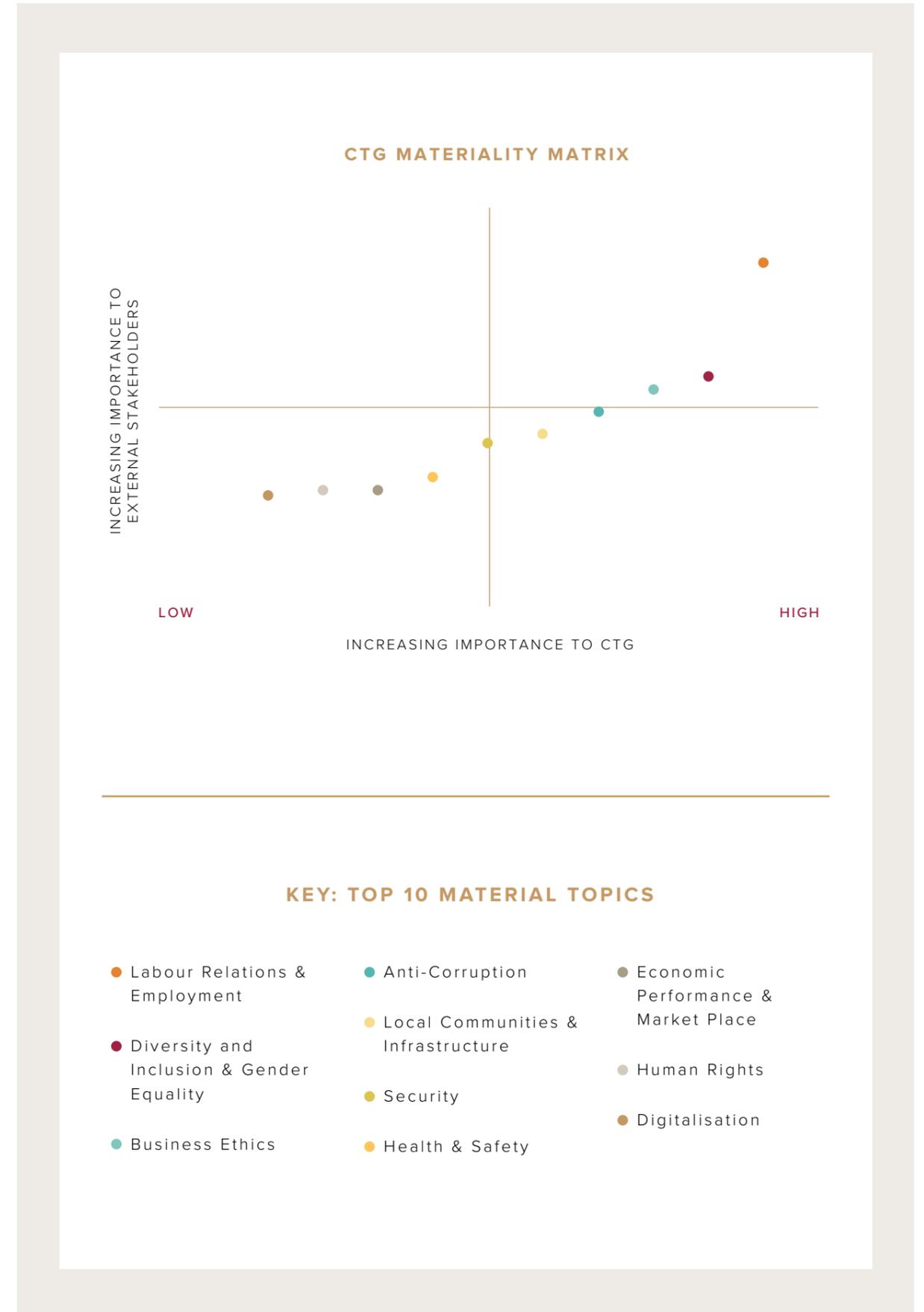
The assessment was supplemented with qualitative interviews, desktop research and competitive mapping.

METHODOLOGY

The materiality assessment follows a five-step process:

1. ISSUE IDENTIFICATION
2. STAKEHOLDER AND INTERNAL ISSUE PRIORITISATION
3. INTERNAL STAKEHOLDER REVIEW
4. EXTERNAL STAKEHOLDER ENGAGEMENT
5. MATRIX FINALISATION
 - a. The top ten sustainability topics were visualised by contrasting two dimensions: one is the importance of the issue to CTG and our internal stakeholders, and the second is the importance of the topics to our external stakeholders. See the diagram on the right hand page.

