

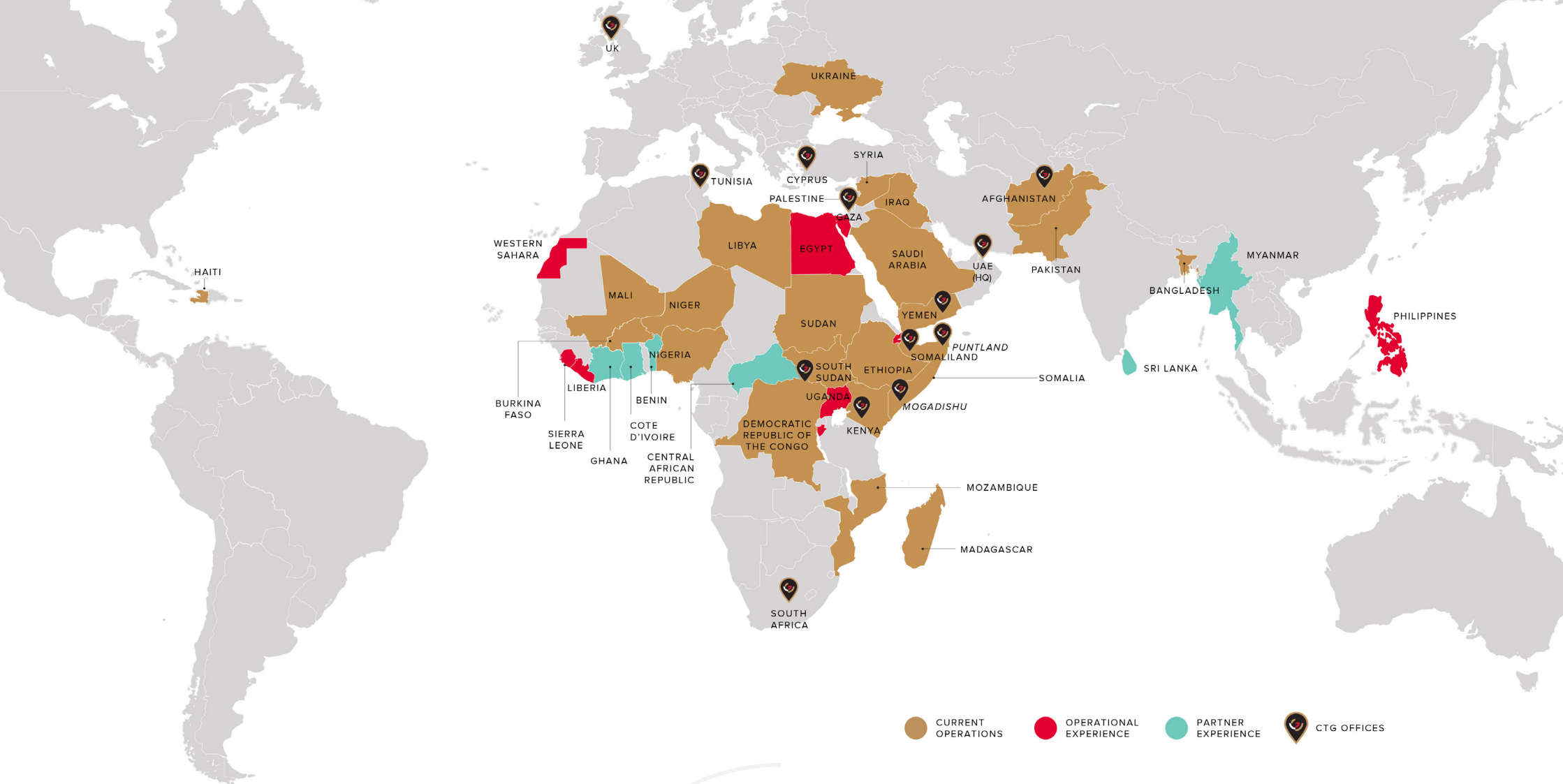


Committed to Good



CTG AND THE RIPPLE EFFECT

CREATING A LASTING POSITIVE
IMPACT THROUGH SHARED VALUE



WHO WE ARE

Since its inception in Afghanistan in 2006, CTG has cemented its role as an integral and valued partner to the humanitarian and development community. Specialising in critical staffing and operational solutions, CTG supports projects across 35 conflict-affected countries across the Middle East, Africa and Asia. More than 12,000 humanitarian, development and peacebuilding professionals are currently deployed through CTG to critical programmes across the world.

Over 93% of CTG's staff are nationals of the countries in which we operate. As a proudly local company, our on-the-ground presence and well-established networks provide unique access and a deep understanding of each region we serve.

