

## Annex VII


**CONTENT INDEX  
ESSENTIALS SERVICE**
**2023**

## GRI content index 2022

The 2022 GRI content index, annex of the [2022 UNOPS annual report](#), has been prepared to comply with the [GRI sustainability reporting standards](#). The index covers activities during the 2022 calendar year and discloses information on UNOPS material topics identified from both organizational and operational impacts.

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

<b>Statement of use</b>	UNOPS has reported in accordance with the GRI Standards for the period 1 January to 31 December 2022.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>GRI Sector Standard(s)</b>	No applicable GRI Sector Standards

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION
<b>General disclosures</b>			
<b>GRI 2: General Disclosures 2021</b>	<i>2-1 Organizational details</i>	<a href="#">2-1</a>	
	<i>2-2 Entities included in the organization's sustainability reporting</i>	<a href="#">2-2</a>	
	<i>2-3 Reporting period, frequency and contact point</i>	<a href="#">2-3</a>	
	<i>2-4 Restatements of information</i>	<a href="#">2-4</a>	
	<i>2-5 External assurance</i>	<a href="#">2-5</a>	
	<i>2-6 Activities, value chain and other business relationships</i>	<a href="#">2-6</a>	
	<i>2-7 Employees</i>	<a href="#">2-7</a>	
	<i>2-8 Workers who are not employees</i>	<a href="#">2-8</a>	
	<i>2-9 Governance structure and composition</i>	<a href="#">2-9</a>	
	<i>2-10 Nomination and selection of the highest governance body</i>	<a href="#">2-10</a>	
	<i>2-11 Chair of the highest governance body</i>	<a href="#">2-11</a>	
	<i>2-12 Role of the highest governance body in overseeing the management of impacts</i>	<a href="#">2-12</a>	
	<i>2-13 Delegation of responsibility for managing impacts</i>	<a href="#">2-13</a>	
	<i>2-14 Role of the highest governance body in sustainability reporting</i>	<a href="#">2-14</a>	
	<i>2-15 Conflicts of interest</i>	<a href="#">2-15</a>	
	<i>2-16 Communication of critical concerns</i>	<a href="#">2-16</a>	
	<i>2-17 Collective knowledge of the highest governance body</i>	<a href="#">2-17</a>	
	<i>2-18 Evaluation of the performance of the highest governance body</i>	<a href="#">2-18</a>	
	<i>2-19 Remuneration policies</i>	<a href="#">2-19</a>	
	<i>2-20 Process to determine remuneration</i>	<a href="#">2-20</a>	
	<i>2-21 Annual total compensation ratio</i>	<a href="#">2-21</a>	
	<i>2-22 Statement on sustainable development strategy</i>	<a href="#">2-22</a>	
	<i>2-23 Policy commitments</i>	<a href="#">2-23</a>	
	<i>2-24 Embedding policy commitments</i>	<a href="#">2-24</a>	
	<i>2-25 Processes to remediate negative impacts</i>	<a href="#">2-25</a>	
	<i>2-26 Mechanisms for seeking advice and raising concerns</i>	<a href="#">2-26</a>	
	<i>2-27 Compliance with laws and regulations</i>	<a href="#">2-27</a>	
	<i>2-28 Membership associations</i>	<a href="#">2-28</a>	

	2-29 Approach to stakeholder engagement	<a href="#">2-29</a>	
	2-30 Collective bargaining agreements	<a href="#">2-30</a>	
<b>Material topics</b>			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<a href="#">3-1</a>	
	3-2 List of material topics	<a href="#">3-2</a>	
<b>Anti-corruption</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">3-3 Anti-corruption</a>	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<a href="#">205-1</a>	
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">205-2</a>	
	205-3 Confirmed incidents of corruption and actions taken	<a href="#">205-3</a>	
<b>Biodiversity</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">3-3 Biodiversity</a>	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Requirements omitted Information unavailable <a href="#">Explanation</a>
	304-2 Significant impacts of activities, products and services on biodiversity	<a href="#">304-2</a>	
	304-3 Habitats protected or restored	<a href="#">304-3</a>	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Requirements omitted Information unavailable <a href="#">Explanation</a>
<b>Economic impacts</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">3-3 Economic impacts</a>	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<a href="#">203-1</a>	
	203-2 Significant indirect economic impacts	<a href="#">203-2</a>	
<b>Economic performance</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">3-3 Economic performance</a>	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">201-1</a>	
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">201-2</a>	
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">201-3</a>	
	201-4 Financial assistance received from government	<a href="#">201-4</a>	
<b>Emissions</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">3-3 Emissions</a>	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<a href="#">305-1</a>	
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">305-2</a>	
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">305-3</a>	
	305-4 GHG emissions intensity	<a href="#">305-4</a>	
	305-5 Reduction of GHG emissions	<a href="#">305-5</a>	
	305-6 Emissions of ozone-depleting substances (ODS)	<a href="#">305-6</a>	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Requirements omitted Not applicable <a href="#">Explanation</a>
<b>Employment &amp; diversity</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">3-3 Employment &amp; diversity</a>	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<a href="#">401-1</a>	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">401-2</a>	

	<i>401-3 Parental leave</i>	<a href="#">401-3</a>	
<b>GRI 405:</b> Diversity and Equal Opportunity 2016	<i>405-1 Diversity of governance bodies and employees</i>	<a href="#">405-1</a>	
	<i>405-2 Ratio of basic salary and remuneration of women to men</i>	<a href="#">405-2</a>	
<b>GRI 406:</b> Non-discrimination 2016	<i>406-1 Incidents of discrimination and corrective actions taken</i>	<a href="#">406-1</a>	
<b>Energy</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3-3 Energy</a>	
<b>GRI 302:</b> Energy 2016	<i>302-1 Energy consumption within the organization</i>	<a href="#">302-1</a>	
	<i>302-2 Energy consumption outside of the organization</i>		Requirements omitted Not applicable <a href="#">Explanation</a>
	<i>302-3 Energy intensity</i>	<a href="#">302-3</a>	
	<i>302-4 Reduction of energy consumption</i>	<a href="#">302-4</a>	
	<i>302-5 Reductions in energy requirements of products and services</i>		Requirements omitted Not applicable <a href="#">Explanation</a>
<b>Ethical fundraising</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3-3 Ethical fundraising</a>	
<b>NGO8 (GRI G4)</b>	<i>Sources of funding by category and five largest donors and monetary value of their contribution</i>	<a href="#">NGO8</a>	
<b>Gender &amp; diversity in projects</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3-3 Gender &amp; diversity in projects</a>	
<b>NGO4 (GRI G4)</b>	<i>Measures to integrate gender and diversity into program design and implementation, and the monitoring, evaluation, and learning cycle</i>	<a href="#">NGO4</a>	
<b>Health &amp; safety</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3-3 Health &amp; safety</a>	
<b>GRI 403:</b> Occupational Health and Safety 2018	<i>403-1 Occupational health and safety management system</i>	<a href="#">403-1</a>	
	<i>403-2 Hazard identification, risk assessment, and incident investigation</i>	<a href="#">403-2</a>	
	<i>403-3 Occupational health services</i>	<a href="#">403-3</a>	
	<i>403-4 Worker participation, consultation, and communication on occupational health and safety</i>	<a href="#">403-4</a>	
	<i>403-5 Worker training on occupational health and safety</i>	<a href="#">403-5</a>	
	<i>403-6 Promotion of worker health</i>	<a href="#">403-6</a>	
	<i>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</i>	<a href="#">403-7</a>	
	<i>403-8 Workers covered by an occupational health and safety management system</i>	<a href="#">403-8</a>	
	<i>403-9 Work-related injuries</i>	<a href="#">403-9</a>	
	<i>403-10 Work-related ill health</i>	<a href="#">403-10</a>	
<b>Human rights</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3-3 Human rights</a>	
<b>GRI 411:</b> Rights of Indigenous Peoples 2016	<i>411-1 Incidents of violations involving rights of indigenous peoples</i>	<a href="#">411-1</a>	
<b>Labour conditions</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3-3 Labour conditions</a>	
<b>GRI 407:</b> Freedom of Association and Collective Bargaining 2016	<i>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</i>	<a href="#">407-1</a>	
<b>GRI 408:</b> Child Labor 2016	<i>408-1 Operations and suppliers at significant risk for incidents of child labor</i>	<a href="#">408-1</a>	