To read about CTG's approach to its material topics in our full report, press [here](#).



PEOPLE

CTG's main service is staffing solutions. Recruiting the right people for humanitarian and development roles and effectively managing our staff in country is key to the successful implementation of the important projects they work on.

Consultants are therefore CTG's frontline, the people who make a positive impact in humanitarian and development projects. CTG empowers its people by building team capacity through various training schemes. In 2019, CTG staff underwent trainings on health & safety, equal opportunity and account management. Due to our extensive geographical operations, trainings are conducted online and in-person in 12 different countries.

CTG is committed to recruiting from the local communities where projects are based and empowering people through local employment.



Veronica, Workshop Supervisor, South Sudan. To read her story press [here](#).
Photographer: Anthony Jouannic, Deputy Country Manager, South Sudan, CTG



Salah, a DTM Operations Assistant monitors the local migrant population in Libya. To read his story press [here](#).



Salwa, a CTG Civil Engineer in Gaza. To read her story press [here](#).



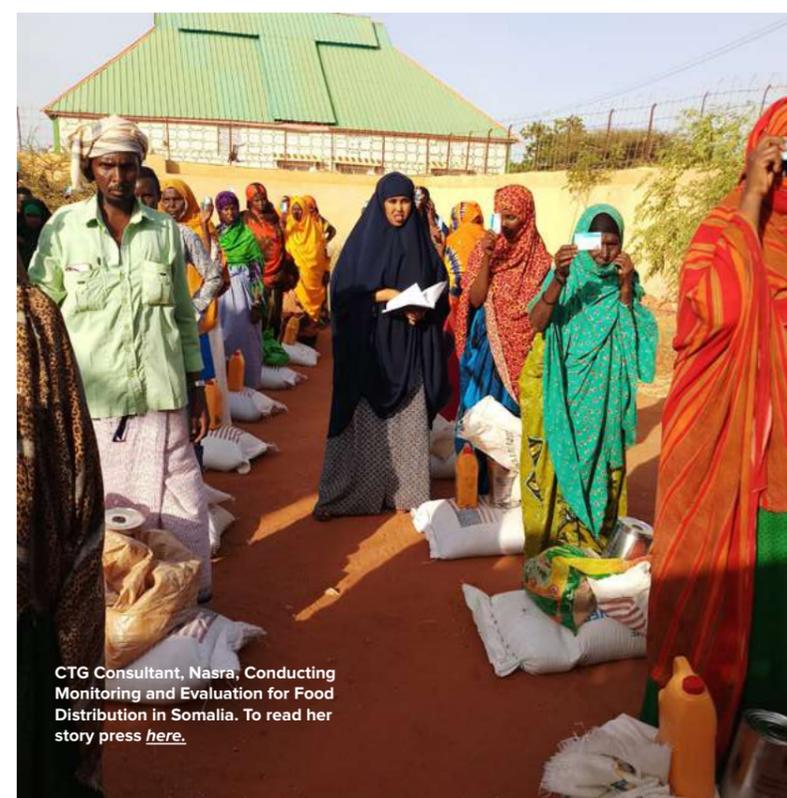
Afifa, a Quality Assurance and Operations Officer conducting weapons training with Mali Police. To read her story press [here](#).



Céline, a CTG Risk Education Consultant working in Iraq. To read her story press [here](#).



Edward Jaglio works with CTG as a demining consultant in South Sudan. To read his story press [here](#).
Photographer: Anthony Jouannic, Deputy Country Manager, South Sudan, CTG Jouannic



CTG Consultant, Nasra, Conducting Monitoring and Evaluation for Food Distribution in Somalia. To read her story press [here](#).

91.7%
OF CONSULTANTS ARE LOCAL NATIONALS

3%
PERMANENT AND TEMPORARY STAFF

1,290
CONSULTANTS RECRUITED IN 2019

4,002
STAFF MEMBERS IN TOTAL
97%
ARE CONSULTANTS

11
TEMPORARY STAFF WITH A TURNOVER RATE OF
3%

71
PERMANENT STAFF WITH
6%
TURNOVER RATE IN 2019

OUT OF
4,002
STAFF MEMBERS,
46
WENT ON PARENTAL LEAVE IN 2019.