CTG is a purpose-driven business, guided by a mission to leave a lasting, positive impact no matter how challenging the environment is.

CREATING SHARED VALUE

OUR APPROACH

In fragile and conflict-affected regions, we believe business must be part of the solution. CTG's Shared Value approach places social impact at the core of how we operate — using business tools to tackle pressing social challenges. This creates value not only for the communities we serve, but also for our clients and our business.

WHAT THIS LOOKS LIKE IN ACTION:



Decent work opportunities for nationals from our countries of operation



Programmes like our Job-Readiness Workshops and Women in Aid Internships



Advocacy on gender equality, human rights, anti-corruption, and the SDGs



Ongoing stakeholder engagement to ensure our efforts are relevant and effective

GUIDED BY THE SUSTAINABLE DEVELOPMENT GOALS

Our Shared Value strategy aligns with four Sustainable Development Goals where we know we can make a difference:



SDG 5

GENDER EQUALITY

5 GENDER EQUALITY



SDG 16

PEACE, JUSTICE AND STRONG INSTITUTIONS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



SDG 8

DECENT WORK AND ECONOMIC GROWTH

8 DECENT WORK AND ECONOMIC GROWTH



SDG 17

PARTNERSHIPS FOR THE GOALS

17 PARTNERSHIPS FOR THE GOALS



CHAMPIONING GENDER EQUALITY



Gender equality is a fundamental human right and critical to building sustainable peace and development in the fragile settings where we work.

At CTG, we've made women's empowerment a business priority. Our flagship initiative, **Female First**, is driving gender parity in humanitarian recruitment across our 35 countries of operation.

Female First has a three-pronged approach:

Source: Targeted outreach informed by in-country research

Submit: Balanced shortlists and inclusive hiring practices

Select: Gender data shared with clients to help drive change

In 2022, we proudly exceeded our target of 30% women's representation across project-related roles. However, due to the short-term nature of humanitarian programming, numbers can fluctuate. In recent years, we've absorbed existing project staff from other service providers — many of whom had low female representation — which has affected our overall average.

Despite this, we remain committed to progress and transparency. We closely monitor Female First performance, using a broad set of indicators aligned with our programme framework to guide our strategy and hold ourselves accountable.



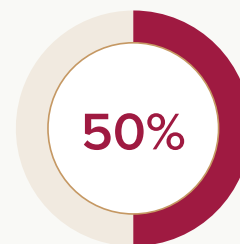
IT'S HOW WE DO BUSINESS

CTG engaged a wide range of internal and external stakeholders to identify the key challenges and opportunities for accelerating gender equality in conflict settings — and encouraged others to do the same.

Informed by these insights, we have mainstreamed gender considerations across our business, embedding them into:

- ◊ Operational policies and procedures
- ◊ Recruitment strategies
- ◊ Client reporting and engagement practices

TODAY, WE MAINTAIN:



women's representation in
Ghana, Sierra Leone, the
Philippines and Sri Lanka

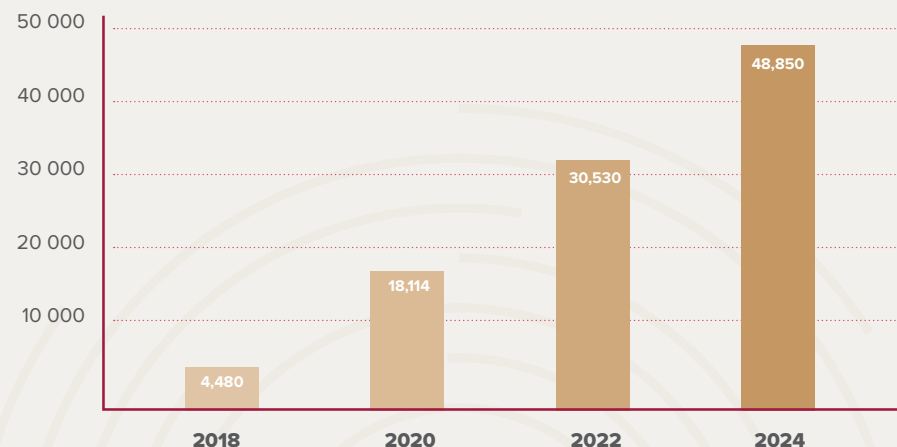


in countries such as
Nigeria, Mozambique, Iraq
and Niger

A total **2,670+** women
working with CTG

15,576 applications
from women in 2024 —
an 8% increase from 2023

CTG'S GROWTH IN FEMALE CANDIDATES



PROUD SIGNATORY OF THE WOMEN'S EMPOWERMENT PRINCIPLES

CTG has been a signatory of the Women's Empowerment Principles (WEPs) since 2017.