<b>GRI 409:</b> Forced or Compulsory Labor 2016	<i>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</i>	<a href="#">409-1</a>	
<b>Local communities</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3-3 Local communities</a>	
<b>GRI 413:</b> Local Communities 2016	<i>413-1 Operations with local community engagement, impact assessments, and development programs</i>	<a href="#">413-1</a>	
	<i>413-2 Operations with significant actual and potential negative impacts on local communities</i>		Requirements omitted Information unavailable <a href="#">Explanation</a>
<b>NGO1</b> (GRI G4)	<i>Processes for involvement of affected stakeholder groups in the design, implementation, monitoring and evaluation of policies and programs</i>	<a href="#">NGO1</a>	
<b>Monitoring, evaluation &amp; learning</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3-3 Monitoring, evaluation &amp; learning</a>	
<b>NGO3</b> (GRI G4)	<i>System for program monitoring, evaluation and learning, resulting changes to programmes and how they are communicated</i>	<a href="#">NGO3</a>	
<b>Procurement practices</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3-3 Procurement practices</a>	
<b>GRI 204:</b> Procurement Practices 2016	<i>204-1 Proportion of spending on local suppliers</i>	<a href="#">204-1</a>	
<b>Supplier assessment</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3-3 Supplier assessment</a>	
<b>GRI 308:</b> Supplier Environmental Assessment 2016	<i>308-1 New suppliers that were screened using environmental criteria</i>	<a href="#">308-1</a>	
	<i>308-2 Negative environmental impacts in the supply chain and actions taken</i>	<a href="#">308-2</a>	
<b>GRI 414:</b> Supplier Social Assessment 2016	<i>414-1 New suppliers that were screened using social criteria</i>	<a href="#">414-1</a>	
	<i>414-2 Negative social impacts in the supply chain and actions taken</i>	<a href="#">414-2</a>	
<b>Training &amp; education</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3.3 Training &amp; education</a>	
<b>GRI 404:</b> Training and Education 2016	<i>404-1 Average hours of training per year per employee</i>	<a href="#">404-1</a>	
	<i>404-2 Programs for upgrading employee skills and transition assistance programs</i>	<a href="#">404-2</a>	
	<i>404-3 Percentage of employees receiving regular performance and career development reviews</i>	<a href="#">404-3</a>	
<b>Waste</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3.3 Waste</a>	
<b>GRI 306:</b> Waste 2020	<i>306-1 Waste generation and significant waste-related impacts</i>	<a href="#">306-1</a>	
	<i>306-2 Management of significant waste-related impacts</i>	<a href="#">306-2</a>	
	<i>306-3 Waste generated</i>	<a href="#">306-3</a>	
	<i>306-4 Waste diverted from disposal</i>	<a href="#">306-4</a>	
	<i>306-5 Waste directed to disposal</i>	<a href="#">306-5</a>	
<b>Water &amp; effluents</b>			
<b>GRI 3:</b> Material Topics 2021	<i>3-3 Management of material topics</i>	<a href="#">3.3 Water &amp; effluents</a>	
<b>GRI 303:</b> Water and Effluents 2018	<i>303-1 Interactions with water as a shared resource</i>		Requirements omitted Not applicable <a href="#">Explanation</a>

	<i>303-2 Management of water discharge-related impacts</i>		Requirements omitted Not applicable <a href="#">Explanation</a>
	<i>303-3 Water withdrawal</i>	<a href="#">303-3</a>	
	<i>303-4 Water discharge</i>	<a href="#">303-4</a>	
	<i>303-5 Water consumption</i>	<a href="#">303-5</a>	