80%
OF THESE STAFF MEMBERS WERE MALE.
89%
of staff members that took leave returned to work. CTG culture promotes the role of fathers in domestic life and offers flexible working conditions for new mothers.

4,002
STAFF MEMBERS
3,882
CONSULTANTS
71 11
PERMANENT TEMPORARY

GENDER EQUALITY

CTG's flagship Female First programme launched in 2017 with a decisive pledge: To create job opportunities for women in fragile conflict-affected areas.

Our goal: By 2030, 30% of project-related roles will be represented by women.

CTG's Female First strategy launched to encourage recruiters, in-country teams and clients to balance the gender scales when it comes to organisations on the ground. CTG is determined to make a cultural shift in the way recruitment is done across our value chain.

THE FEMALE FIRST APPROACH

SOURCE:
ACHIEVE WORKPLACE PREPAREDNESS THROUGH HOLISTIC PROGRAMMING.

SUBMIT:
A MINIMUM OF 30% OF ALL SHORTLISTED CANDIDATES PRESENTED TO CLIENTS MUST BE FEMALE.

SELECT:
ADVOCATE THE IMPORTANCE OF HIRING WOMEN TO CLIENTS.

HOLISTIC PROGRAMMING:

After setting an ambitious mission and target for the strategy, CTG moved forward with two programmes in 2019 to facilitate the achievement of our ambitious gender equality agenda. In fragile and conflict-affected areas education and family support remain a barrier for employment. These programmes take local cultural sensitivities into account while advocating for systemic change.

2019 saw the implementation of two salient programmes under the Female First umbrella:

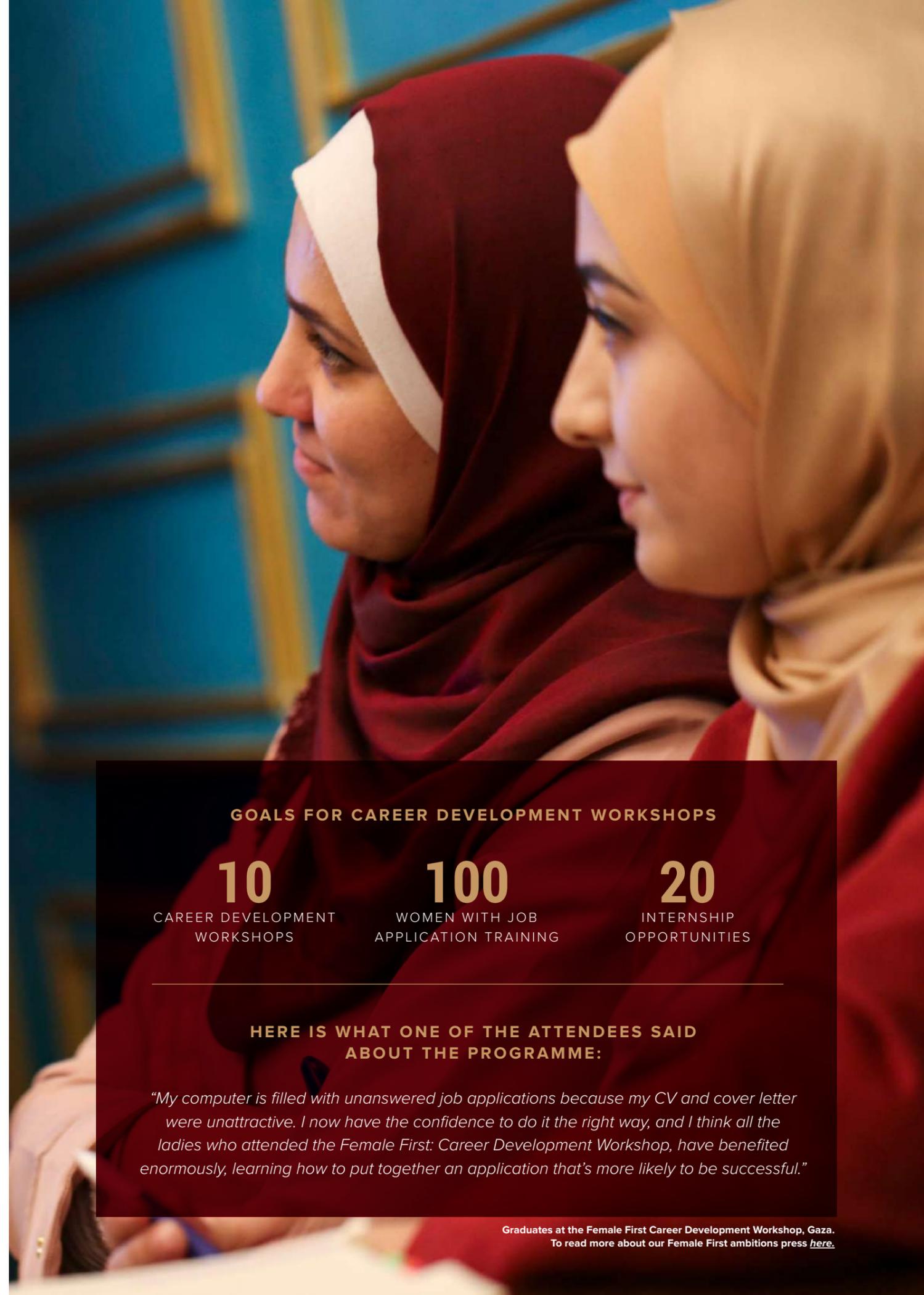
1. THE WOMEN IN AID LEADERSHIP PROGRAMME:

The programme recognises that women are underrepresented in leadership roles and they are disadvantaged in the path to attaining them. Therefore, through partnership with local universities and private sector organisations, the programme provides opportunities for female graduates to intern at aid and humanitarian organisations and to support the attainment of future career opportunities for these women.

2. THE FEMALE CAREER DEVELOPMENT WORKSHOPS

The capacity building programme was designed to empower female graduates for employment opportunities in the aid and development sector. Under the programme, CTG is developing the Committed to Good curricula to strengthen the profiles of women and ultimately improve their candidacy for positions within the humanitarian and development sectors.

In 2019, CTG hosted the second Female First Career Development Workshop in Mogadishu, Somalia. Nine female graduates attended the workshop where they learned how to seek opportunities, build their CV, and improve their interview skills. All workshops are implemented in collaboration with local universities.



GOALS FOR CAREER DEVELOPMENT WORKSHOPS

10 CAREER DEVELOPMENT WORKSHOPS	100 WOMEN WITH JOB APPLICATION TRAINING	20 INTERNSHIP OPPORTUNITIES
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HERE IS WHAT ONE OF THE ATTENDEES SAID ABOUT THE PROGRAMME:

"My computer is filled with unanswered job applications because my CV and cover letter were unattractive. I now have the confidence to do it the right way, and I think all the ladies who attended the Female First: Career Development Workshop, have benefited enormously, learning how to put together an application that's more likely to be successful."

Graduates at the Female First Career Development Workshop, Gaza. To read more about our Female First ambitions press [here](#).



18.1%

OF WOMEN HIRED IN 2019 VERSUS

17.8%

IN 2018

6,687

WOMEN ON THE DATABASE IN 2019 VERSUS

4,426

IN 2018



136

COUNTRIES REPRESENTED ON THE DATABASE

Nasra, a CTG Consultant on a Monitoring and Evaluation programme in Somalia. To read her story press [here](#).



COUNTRY DIRECTOR OF AFGHANISTAN AND HEAD OF FEMALE FIRST, DR DEBORAH J SMITH:

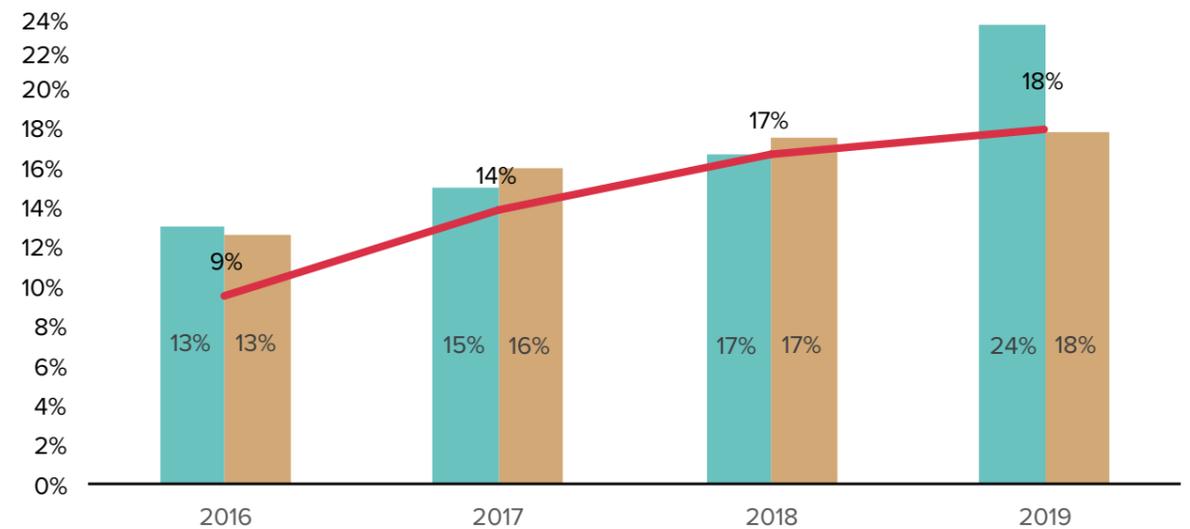
“The CTG Female First initiative means not excluding women from jobs, just because they’re women. It means ensuring that our recruitment processes are not gender blind or male-biased, but that they target women, at least as much as they target men. It means that gender equity in all our operations is central and not simply an afterthought or add-on. In 2020 we are taking a strategically planned approach, to ensure that qualified women living in the fragile and conflict-affected states where CTG operates are not missed in our recruitment processes. To achieve CTG’s goal that by 2030, 30% of our positions will be filled by women, we have designed activities that respond to specific quarterly targets at activity, output and outcome level.”

FEMALE FIRST IN PROGRESS



WOMEN AS % OF TOTAL EMPLOYEES

AFGHANISTAN	21%	YEMEN	10.9%
SOMALIA	19.7%	GAZA	9.6%
SOUTH SUDAN	11.5%	IRAQ	20%
LIBYA	14.2%		



Female CVs submitted to clients Female candidates in database
 Female % on project related roles

DUTY OF CARE

The Duty of Care programme encompasses measures taken by CTG to ensure the security, safety and health of our staff, who work in environments that face political unrest, terrorism and lack of adequate medical care infrastructure.

CTG understands that healthy and safe working conditions are a human right addressed by the International Labour Organisation (ILO), the Organisation for Economic Co-operation and Development (OECD), and the World Health Organisation (WHO).

Therefore, with every year, we grow our Duty of Care programme through partnerships, awareness, breakthrough technology and policymaking.

PARTNERSHIPS

Through assistance company Tangiers International, CTG addresses 'assistance black holes' through an on-ground medical and emergency response footprint consisting of:

- AIR AMBULANCES
- MEDICAL ESCORTS
- GROUND TRANSPORTATION
- HOSPITAL PARTNERSHIPS

At the end of 2019, CTG and sister company Hart established a partnership focused on our operations in Afghanistan and Somalia. This new partnership will enhance CTG's security and duty of care capability.

Through the Duty Care of App, CTG staff can find their nearest hospitals, access 24/7 emergency assistance as well as submit medical claims with ease.

POLICY MAKING

In 2020, CTG will be releasing a health & safety policy and a safeguarding policy to ensure the safety of our workers is integrated into the governance of our organisation.



CASE STUDY – ALEXANDER PERKINS, GLOBAL HEAD OF SECURITY & DUTY OF CARE

"The team came together and worked exceptionally well in resolving a very testing detention in a remote part of South Sudan in late 2019. The CTG consultant was held for a prolonged period but all those involved never lost sight of the aim to get him back to his family as quickly and safely as possible. The team involved worked closely with the client and ultimately we succeeded. The consultant returned home to his family and is now back in South Sudan working with CTG."



MINERVOY HIGHLIGHTS

124 APP DOWNLOADS	0 FATALITIES	1,968 SAFETRIPS EXECUTED.
	0 INJURIES	SafeTrip is CTG's movement monitoring system to reduce risk for our staff who are travelling

Deminer in action cleaning the area from mines

Credit: iStock

DIGITALISATION

CTG embraces the power of technology to accelerate impact. We intend to be an early adopter of new technologies to leverage the efficiency and agility that comes with it.