Developed by the UN Global Compact and UN Women, the WEPs offer guidance to businesses on promoting gender equality across the workplace, marketplace and community, based on international labour and human rights standards.

We're proud to have achieved 94% implementation, as measured by the Gender Gap Analysis Tool, which helps companies assess their performance and identify areas for improvement.

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the
UN Global Compact Office



"I was feeling desperate after so many job rejections, ready to give up. But the CTG Libya team encouraged me to keep going; they believed in me when I didn't believe in myself. Four months later, I was hired as a Monitoring and Evaluation Enumerator. I'm proud to be an aid worker, and grateful to CTG for their transparency, credibility, and unwavering support for women."

- **Layal**, CTG Monitoring and Evaluation Enumerator in Libya



CREATING GENDER SENSITIVE WORKING CONDITIONS

While promoting women's access to decent work plays a key part in our gender equality commitment, it also extends beyond this. At CTG, we strive to ensure all our operations promote a gender-sensitive work environment founded on inclusivity, respect and safety. This commitment is embedded across all relevant company policies and procedures including:



Code of
Conduct



Human Rights
Policy



Health and
Safety Policy



Recruitment
Procedure



Prevention of Sexual
Exploitation, Abuse and
Harassment Policy



Leave
Procedure

IMPROVING ACCESS TO DECENT WORK

OUR FEMALE FIRST JOB- READINESS WORKSHOPS

CTG's Female First Job-Readiness Workshops are designed to empower young women in fragile and conflict-affected countries with the knowledge and skills needed to access and thrive in formal employment. Delivered through our bespoke Committed to Good Curriculum, the interactive workshops are tailored to address the specific barriers women face. CTG has trained hundreds of individuals using this curriculum to date and continues to seek opportunities to scale the programme across fragile and conflict-affected contexts.

147
Young women trained

100
in Gaza

9
in Somalia

38
in South Sudan

"I am grateful to have participated in this workshop and believe it will help me on my career path. I came out with a clearer understanding of how to stand out amongst other applicants, and ways of improving my resume and cover letter."

— Asmaa Aslburai, CTG Gaza Workshop Attendee, 2018

"I now have the confidence to do it the right way, and I think all the ladies who attended the Workshop have benefitted enormously, learning how to put together an application that's more likely to be successful."

— Ilham Hassan, CTG Somalia Workshop Attendee 2019 and member of Somali Women Organisation UGASO (*Ururka Gabhaha Aqoonyahhanada Soomaaliyeed*)

142

Local National
Staff Trained in
South Sudan

35

Interns hosted at
CTG since 2019

SUPPORTING CAREER MOBILITY IN SOUTH SUDAN

In November 2022, CTG travelled across South Sudan to deliver CV and application training to 142 South Sudanese men and women working with the International Organization for Migration (IOM). Drawing on our experience and the Committed to Good Curriculum, we created a tailored programme designed to support their career growth. From crafting strong CVs and cover letters to interview tips and navigating online application systems, the sessions were packed with practical advice to help participants take their next career step with confidence.

INTERNSHIP PROGRAMME

CTG's Women in Aid Internship Programme gives young women in fragile and conflict-affected countries the chance to gain real work experience and benefit from dedicated mentorship. By offering early exposure to the professional world, the programme aims to help them build the foundations for successful careers in the humanitarian and development sectors. While opportunities are also open to young men, CTG is committed to ensuring that at least 50% of internship placements go to women.

SUPPORTING WOMEN'S ENTREPRENEURSHIP IN SOMALIA

In 2018, CTG partnered with the Elman Peace & Human Rights Centre in Mogadishu to support survivors of Gender-Based Violence through an entrepreneurship initiative. A \$4,625 grant funded a one-month training programme at a local support centre, culminating in business pitches and an opportunity for investment. Three women with complementary ideas and a shared vision were selected to launch a joint venture — a powerful outcome that tripled the impact we had originally hoped for.

12

GBV Survivors
supported with
entrepreneurship
training



CREATING SAFE AND REWARDING WORKPLACES FOR ALL

Inclusive and respectful workplaces are essential to lasting social impact. At CTG, we're committed to the highest ethical standards and foster a culture where integrity, dignity and support are part of everyday life. Through initiatives like CTG Learning and CTG Wellbeing, we give our people the tools to grow, feel valued and thrive in their roles.