## Supporting information to GRI content index 2022

DISCLOSURE	INFORMATION DISCLOSED FOR 2022																																																																																				
<b>General disclosures</b>																																																																																					
2-1 Organizational details	<a href="#">About UNOPS</a> <a href="#">Annual report 2022</a> - page 5 (para 15)																																																																																				
2-2 Entities included in the organization's sustainability reporting	<a href="#">Headquarters</a> <a href="#">Projects and locations</a>																																																																																				
2-3 Reporting period, frequency and contact point	1 January to 31 December 2022, annual reporting and sustainability@unops.org																																																																																				
2-4 Restatements of information	In November 2022, quality checks performed by UNOPS and UNEP/SUN revealed a discrepancy between the 2021 GHG emissions calculated by UNEP and those communicated by UNOPS in its reports. 2021 inventory results have been restated from 10,294 to 10,165 tonnes CO <sub>2</sub> e. A version 2 of UNOPS <a href="#">Environmental Inventory Management Plan 2021</a> was released.																																																																																				
2-5 External assurance	No external assurance																																																																																				
2-6 Activities, value chain and other business relationships	<p><a href="#">UNOPS service lines</a> <a href="#">Annual report 2022</a> - page 10 (para 45)</p> <table border="1"> <thead> <tr> <th>Service lines</th> <th>2022 percentage of delivery</th> <th>2022 percentage of delivery (excluding PharmaMX)</th> <th>2021 percentage of delivery</th> <th>2021 percentage of delivery (excluding PharmaMX)</th> </tr> </thead> <tbody> <tr> <td>Infrastructure</td> <td>9</td> <td>12</td> <td>8</td> <td>11</td> </tr> <tr> <td>Procurement</td> <td>60</td> <td>44</td> <td>60</td> <td>42</td> </tr> <tr> <td>Project management</td> <td>11</td> <td>16</td> <td>12</td> <td>17</td> </tr> <tr> <td>Human resources</td> <td>8</td> <td>10</td> <td>7</td> <td>10</td> </tr> <tr> <td>Financial management</td> <td>13</td> <td>18</td> <td>13</td> <td>18</td> </tr> </tbody> </table>	Service lines	2022 percentage of delivery	2022 percentage of delivery (excluding PharmaMX)	2021 percentage of delivery	2021 percentage of delivery (excluding PharmaMX)	Infrastructure	9	12	8	11	Procurement	60	44	60	42	Project management	11	16	12	17	Human resources	8	10	7	10	Financial management	13	18	13	18																																																						
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2-7 Employees	<p>UNOPS regular personnel (headcount) as of 31 December 2022:</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Permanent</th> <th>Temporary</th> <th>Full-time</th> <th>Part-time</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>10</td> <td>2,705</td> <td>2,689</td> <td>26</td> <td>2,715</td> </tr> <tr> <td>Male</td> <td>7</td> <td>2,586</td> <td>2,544</td> <td>49</td> <td>2,593</td> </tr> <tr> <td>Transgender</td> <td>0</td> <td>1</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td><b>Total</b></td> <td><b>17</b></td> <td><b>5,292</b></td> <td><b>5,234</b></td> <td><b>75</b></td> <td><b>5,309</b></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Region/entity</th> <th>Permanent</th> <th>Temporary</th> <th>Full-time</th> <th>Part-time</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Africa</td> <td>1</td> <td>1,009</td> <td>993</td> <td>17</td> <td>1,010</td> </tr> <tr> <td>Asia</td> <td>3</td> <td>936</td> <td>927</td> <td>12</td> <td>939</td> </tr> <tr> <td>Europe &amp; Central Asia</td> <td>2</td> <td>556</td> <td>541</td> <td>17</td> <td>558</td> </tr> <tr> <td>Latin America &amp; Caribbean</td> <td>2</td> <td>891</td> <td>881</td> <td>12</td> <td>893</td> </tr> <tr> <td>Middle East</td> <td>0</td> <td>302</td> <td>301</td> <td>1</td> <td>302</td> </tr> <tr> <td>New York Service Cluster</td> <td>3</td> <td>1,053</td> <td>1042</td> <td>14</td> <td>1,056</td> </tr> <tr> <td>Headquarters</td> <td>6</td> <td>545</td> <td>549</td> <td>2</td> <td>551</td> </tr> <tr> <td><b>Total</b></td> <td><b>17</b></td> <td><b>5,292</b></td> <td><b>5,234</b></td> <td><b>75</b></td> <td><b>5,309</b></td> </tr> </tbody> </table> <p><u>Notes on employees:</u>  <u>Non-guaranteed:</u> N/A for UNOPS. <u>Permanent:</u> staff on permanent appointments. <u>Temporary:</u> staff not on permanent appointments, and all LICA and ICAs. <u>Full time:</u> Staff/ICA with 'Employment_Parttime_Percentage' as '100'. <u>Part time:</u> less than '100'</p>	Gender	Permanent	Temporary	Full-time	Part-time	Total	Female	10	2,705	2,689	26	2,715	Male	7	2,586	2,544	49	2,593	Transgender	0	1	1	0	1	<b>Total</b>	<b>17</b>	<b>5,292</b>	<b>5,234</b>	<b>75</b>	<b>5,309</b>	Region/entity	Permanent	Temporary	Full-time	Part-time	Total	Africa	1	1,009	993	17	1,010	Asia	3	936	927	12	939	Europe & Central Asia	2	556	541	17	558	Latin America & Caribbean	2	891	881	12	893	Middle East	0	302	301	1	302	New York Service Cluster	3	1,053	1042	14	1,056	Headquarters	6	545	549	2	551	<b>Total</b>	<b>17</b>	<b>5,292</b>	<b>5,234</b>	<b>75</b>	<b>5,309</b>
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2-8 Workers who are not employees	<p>UNOPS refers to 'personnel' in terms of its workforce, which includes staff members, as well as individuals holding ongoing Individual Contractor Agreements ("ICAs") and short-term ICA. Workers who are not captured by these definitions are as follows:</p> <table border="1"> <tbody> <tr> <td>Retainer and Lump-Sum</td> <td>2,435</td> </tr> <tr> <td>Type-II Contracted (employees of a third-party contractor)*</td> <td>189</td> </tr> <tr> <td>Interns</td> <td>129</td> </tr> </tbody> </table>	Retainer and Lump-Sum	2,435	Type-II Contracted (employees of a third-party contractor)*	189	Interns	129																																																																														
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UN Volunteers	6				
Type-II Gratis**	4				
2-9 Governance structure and composition	<a href="#">UNOPS Executive Board</a> (including structure and composition)				
2-10 Nomination and selection of the highest governance body	The Economic and Social Council elects new Board members once a year ( <a href="#">2022/215/A and B</a> ). Board members are elected with due regard to equitable geographical representation and other relevant factors ( <a href="#">A/RES/48/162</a> , paragraph 24).				
2-11 Chair of the highest governance body	The President of the Bureau of the Executive Board is not a senior executive of UNOPS; nor are any UNOPS personnel members of the Board.				
2-12 Role of the highest governance body in overseeing the management of impacts	The Executive Director submits a four-year strategic plan for approval by the Executive Board, including the organization's purpose, values, mission and goals related to sustainable development. The Executive Director submits an annual report to the Executive Board, as well as reports on the implementation of recommendations of external and internal oversight bodies. The Board may invite other stakeholders to attend its meetings. Reports submitted to the Board are considered during the Board's three sessions per year ( <a href="#">session documents</a> and <a href="#">reports on sessions</a> ). The Executive Board may consider the effectiveness of UNOPS processes in relation to reporting on due diligence and impact ( <a href="#">decisions of the Board</a> ).				
2-13 Delegation of responsibility for managing impacts	The Executive Board does not appoint the UNOPS Executive Director. The Executive Director is accountable to the Board for managing the organization's impact on the economy, environment and people, and may further <a href="#">delegate responsibility</a> . <a href="#">2021 annual report of UNOPS Executive Director</a>				
2-14 Role of the highest governance body in sustainability reporting	The Executive Board is responsible for reviewing and approving reports from UNOPS. The Board may issue a decision in relation to these, jointly developed by Board members. While the report of the UN Board of Auditors on the UNOPS financial statements is submitted to the General Assembly, UNOPS reports to the Board on the progress of implementation of recommendations from the UN Board of Auditors (BOA). Additional info at: <a href="#">A/RES/48/162</a> ; <a href="#">2022 workplan of the Board</a> ; and <a href="#">UN BOA reports</a>				
2-15 Conflicts of interest	<a href="#">Fact sheet on conflicts of interest</a> <a href="#">UNOPS Ethics Office</a> Individual persons on the UNOPS Executive Board are accredited representatives of UN Member States, and are subject to applicable rules and processes as issued and managed by the relevant institutions of their country. The Board may specify any processes it deems necessary to address conflict of interest in its <a href="#">Rules of Procedures</a> .				
2-16 Communication of critical concerns	Critical concerns may be communicated to the Executive Board by stakeholders in a number of ways, including through reports and statements at one of the three sessions per year. The Board may also schedule special sessions, in line with Rule 1.3 of its <a href="#">Rules of Procedures</a> . In 2022, members of the Board raised serious concerns about reported irregularities in relation to the S3i initiative (ref. EB decision <a href="#">2022/13</a> ). Two detailed reports by an independent third party were commissioned and completed in late 2022: <a href="#">Third-party review of UNOPS internal control systems, risk management and overall governance structures</a> ; and <a href="#">Third-party review of effectiveness of the UNOPS oversight mechanisms for Sustainable Investments in Infrastructure and Innovation (S3i)</a>				
2-17 Collective knowledge of the highest governance body	The Executive Board advances its collective knowledge on sustainable development in three major ways: (1) its regular engagement with the substantive work and functioning of the UN entities under its purview; (2) joint field visits with the Executive Boards of UN-Women and WFP (ref. <a href="#">2020 guidelines</a> ), with a visit to Bangladesh in 2022 (ref. report <a href="#">DP/FPA/OPS/2022/CRP.1</a> ); and (3) joint meetings of the Boards of UN Women and WFP, which include thematic focus on topics and issues of sustainable development (e.g. <a href="#">report on joint meeting from 3 June 2022</a> ).				
2-18 Evaluation of the performance of the highest governance body	The Board considers its working methods through joint deliberations of its members, which may include additional consultations with Member States (see decisions <a href="#">2020/13</a> , <a href="#">2020/2</a> , <a href="#">2019/6</a> , <a href="#">2019/3</a> , <a href="#">2018/22</a> , and <a href="#">2018/12</a> ). In view of third-party reviews of the UNOPS S3i initiative in 2022,				

