

## Communication on Engagement

To our stakeholders:

I am pleased to confirm that CAB International (CABI) reaffirms its support to the United Nations Global Compact. As part of this commitment CABI's work has been guided by the ten principles of the Compact that speak to issues of human rights, labour, the environment and anti-corruption.

**We ensure we uphold human rights through our ways of working and to this end we enforce a range of policies and guidelines.**

CABI's [workplace gender strategy](#) aims to ensure a workplace that is free from discrimination from gender bias and to provide a working environment in which all employees can realise their full potential and contribute to business success.

CABI has taken steps to prevent modern slavery and human trafficking in our operations and in our relationship with collaborators and suppliers, and published a [Modern Slavery statement](#) in accordance with the Modern Slavery Act 2015.

The aim of CABI's [whistle blowing policy](#) is to enable staff to raise concerns about suspected malpractice at an early stage and in the right way. This policy is designed to allow employees to raise such concerns freely without fear of discrimination or recrimination.

In the light of our focus on scientific research and development work we have strengthened our policy governance by developing a tailored project and programme gender strategy and policies around scientific research.

Our [project and programme gender strategy](#) focuses specifically on CABI's development projects and research, and provides guidelines on mainstreaming gender considerations throughout the project cycle. It has been prepared following a review of the gender policies, strategies, and resources of CABI's key donors, and reflects current international best practice in gender mainstreaming. Plantwise has a separate programme-level gender strategy which gives more detailed guidance specific to the programme.

CABI's [policy and guidelines for proper scientific conduct in research](#) promotes high ethical standards including rigour, honesty, integrity and respect for life, the law and the public good. It also instructs all members of CABI, whether students, staff or administrators, to recognize the responsibilities that they share for developing and maintaining a culture in which sound research practices are adopted and inappropriate ones detected.

CABI takes seriously its responsibility to make sure our staff, operations, and programmes do no harm to children and adults at-risk nor expose them to abuse or exploitation. This is codified in our [Safeguarding policy](#)

**CABI is also committed to honest and transparent financial dealings.**

Our [code of business conduct](#) sets out fundamental standards for members of CABI's Governing Board and for all employees of CABI to help ensure compliance with legal requirements and our standards of business conduct. Lawful and ethical behaviour is required at all times.

CABI's [procurement procedures](#) provides a strict framework for the procurement of supplies and services requiring all staff at all times to act honestly and with integrity.

We have also developed an [Anti-fraud policy and response plan](#) which sets out responsibilities with regard to fraud prevention, provides instructions on what to do if our staff suspect fraud.

Due to the nature of our products and services, it is unlikely that attempts would be made to launder funds through CABI, but we make staff aware of current legislation, their responsibilities and the consequences of non-compliance with CABI's [money laundering policy](#)

**CABI is also very aware of our responsibilities when managing knowledge assets and data.**

To fulfil its mission CABI must be a truly knowledge-based organization. We will ensure that the knowledge we generate and the information and data we collate and communicate is shared with as wide an audience as possible through open content, open processes and open infrastructure, as explained in [CABI's knowledge management policies](#)

And to ensure we protect our creative rights and those of partners we work with we have developed an [intellectual property rights](#) policy.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

**Daniel Elger**  
CEO