CTG Learning is our dedicated online learning portal, hosted on Kaya — a platform created by the Humanitarian Leadership Academy. It gives our staff access to hundreds of free courses from leading humanitarian and development organisations, along with key CTG resources. These include training on our HR system, Tayo, and guidance on our Duty of Care approach.

The platform also hosts the CTG Onboarding Pass — a series of mandatory trainings designed to ensure staff are fully prepared and safe before deployment.

THESE TRAININGS INCLUDE:



The Prevention of Sexual Exploitation and Abuse



Prevention of Sexual Harassment and Abuse of Authority



Equality, Diversity and Inclusion



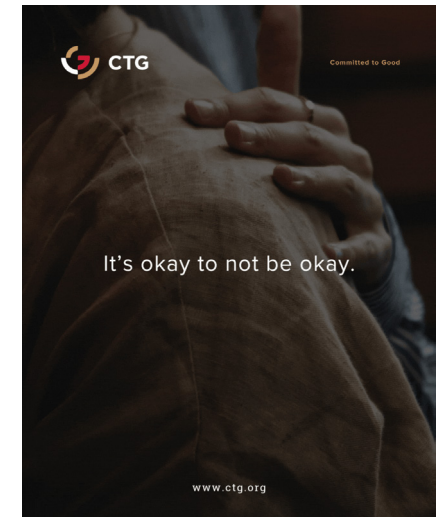
BSAFE



Safeguarding Essentials

CTG WELLBEING

CTG recognises that our consultants are often exposed to stressful situations operating in high-risk locations. That is why we launched CTG Wellbeing, a mental health and wellness support network for all CTG staff to assist during periods of high stress. This platform connects our staff with remote counsellors who have humanitarian and development experience and understand the unique pressures our staff face. Staff can access up to six one-hour sessions annually, and an additional six following critical incidents.



BREAK THE SILENCE

Stigma around mental health continues to prevent many from seeking the support they need, particularly in high-stress or remote work environments. To address this, CTG West Africa launched **Break the Silence**, a wellbeing campaign designed to encourage openness, awareness, and access to mental health support without fear of judgment. The initiative reinforces that at CTG, your wellbeing matters — and speaking up will always be met with confidentiality, respect, and support.



TAKING A STAND AGAINST SEXUAL VIOLENCE

PREVENTION OF SEXUAL EXPLOITATION, ABUSE AND HARASSMENT (PSEAH)

In conflict-affected countries, the risks of Sexual Exploitation, Abuse and Harassment (SEAH) are heightened — with devastating consequences for already vulnerable communities. CTG is fully committed to safeguarding those we serve and ensuring that neither we nor any member of our staff causes harm to beneficiaries or the communities we work in.

CTG's Safeguarding Think Tank, comprising key internal stakeholders with extensive PSEAH expertise, guides CTG's strategy to minimise these risks across our global operations. This strategy focuses on the four key areas of awareness, prevention, reporting and response, integrating risk-mitigation measures throughout our operational processes.

A key priority has been strengthening PSEAH awareness among staff, helping them understand their role in prevention. In collaboration with our clients we've delivered additional country-specific training to over 4,500 staff who interact with humanitarian beneficiaries, supplementing our existing mandatory PSEAH trainings.

4500+

staff have received additional country-specific PSEA training

DRIVING A CULTURE OF AWARENESS

CTG has launched a WhatsApp-based awareness campaign to help prevent sexual exploitation and abuse, making critical information accessible to all staff, no matter where they are. The campaign delivers clear, actionable messages that reinforce our zero-tolerance approach and encourage a culture of accountability and respect.

906

staff engagements with the campaign within the first week



Sexual Exploitation, Abuse and Harassment Stops When You Speak Up.

BLOW THE WHISTLE!

We encourage all CTG stakeholders — including staff, clients and third parties — to speak up and report any unethical behaviour, wrongdoing or breaches of policy through our confidential Whistleblowing procedure. Every report is taken seriously, thoroughly investigated, and when required, escalated to independent external investigators. Substantiated cases result in appropriate disciplinary action.

Our dedicated Investigations Division plays a vital role in upholding CTG's commitment to ethics and integrity. From SEAH and fraud to corruption, discrimination and misuse of resources, the division investigates serious misconduct across our global operations — ensuring we meet both client obligations and our own high standards. This work is key to maintaining a culture of accountability and trust.

CONFLICT RELATED SEXUAL VIOLENCE (CRSV)

In collaboration with UN Action Against Sexual Violence in Conflict, CTG launched a white paper at the UN General Assembly 77. The paper presents seven clear actions that businesses can take to aid in ending CRSV. One of those included "Raising Local, National, and Global Awareness to Increase Understanding of CRSV." In light of this action, CTG conducted an informative training session to develop our staff's awareness and understanding of CRSV and its profound impacts.