	the Board considered recommendations pertaining to UNOPS governance structures addressed to the Board.
2-19 Remuneration policies	Members of the Executive Board are subject to the remuneration framework of their employer. They are not employees of the UN, and do not receive remuneration from the UN. <a href="#">Executive Board website</a> ; <a href="#">Information note</a> and <a href="#">Rules of Procedure</a>
2-20 Process to determine remuneration	Designing remuneration policies and determining remuneration in relation to Members of the Executive Board are under the purview of the respective Member State. The majority of UNOPS personnel are recruited under a local contract modality and compensated according to fixed benchmarks of the <a href="#">International Civil Service Commission</a> .
2-21 Annual total compensation ratio	Annual total compensation of UNOPS staff and local individual contractor agreements follows <a href="#">salary scales set by the International Civil Service Commission</a> . Internationally recruited staff follow global salary scales, supplemented by post adjustments to reflect cost of living differences among duty stations. Locally recruited staff and individual contractor agreements follow local salary scales based on surveys of best prevailing employment conditions by duty station. Increases in annual total compensation for UNOPS internationally recruited staff follow step increases, as defined by ICSC salary scales. The percentage increases are higher for lower staff grades, and for lower steps within the respective grades. <a href="#">Salary scales for Professional and higher categories</a> (Annex I, page 21).
2-22 Statement on sustainable development strategy	<a href="#">UNOPS restated strategic plan 2022-2025</a>
2-23 Policy commitments	<a href="#">UNOPS restated strategic plan 2022-2025</a> <a href="#">Due diligence framework at UNOPS</a>
2-24 Embedding policy commitments	<a href="#">UNOPS restated strategic plan 2022-2025</a> <a href="#">UNOPS expanded results framework 2022-2025</a>
2-25 Processes to remediate negative impacts	Within UNOPS, an Internal Grievances function focuses on enabling an efficient, progressive, fair, diligent and transparent management of personnel relations. In a broader context, UNOPS is completing a multi-year project aimed at developing stakeholder engagement processes, as well as project-level and corporate grievance mechanisms. .
2-26 Mechanisms for seeking advice and raising concerns	The Speak-Up online reporting tool allows any individual to make anonymous allegations. The Office of the Ombudsman also provides confidential advice and support. The Internal Audit and Investigations Group and the Ethics Office are two internal independent channels available for personnel wishing to seek advice or raise concerns. Similarly, the Staff Council and a number of Personnel Associations established at different duty stations allow personnel to do the same. Finally, standard HR systems allow personnel to seek advice or raise concerns, such as performance rebuttal processes or requests for management evaluations.
2-27 Compliance with laws and regulations	There were no known instances of non-compliance with laws and regulations by UNOPS in 2022. In terms of media coverage related to Sustainable Infrastructure Investments and Innovation Initiative (S3i) matters, please refer to <a href="#">UNOPS website</a> .
2-28 Membership associations	UNOPS does not belong to any associations or international advocacy organizations
2-29 Approach to stakeholder engagement	<a href="#">Management of UNOPS Partners and Resulting Agreements</a> <a href="#">Annual report 2022 - page 16 (para 99)</a>
2-30 Collective bargaining agreements	<a href="#">International Civil Service Commission</a>
<b>Material topics</b>	
3-1 Process to determine material topics	In 2015, UNOPS undertook an extensive analysis of its material sustainability risks and its stakeholders' expectations of how the organization should operate, arriving at an overview of material topics. The topics were placed in an initial materiality matrix, validated by relevant internal stakeholders who prioritised each topic according to its organizational and/or operational impact. Further validation was achieved through interviews with internal and external stakeholders as well as an online survey of UNOPS personnel. These results were discussed again with internal stakeholders, completing a final list of material topics, including its definitions and boundaries. The list was further refined in 2019 and maintained since then.