Because of our approach, we have been able to leverage innovative technology to:

- CREATE A TRANSPARENT ENVIRONMENT FOR OUR STAFF FROM DIVERSE BACKGROUNDS
- MEASURE AND REPORT ON OUR IMPACT

DUTY OF CARE APP

CTG developed the CTG Duty of Care mobile app to ensure the safety of our consultants operating in politically unstable and conflict-ridden areas. The CTG Duty of Care app, developed in partnership with Tangiers International, helps consultants with:

- MEDICAL ASSISTANCE
- FACILITATE INSURANCE CLAIMS
- PROVIDES ACCESS TO A 24/7 EMERGENCY HOTLINE
- SECURITY ALERTS WITHIN THEIR AREA



MyCTG

We created our HR management system, called MyCTG, which provides visibility on data related to our staff and facilitates communication between employees and the HR department concerning leave, timesheets or expense claims.

This is integral given the large proportion of consultants we recruit for a diverse array of projects. MyCTG eases operations by allowing all approvals to take place online. It also generates dashboards summarising recruitment and demographic status of all staff. This platform becomes particularly integral when tracking progress on the Female First initiative. We are continuously developing the platform to ensure real-time visibility.

IMPACT MEASUREMENT PLATFORM

CTG is committed to creating long-term strategic impact, and therefore, we have adopted an impact measurement platform powered by ampUz, to track and report on our performance on the SDGs, UNGC, community engagement and environmental performance across 25 countries. CTG has developed an indicator library following these frameworks to track progress and enhance stakeholder reporting.



Remote nomadic settlement in Kargi, Kenya. CTG consultants work in hard-to-reach locations, supporting aid and development projects in the remotest areas. CTG's efforts in digitalisation support our staff's duty of care and their HR needs so that they can get on with the important task at hand.

Photographer: Ian Macharia

HUMAN RIGHTS

CTG has a zero-tolerance approach to abuse, bullying, exploitation, discrimination and harassment. Human rights, as an area of commitment under the UNGC, is highly essential to CTG and we take the reporting of human rights violations seriously.

ALICE LAUGHER, CEO, CTG

“At CTG, we’ve made empowering women through humanitarian employment in conflict-affected regions our focus. This award, this incredible recognition for our commitment, strengthens our determination that we are moving in the right direction.”



CTG Consultant Yasmin working in displacement tracking, providing support to help migrants return home safely from Libya. To read her story press [here](#).

Under our human rights programme, CTG has introduced a compulsory course developed by UN Global Compact as well as sexual harassment and abuse training for all staff working in conflict-affected areas. All staff have completed the following on-line courses: Prevention of Sexual Abuse & Exploitation (UNICEF); Prevention of Sexual Harassment and Abuse of Authority (UN); I Know Gender (UN Women).

CTG commits to an open and safe environment, and all staff have a duty to report any misconduct or wrongdoing to the Ethics Committee.

