SOCIAL & ENVIRONMENTAL SUSTAINABILITY POLICY

Doing good, without doing harm.

Avoiding adverse impacts and delivering every work plan activity sustainably.

AFRICAN CENTER FOR HEALTH, CLIMATE & GENDER JUSTICE ALLIANCE

OUR COMMITMENT

ACHCGA will **screen, avoid, minimise and manage** social and environmental risks in everything we do. Our work on health, climate and gender justice must never harm the people or ecosystems it serves. We use the **UN Model Approach to Environmental and Social Standards for UN Programming** as our benchmark, alongside our Safeguarding Framework (ACHCGA-POL-SG-01) and Code of Conduct.

FIVE GUIDING PRINCIPLES

1. **Leave No One Behind** — Priority for women, girls, young people, persons with disabilities and marginalised groups
2. **Human Rights** — Rights respected and promoted; "Nothing for us without us"
3. **Gender Equality** — Every activity advances gender justice and prevents GBV and SEAH
4. **Sustainability & Resilience** — Strengthening long-term climate, health and community resilience
5. **Accountability** — Open feedback and grievance channels; transparent reporting

EIGHT STANDARDS WE APPLY TO OUR WORK PLAN

1. **Biodiversity & Natural Resources** — No activity harms habitats or over-uses natural resources; protected areas and ecosystems are assessed first.
2. **Climate Change & Disaster Risk** — Activities are climate-resilient, avoid raising emissions and never increase community exposure to hazards.
3. **Community Health, Safety & Security** — Safe venues and conduct, two-person rule, SEAH prevention and no-harm delivery, with information in local languages.
4. **Cultural Heritage** — Local culture, sites, practices and traditional knowledge are respected, and used only with consent and credit.
5. **Displacement & Resettlement** — No activity causes forced displacement or restricts access to land and livelihoods; displaced people are treated with dignity.
6. **Indigenous Peoples** — Free, prior and informed consent, culturally appropriate engagement, and respect for collective rights.
7. **Labour & Working Conditions** — Fair, safe, non-discriminatory work; no child or forced labour; safe recruitment; non-retaliation for those who speak up.
8. **Pollution Prevention & Resource Efficiency** — Less waste, plastic, paper, energy and water at events and offices; responsible procurement and safe disposal.

HOW WE DELIVER: THE WORK PLAN CYCLE

SCREEN	ASSESS	MITIGATE	ENGAGE	MONITOR	REPORT
Every activity at design, partner onboarding and annually	Score likelihood and severity (1–5) for higher-risk activities	Documented plan signed off by programme manager and Safeguarding Focal Point	Inform and consult communities; complaint boxes and feedback sessions	Spot-checks and joint visits during delivery	Quarterly to Executive Director and Board; lessons learned

BOARD — Approves policy; receives annual report

EXECUTIVE DIRECTOR — Accountable for compliance and resourcing

FOCAL POINT — Safeguarding Focal Point leads screening, case log, grievances

REVIEW — Every two years, or after a major case or audit