3-2 List of material topics	<p>UNOPS material topics adapted from the GRI Standards (in alphabetical order):</p> <table border="0"> <tr> <td>1. Anti-corruption</td> <td>11. Human rights standards</td> </tr> <tr> <td>2. Biodiversity</td> <td>12. Labour conditions</td> </tr> <tr> <td>3. Economic impacts</td> <td>13. Local communities</td> </tr> <tr> <td>4. Economic performance</td> <td>14. Monitoring, evaluation &amp; learning</td> </tr> <tr> <td>5. Emissions</td> <td>15. Procurement practices</td> </tr> <tr> <td>6. Employment &amp; diversity</td> <td>16. Supplier assessment</td> </tr> <tr> <td>7. Energy</td> <td>17. Training &amp; education</td> </tr> <tr> <td>8. Ethical fundraising</td> <td>18. Waste</td> </tr> <tr> <td>9. Gender &amp; diversity in projects</td> <td>19. Water &amp; effluents</td> </tr> <tr> <td>10. Health &amp; safety</td> <td></td> </tr> </table> <p>Compared to 2021, reporting on GRI 419: socioeconomic compliance 2016, GRI 307: environmental compliance 2016 and GRI 412 human rights assessment 2016 was discontinued as the <a href="#">2021 GRI Standards</a> do not include these anymore.</p>	1. Anti-corruption	11. Human rights standards	2. Biodiversity	12. Labour conditions	3. Economic impacts	13. Local communities	4. Economic performance	14. Monitoring, evaluation & learning	5. Emissions	15. Procurement practices	6. Employment & diversity	16. Supplier assessment	7. Energy	17. Training & education	8. Ethical fundraising	18. Waste	9. Gender & diversity in projects	19. Water & effluents	10. Health & safety	
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<b>Anti-corruption</b>																					
3-3 Management of material topics	<p><a href="#">Status, basic rights and duties of UN staff members</a>  <a href="#">UNOPS Accountability</a>  <a href="#">Policy to Address Fraud and Corruption</a>  <a href="#">UN supplier code of conduct</a></p>																				
205-1 Operations assessed for risks related to corruption	<p>The Ethics Office led a review of UNOPS’s due diligence procedures which incorporate elements of managing third party compliance risks, including money laundering and counter terrorist financing, bribery, corruption and fraud. The review also included controls in respect of third parties including vendors, grantees, implementing partners and donors. The review recommended a number of improvements including a dedicated due diligence unit, training, provision of due diligence tools, a roster of external reviewers and a review of potential high risk counterparties by oversight mechanisms. The Ethics Office also outlined the need for an enhanced compliance framework which would better enable management to identify and assess integrity risks. Currently, management is considering these recommendations in the context of UNOPS’ comprehensive response plan.</p>																				
205-2 Communication and training about anti-corruption policies and procedures	<p>In 2022, 330 personnel completed the mandatory online course on ethics and fraud prevention in procurement, with a total of 1,300 active personnel having completed the course. Ethics, anti-corruption, and fraud prevention modules are integrated into UNOPS procurement operations training course, which was completed by 238 personnel in 2022, with a total of 1,025 active personnel having done so.</p> <p>In line with its mandate to raise awareness and foster a culture of ethics, integrity and accountability, the Ethics Office has developed a new programme. Ethics-in-Action (EIA) is an initiative to open up a dialogue with UNOPS personnel globally on commitment to a values-based approach in our daily work, in line with the Ethics Office mandate to raise awareness on core UN values. Through this, the Ethics Office seeks to engage in a dialogue with personnel about a culture of ethics, integrity and accountability and thus contribute to an enabling and ethics-driven working environment, empower colleagues to manage ethical dilemmas in their day-to-day work and raise awareness on a healthy culture of speaking-up, allowing for personnel to engage with and take advantage of the speak-up channels. In 2022, the Ethics Office conducted three pilots and rolled out the first EIA session. The EIA roll out plan will be executed in 2023.</p>																				
205-3 Confirmed incidents of corruption and actions taken	<p><a href="#">Vendor sanctions</a>  UNOPS did not identify any confirmed incident of corruption in 2022. In terms of media coverage related to Sustainable Infrastructure Investments and Innovation Initiative (S3i) matters, please refer to <a href="#">UNOPS website</a>.</p>																				
<b>Biodiversity</b>																					
3-3 Management of material topics	<p><a href="#">UNOPS restated strategic plan 2022-2025</a>  <a href="#">Health &amp; Safety and Social &amp; Environmental Management Policy</a>  UNOPS vision is to identify impacts on biodiversity, and to prevent, minimise and remedy adverse impacts, while recognizing opportunities for protection, promotion and recovery of biodiversity.</p>																				
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside	<p><b>Omission: Information unavailable</b>  In 2021, UNOPS approved a two-year project aimed at developing corporate biodiversity safeguards. As the project was ongoing in 2022, UNOPS ability to report on its impact on biodiversity is limited.</p>																				

<i>protected areas</i>																																								
<i>304-2 Significant impacts of activities, products and services on biodiversity</i>	8 infrastructure projects reported significant direct or indirect impact on biodiversity through construction or use of infrastructure (8 in 2021).																																							
<i>304-3 Habitats protected or restored</i>	13 infrastructure projects reported protecting or restoring habitat areas, of which 9 reported doing so through partnerships with third parties (compared to 11 and 10, respectively, in 2021)																																							
<i>304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations</i>	<b>Omission: Information unavailable</b> In 2021, UNOPS approved a two-year project aimed at developing corporate biodiversity safeguards. As the project was ongoing in 2022, UNOPS ability to report on its impact on biodiversity is limited.																																							
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<i>3-3 Management of material topics</i>	<a href="#">UNOPS Sustainability</a>																																							
<i>203-1 Infrastructure investments and services supported</i>	<a href="#">UNOPS Infrastructure</a>																																							
<i>203-2 Significant indirect economic impacts</i>	<p>Almost 9 million days of paid work for local people were created through UNOPS projects in 2022. 47 per cent of the total labour days were for women and 53 per cent for men. Across both genders, 1.2 million days of work were created for young people, defined as individuals between the ages of 15 and 24.</p> <p>UNOPS supported the construction or rehabilitation of 24 schools, 4 hospitals, 10 health clinics, 9 police stations and 297 km of roads.</p> <p>As part of efforts to share knowledge and expertise, almost 21,500 days of technical assistance were provided to partners, compared to around 36,000 in 2021. Approximately 80 per cent of infrastructure projects supported by UNOPS reported one activity or more that contributed to developing national capacity.</p> <p>The below tables show a 3-year trend related to:</p> <p>...<i>local labour days</i> created:</p> <table border="1"> <thead> <tr> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>3.4 million</td> <td>6.1 million</td> <td>8.7 million</td> </tr> </tbody> </table> <p>...<i>technical assistance days</i> delivered:</p> <table border="1"> <thead> <tr> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>38,086</td> <td>35,879</td> <td>21,422</td> </tr> </tbody> </table> <p>...<i>training days</i> delivered:</p> <table border="1"> <thead> <tr> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>1,938</td> <td>2,765</td> <td>2,152</td> </tr> </tbody> </table> <p>...<i>examples of infrastructure physical assets</i> worked on:</p> <table border="1"> <thead> <tr> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>114 schools</td> <td>30 schools</td> <td>24 schools</td> </tr> <tr> <td>9 hospitals</td> <td>10 hospitals</td> <td>4 hospitals</td> </tr> <tr> <td>8 health clinics</td> <td>62 health clinics</td> <td>10 health clinics</td> </tr> <tr> <td>3 courthouses</td> <td>13 courthouses</td> <td>0 courthouses</td> </tr> <tr> <td>2,332 kilometres of roads</td> <td>365 kilometres of roads</td> <td>297 kilometres of roads</td> </tr> <tr> <td>30 police stations</td> <td>9 police stations</td> <td>9 police stations</td> </tr> </tbody> </table> <p><a href="#">Annual report 2022</a> - page 13 (para 71), page 14 (para 79)</p>	2020	2021	2022	3.4 million	6.1 million	8.7 million	2020	2021	2022	38,086	35,879	21,422	2020	2021	2022	1,938	2,765	2,152	2020	2021	2022	114 schools	30 schools	24 schools	9 hospitals	10 hospitals	4 hospitals	8 health clinics	62 health clinics	10 health clinics	3 courthouses	13 courthouses	0 courthouses	2,332 kilometres of roads	365 kilometres of roads	297 kilometres of roads	30 police stations	9 police stations	9 police stations
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<i>3-3 Management of material topics</i>	<a href="#">Finance and Asset Management</a> <a href="#">Management of UNOPS Partners and Resulting Agreements</a> <a href="#">UNOPS restated strategic plan 2022-2025</a>																																							
<i>201-1 Direct economic value generated and distributed</i>	<p>UNOPS delivered more than \$3.5 billion in project services, compared to \$3.4 billion in 2021. Net revenue from project activities was \$127.3 million, compared to \$139.7 million in 2021. This generated an average fee of 3.7 per cent, compared to 4.1 per cent in 2021, continuing the overall downward trend in recent years. Management expenses were \$132.8 million, compared to \$74.7 million a year earlier.</p> <p>The results from operations was -\$3.2 million, compared to \$63.5 million in 2021. Net finance income amounted to -\$30.3 million (as opposed to \$26.8 million in 2021). Overall, the net result for the period was -\$33.6 million (compared to \$90.4 million in 2021). This contributed to total net</p>																																							