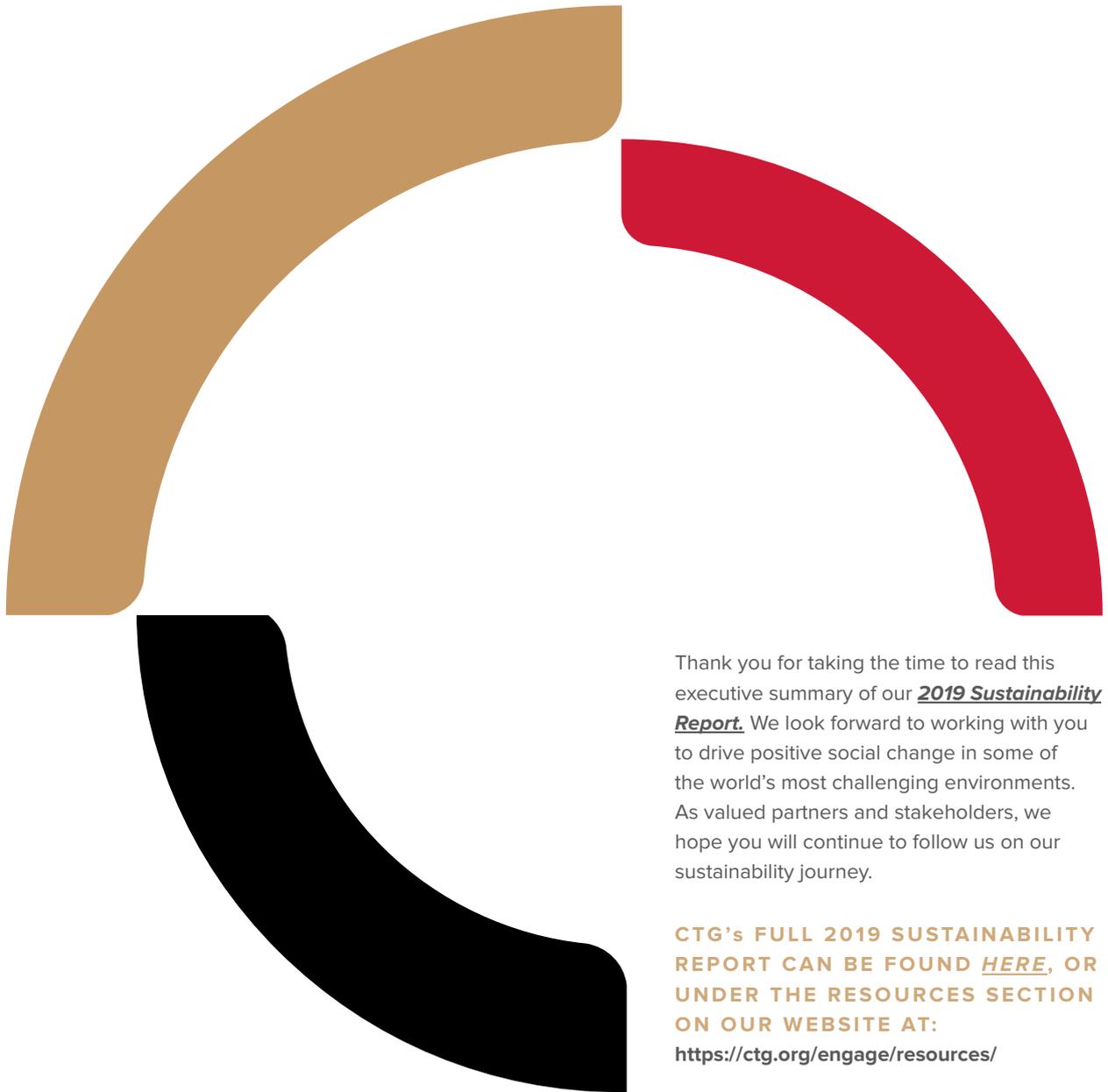
CTG supports clients working in conflict-affected areas in recruiting human rights monitors, who are responsible for monitoring and reporting on any potential human rights violations. They coordinate with multiple stakeholders, such as local governments, NGOs and UN agencies and make regular visits to police stations, detention centres and prisons with the intent of monitoring the compliance with human rights standards in these places.

In 2019, CTG’s CEO won the Oslo Business for Peace award in recognition of the company’s commitment to delivering opportunities for women, minorities and diverse and disadvantaged groups in conflict-affected regions and making this a central goal of the business.

To further solidify our commitment to human rights and to ensure all staff are acting to the highest professional and personal standard, CTG is rolling out a new policy and process of assessing our outcomes in 2020. The policy is in line with the UN Guiding Principles on Business and Human Rights and confirms our dedication to lead by example.



Alice Laughler, CTG CEO at the Business For Peace Awards in Oslo, 2019. To read Alice’s highlights from accepting the award press [here](#).



Thank you for taking the time to read this executive summary of our **2019 Sustainability Report**. We look forward to working with you to drive positive social change in some of the world's most challenging environments. As valued partners and stakeholders, we hope you will continue to follow us on our sustainability journey.

CTG's FULL 2019 SUSTAINABILITY REPORT CAN BE FOUND HERE, OR UNDER THE RESOURCES SECTION ON OUR WEBSITE AT:

<https://ctg.org/engage/resources/>

You will also find more information regarding the following topics in the full report:

- Solutions and Services
- Shared Value Approach to Social Good
- Stakeholder Engagement through Materiality
- Approach to Sustainability Material Topics
- Sustainability Governance Structure
- CTG Giving
- Approach to Environmental Protection



CTG

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www.ctg.org