126

staff trained in conflict-related sexual violence



MOBILISING PRIVATE SECTOR ACTION FOR GLOBAL DEVELOPMENT

PROPELLING WEPS IN THE UAE

CTG's CEO Alice Laughler was co-founder of the UAE WEPS Taskforce and served as the Chair for two years. The mission of the taskforce is to educate UAE companies on the WEPS and encourage them to sign up and commit to the principles. While Alice was Chair, the taskforce saw more than 62 companies make their commitment to the WEPS.

THE COMMITTED TO GOOD SUMMIT

CTG's Committed to Good Summit amplifies local voices in conflict-affected countries by driving dialogue on sustainable development. Hosted in Gaza and Somalia, both summits brought together hundreds of stakeholders to explore opportunities for localized, collaborative action toward the SDGs.

At the Somalia Summit, CTG continued its advocacy for the Women's Empowerment Principles by hosting the country's first public signing. As a result, 16 companies committed to action—a milestone in mobilising the private sector for lasting change.



CTG spotlighted the vital role of women in peacebuilding at the Summit in Gaza.



CTG brought diverse voices together to discuss pressing issues TG's Summit in Mogadishu.



CTG's inaugural Summit was hosted in Gaza in 2019.



Asha Abdulle Siyad of the Somali Women's Leadership Initiative speaking at the CTG Summit in Mogadishu.

2

CTG Summits

120

participants in Gaza, 2018

100

participants in Somalia, 2019

16

Somali Organisations signed up to the Women's Empowerment Principles

WOMEN, PEACE AND SECURITY (WPS)

Advocating for the private sector's role in advancing global development progress—particularly gender equality and the Women, Peace and Security (WPS) Agenda—is a major priority for CTG. While Governments and International Organisations have traditionally led WPS efforts, the private sector remains an untapped resource with the potential to drive lasting change in conflict-affected communities. CTG has nurtured an extensive and wide-reaching network of partners, stakeholders and allies, and our advocacy for private sector engagement with the WPS Agenda involves concerted efforts to raise awareness, encourage participation and educate businesses on how they can make meaningful contributions.



CTG proactively seeks opportunities to drive dialogue on key WPS issues



WPS WEBINAR SERIES

Our webinar series aimed to facilitate cross-border virtual dialogue on the Agenda between the private and public sectors, on both a local and global scale.

446

live views of our webinars



WHITE PAPERS

Addressing CRSV: Private Sector Opportunities for Engagement

Produced by CTG in collaboration with UN Action, this paper aims to demonstrate how the private sector can play a pivotal role in the elimination of conflict-related sexual violence.



WPS: Guidance for Business

Produced by the UNGC in collaboration with CTG, this is an informative guide on how the private sector can make valuable contributions to the Women, Peace and Security Agenda.



Women, Work and Economic Development

A CTG examination of women's access to decent work opportunities in fragile and conflict-affected countries.

GLOBAL RECOGNITION

At CTG we take pride in what we do and we are honoured that our efforts and sustainable business practices have received global recognition.



BUSINESS CALL TO ACTION

CTG's commitment to gender parity and local employment earned recognition through our membership in the UNDP-led Business Call to Action (BCTA). This platform highlights companies with scalable, inclusive business models that improve lives in developing countries. BCTA members are seen as market leaders contributing to global development.



BUSINESS FOR PEACE

In 2019, CTG's CEO Alice Laugher 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.



SDG PIONEER FOR WOMEN'S EMPOWERMENT IN CONFLICT-SETTINGS

In 2018, CTG's CEO Alice Laugher was recognised as an SDG Pioneer for Women's Empowerment in Conflict Settings. At the time, this award had only been bestowed on 29 CEOs worldwide since the SDG Pioneers nomination began in 2016. Our nomination was as a result of our dedication to our Female First initiative.



MOST WOMEN FRIENDLY EMPLOYER AWARD

The Women in Leadership (WIL) Achievement Awards reward entrepreneurs, business leaders and organisations for their exemplary leadership and strong commitment to supporting the development of women. CTG was honoured to be awarded the 'Most Women Friendly Employer Award' for SMEs in the MENA region at the 19th Global Women In Leadership (WIL) Economic Forum.



CTG

Committed to Good

CONNECT WITH US TO DRIVE SOCIAL IMPACT

Should you wish to partner with us or learn more about our initiatives designed to deliver social impact in fragile and conflict-affected environments, please contact our Sustainability Manager at mia@ctg.org.

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