	assets/equity of \$319.2 million at the end of 2022.  <a href="#">Annual report 2022</a> - page 11 (para 51) and page 18 (para 124 and 125)								
201-2 Financial implications and other risks and opportunities due to climate change	As a subsidiary organ of the UN, privileges and immunities provided under the Convention on the Privileges and Immunities of the UN are applicable to UNOPS. In this context, UNOPS is generally not subject to the internal regulatory requirements within national jurisdiction – such as regulations around climate change. Physical drivers of climate change are mitigated by UNOPS service offering, for example through supporting partners with their increasing demand for renewable energy solutions. Furthermore, UNOPS supports the resilience of countries and communities to withstand the shocks of natural disasters with solid infrastructure. As part of its effort to support and protect the environment, UNOPS has a strong commitment on energy efficiency, which may translate to cost savings, as well as an increase of safety and stability of operations. UNOPS carbon emissions are offset using certified emission reductions. The increase of carbon offsets prices is a risk for UNOPS commitment to climate neutrality, which has been a priority since 2012. Additionally, UNOPS recognizes that climate change effects (such as the spread of diseases or water scarcity) could also pose a threat to UNOPS operations around the globe.								
201-3 Defined benefit plan obligations and other retirement plans	Individual Contractor Agreement holders may participate in the <a href="#">UNOPS Provident Fund</a> . Staff participate in <a href="#">UNJSPF</a> .								
201-4 Financial assistance received from government	<a href="#">UNOPS Financial report and audited financial statements</a> ('non-exchange revenue' under note 3 on significant account policies)								
<b>Emissions</b>									
3-3 Management of material topics	<a href="#">Health &amp; Safety and Social &amp; Environmental Management policies</a> <a href="#">Environmental Inventory Management Plan</a> <a href="#">Greening the Blue (UNOPS)</a> <a href="#">Annual report 2022</a> - page 18 (para 121 and 122)								
305-1 Direct (Scope 1) GHG emissions	Scope 1 emissions: 6,046 t CO <sub>2</sub> eq. (on-site fuel combustion, vehicle fleet, and refrigerants - <a href="#">data details</a> ). Compared to 5,391 t CO <sub>2</sub> eq. in the base year of 2016								
305-2 Energy indirect (Scope 2) GHG emissions	Scope 2 emissions: 1,536 t CO <sub>2</sub> eq. (purchased electricity, and purchased steam for heating - <a href="#">data details</a> ). Compared to 1,719 t CO <sub>2</sub> eq. in the base year of 2016.								
305-3 Other indirect (Scope 3) GHG emissions	Scope 3 emissions: 4,063 t CO <sub>2</sub> eq. (air travel, entitlement travel, and public transport - <a href="#">data details</a> ). Compared to 7,859 t CO <sub>2</sub> eq. in the base year of 2016.								
305-4 GHG emissions intensity	Total emissions in t CO <sub>2</sub> e/personnel are 2.4. Air travel t CO <sub>2</sub> e/personnel are 0.8 - <a href="#">data details</a>								
305-5 Reduction of GHG emissions	In 2022, UNOPS initiated emission reduction activities including corporate awareness; distribution of smart meters to improve understanding of the consumption and encourage behavioural efficiencies; incentives for efficiency quick-wins; etc. As a result, UNOPS 2022 emissions have increased compared to the biennium 2020-2021 - still significantly affected by the Covid-19 pandemic - but are on decline if compared to pre-pandemic years.								
305-6 Emissions of ozone-depleting substances (ODS)	UNOPS does not produce, import or export ozone depleting substances (ODS)								
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<b>Omission: Not applicable</b> UNOPS follows a UN-wide environmental inventory approach, which accounts for six greenhouse gases covered in the Kyoto Protocol.								
<b>Employment &amp; diversity</b>									
3-3 Management of material topics	<a href="#">Human Resources, Ethics and Culture</a> (operational directive) <a href="#">Personnel Management Framework</a> <a href="#">Employment at UNOPS</a>								
401-1 New employee hires and employee turnover	The 1,214 members of UNOPS personnel recruited in 2022 comprised 656 women and 558 men, meaning that 54 percent of new hires were women, compared with 61 per cent in 2021 and 59 per cent in 2020. New hires by gender, age category and region: <table border="1" data-bbox="475 1989 1267 2045"> <thead> <tr> <th>Age category</th> <th>Women %</th> <th>Men %</th> <th>Total %</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>76</td> <td>24</td> <td>16</td> </tr> </tbody> </table>	Age category	Women %	Men %	Total %	Under 30	76	24	16
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	<table border="1"> <thead> <tr> <th>Regions</th> <th>Women %</th> <th>Men %</th> <th>Total %</th> </tr> </thead> <tbody> <tr> <td>Africa</td> <td>32</td> <td>24</td> <td>28</td> </tr> <tr> <td>Asia</td> <td>17</td> <td>18</td> <td>18</td> </tr> <tr> <td>Europe &amp; Central Asia</td> <td>19</td> <td>17</td> <td>18</td> </tr> <tr> <td>Latin America &amp; Caribbean</td> <td>12</td> <td>19</td> <td>15</td> </tr> <tr> <td>Middle East</td> <td>28</td> <td>22</td> <td>25</td> </tr> <tr> <td>New York Service Cluster</td> <td>19</td> <td>12</td> <td>15</td> </tr> <tr> <td>Headquarters</td> <td>16</td> <td>11</td> <td>14</td> </tr> <tr> <td><b>Grand total</b></td> <td><b>20</b></td> <td><b>17</b></td> <td><b>19</b></td> </tr> </tbody> </table>	Regions	Women %	Men %	Total %	Africa	32	24	28	Asia	17	18	18	Europe & Central Asia	19	17	18	Latin America & Caribbean	12	19	15	Middle East	28	22	25	New York Service Cluster	19	12	15	Headquarters	16	11	14	<b>Grand total</b>	<b>20</b>	<b>17</b>	<b>19</b>
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401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Employment at UNOPS - what we offer</a>																																				
401-3 Parental leave	All full-time UNOPS personnel are entitled to parental leave and, during 2022, 163 women and 176 men exercised that right. Ninety-two percent (92%) of women and ninety-eight percent (98%) of men ending their leave in 2022 returned to their position.																																				
405-1 Diversity of governance bodies and employees	<p>UNOPS primary internal management body comprised 16 members - five women and eleven men. Ten were over the age of 50 and six were in the 30-50 age group.</p> <p>In terms of the age composition of UNOPS personnel, 76 percent were between 30-50 years. Personnel below 30 years of age and 50 years and over, accounted for the remaining 7 per cent, and 16 per cent respectively. Regarding geographical diversity, 55 percent of UNOPS personnel internationally were from the Global South, and 45 percent from the Global North.</p> <p><a href="#">UNOPS leadership</a> <a href="#">Annual report 2022 - page 15 (para 88)</a></p>																																				
405-2 Ratio of basic salary and remuneration of women to men	<p>The majority of UNOPS personnel are recruited under a local contract modality and compensated according to fixed benchmarks of the <a href="#">International Civil Service Commission</a>.</p> <p>For personnel recruited under an international contract modality, UNOPS provides hiring managers with compensation calculation tools which do not give consideration to gender, but looks at the seniority of the role, and the location. In 2020, the Senior Leadership Team endorsed UNOPS Gender Advisory Panel recommendations in this area, which included a review of the fee setting methodology for the Individual Contractor Agreement modality, with a focus on gender considerations.</p> <p>UNOPS has been working on enhancements to the International ICA contract modality including elements related to gender and diversity. This includes reviewing the fee setting methodology for international assignments, introducing annual fee increments and support for mobility. This work has been partially completed and the enhancements to the ICA contract modality are to be</p>																																				

	completed in 2023.
<i>406-1 Incidents of discrimination and corrective actions taken</i>	UNOPS received three allegations of discrimination which were or are currently reviewed by Internal Grievances. At the time of reporting none of the allegations were substantiated by the available evidence.
<b>Energy</b>	
<i>3-3 Management of material topics</i>	<a href="#">Health &amp; Safety and Social &amp; Environmental Management policies</a> <a href="#">Environmental Inventory Management Plan</a> <a href="#">Greening the Blue (UNOPS)</a>
<i>302-1 Energy consumption within the organization</i>	Direct energy consumed by UNOPS facilities: 9,239,355 kWh; this figure includes electricity purchased from the grid and on-site energy generation. 218,854 kWh were generated through on-site renewable energy sources (2.37% of the total). 3,968,150 kWh were purchased from national grids, of which 1,672,948 is renewable according to national figures on shares of renewables (IEA, 2019) ( <a href="#">data details</a> ). Renewable energy attributes (RECs and GOs) were purchased to cover 709,876 kWh of grid energy, and are reported separately as market-based instruments.  <a href="#">Annual report 2022 - page 13 (para 73)</a>
<i>302-2 Energy consumption outside of the organization</i>	<b>Omission: Not applicable</b> UNOPS follows a UN-wide environmental inventory approach, which currently does not account for energy consumption outside of the organisation
<i>302-3 Energy intensity</i>	Energy intensity ratio: 104 kWh/m <sup>2</sup> (based on energy consumed by UNOPS facilities) ( <a href="#">data details</a> )
<i>302-4 Reduction of energy consumption</i>	In 2022, UNOPS has observed a decrease of the energy intensity per m <sup>2</sup> , most likely due to the upscale of on-site renewable energy replacing inefficient diesel generation in certain facilities.
<i>302-5 Reductions in energy requirements of products and services</i>	<b>Omission: Not applicable</b> UNOPS follows a UN-wide environmental inventory approach, which currently does not account for energy requirements of products and services.
<b>Ethical fundraising</b>	
<i>3-3 Management of material topics</i>	<a href="#">UNOPS restated strategic plan 2022-2025</a>
<i>Sources of funding by category and five largest donors and monetary value of their contribution</i>	<ul style="list-style-type: none"> <li>● For the second year in a row, direct support to governments accounted for the largest share of delivery value at almost \$2 billion, slightly lower than last year. Following last year's pattern, the most significant partnership with a host government during 2022 was with Mexico, followed by Guatemala, Argentina, Ethiopia and Honduras. The largest donor government to which UNOPS delivery could be directly attributed was Qatar, followed by the United States of America, Japan, Germany and the United Kingdom. Both categories are mostly the same as last year.</li> <li>● In 2022, \$562 million of UNOPS delivery was on behalf of the United Nations system, a decrease of \$20 million compared to 2021. The largest United Nations partner continued to be the Secretariat. The largest segment was again the Department of Peace Operations. Delivery on behalf of United Nations High Commissioner for Refugees grew for the tenth consecutive year; other strong partnerships included United Nations Environment Programme and World Health Organization.</li> <li>● UNOPS partnerships with international financial institutions keep expanding. This year they grew by 19 percent, up to \$381 million in 2022. The World Bank stood for the most significant increase – from \$230 million in 2021 to \$288 million in 2022.</li> <li>● Support to intergovernmental organizations decreased from \$135 million in 2021 to \$125 million in 2022. The decrease is owed to RSHQ Resolute Support HQ – NATO, which reduced its delivery to 50% of last year's.</li> <li>● UNOPS maintained strong partnerships supporting vertical funds at \$225 million. UNOPS' most significant partner in this category is the Global Fund to Fight AIDS, Tuberculosis and Malaria – to which it delivered \$140 million of services in 2022. Nevertheless, it was offset by an increase in GEF.</li> <li>● UNOPS supported the management of several programmes financed by multiple donors, the largest of which are in Myanmar (Livelihoods and Food Security Trust Fund and Myanmar Access to Health) or operate globally (Enhanced Integrated Framework Trust Fund).</li> <li>● UNOPS five largest funding sources:</li> </ul>

		<b>UNOPS 2022 largest funding sources</b>	<b>Delivery (USDm)</b>
		Mexico	974
		World Bank Group	288
		Guatemala	185
		Department of Peace Operations <sup>1</sup>	185
		Global Fund to Fight AIDS, Tuberculosis & Malaria	140
		Qatar	139
<a href="#">Annual report 2022 - page 14 (para 75 to 77)</a>			
<b>Gender &amp; diversity in projects</b>			
<i>3-3 Management of material topics</i>	<p>In 2022 UNOPS drafted its Gender Equality and Social Inclusion (GESI) in Projects Strategy 2022-2025. This strategy articulates the significant shift needed for a more robust, diverse and inclusive approach. Through this strategy UNOPS will ensure that projects promote equitable opportunities for all individuals. The GESI Strategy is accompanied by a four-year corporate GESI Action Plan.</p> <p><a href="#">Annual report 2022 - page 12 (para 56)</a></p>		
<i>Measures to integrate gender and diversity into program design and implementation, and the monitoring, evaluation, and learning cycle</i>	<p>UNOPS reinforced its commitment to gender equality and social inclusion in projects by launching the Gender Equality and Social Inclusion (GESI) in projects strategy. Through this strategy UNOPS is determined to strengthen its ability to ensure diversity and inclusion throughout the project lifespan.</p> <p>UNOPS developed and launched its protection from sexual exploitation and abuse (PSEA) capacity assessment. The PSEA Capacity Assessment is intended to give the necessary assurance of an implementing partners' organizational capacity on the prevention and response to sexual exploitation and abuse (SEA), and to determine monitoring and support activities and serve as a baseline for tracking progress.</p>		
<b>Health &amp; safety</b>			
<i>3-3 Management of material topics</i>	<p><a href="#">Health &amp; Safety and Social &amp; Environmental Management policies</a> <a href="#">Environmental Inventory Management Plan</a></p>		
<i>403-1 Occupational health and safety management system</i>	<p><a href="#">UNOPS Health and Safety Management instructions</a> <a href="#">UNOPS Health and Safety Management directives</a></p>		
<i>403-2 Hazard identification, risk assessment, and incident investigation</i>	<p>Each UNOPS country office is required to have a documented Health &amp; Safety (H&amp;S) plan and/or risk assessment that identifies the H&amp;S risks and opportunities as well as key actions required to address them. The reporting of H&amp;S incidents is mandatory and done in accordance with <a href="#">Reporting and Management of Health &amp; Safety and Social &amp; Environmental Incidents</a>.</p>		
<i>403-3 Occupational health services</i>	<p>UNOPS provides occupational health services based on the needs of each duty station (e.g medical doctor services, stress counsellors, physical health services, and ergonomic advisory services as well as provision of first aid services). In addition, occupational health hazards are also a key component of the UNOPS H&amp;S risk assessment process.</p>		
<i>403-4 Worker participation, consultation, and communication on occupational health and safety</i>	<p>UNOPS has a dedicated H&amp;S intranet page accessible by all UNOPS personnel containing information on H&amp;S management system such as relevant guidance, templates, initiatives and good practices. In 2022, UNOPS continued the promotion of H&amp;S through the established H&amp;S network which has a dedicated coordinator from each country where UNOPS operates. In addition, in 2022 UNOPS initiated the roll out of the new digitised H&amp;S system to enable more efficient and regular collaboration and support across the organization.</p>		
<i>403-5 Worker training on occupational health and safety</i>	<p>The mandatory H&amp;S training on "Health &amp; Safety at UNOPS – Achieving Goal Zero" continued being administered to new colleagues. In addition, in 2022 an external learning platform was built to extend this training to contractors. H&amp;S technical training focusing on high risk critical activities was delivered to infrastructure practitioners in 2022. Furthermore H&amp;S basic training including risk assessment, H&amp;S inductions, incident prevention and management continued being delivered at project sites.</p>		
<i>403-6 Promotion of worker health</i>	<p>UNOPS has a corporate medical insurance plan for its staff members and Local Individual Contractors that covers access to non-occupational medical and healthcare services. International</p>		

<sup>1</sup> Department of Peace Operations does not include UN peacekeeping missions.

	Individual Contractors are not provided with the corporate medical insurance, and are expected to purchase medical insurance as part of their lump sum fee. UNOPS also provides to all its personnel a Malicious Act Insurance, aimed at providing compensation in case of a malicious act (for example a terrorist attack). UNOPS does not offer other types of voluntary health promotion services.
<i>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</i>	UNOPS has identified in its project activities the most significant risks to Health & Safety. Its H&S management system has been designed to control and mitigate such risks. In 2022, UNOPS started the roll out of the new H&S digitised system. The new HS management system simplifies and automates reporting and flags H&S risks and issues that need attention at different levels of management.
<i>403-8 Workers covered by an occupational health and safety management system</i>	UNOPS H&S policy establishing the H&S management system is a corporate document which applies to all personnel and all workers under its direct influence and control (such as infrastructure contractors' workers and any other parties affected by or participating in UNOPS activities). No UNOPS personnel have been excluded by this disclosure.
<i>403-9 Work-related injuries</i>	UNOPS does not keep separate statistics for workers who are not employees. Through mandatory H&S reporting for all work-related injuries and incidents, 10 serious incidents (Class 1 incidents) and 248 minor incidents (Class 2 incidents) were reported in 2022. A corporate register of work-related risks and hazards is maintained and updated annually by corporate health and safety specialists at HQ ( <a href="#">high risk hazards</a> ).
<i>403-10 Work-related ill health</i>	In 2022, no cases of work-related ill health or fatalities as a result of work-related ill health were reported. No worker has been excluded from this disclosure. Work-related hazards that pose a risk of ill-health are determined in UNOPS risk assessments which are developed during project implementation. The risk assessments follow the hierarchy of controls to eliminate and minimise these hazards.
<b>Human rights</b>	
<i>3-3 Management of material topics</i>	<a href="#">UNOPS restated strategic plan 2022-2025 Sustainable Procurement Framework</a> <a href="#">Prevention of Sexual Harassment and Sexual Exploitation and Abuse (SEA) Strategy</a>
<i>411-1 Incidents of violations involving rights of indigenous peoples</i>	No reported incidents.
<b>Labour conditions</b>	
<i>3-3 Management of material topics</i>	<a href="#">UN supplier code of conduct</a> <a href="#">DRiVE supplier sustainability programme</a>
<i>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</i>	315 contracted suppliers from 74 countries reported lack of or weak policy standards on freedom of association and collective bargaining which could present potential risks. 21 suppliers were engaged through desktop verifications and site inspection visits.
<i>408-1 Operations and suppliers at significant risk for incidents of child labor</i>	199 contracted suppliers from 58 countries reported lack of or weak policy standards on child labour which could present potential risks. 21 suppliers were engaged through desktop verifications and site inspection visits.
<i>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</i>	264 contracted suppliers from 64 countries reported lack of or weak policy standards on forced or compulsory labour which could present potential risks. 19 suppliers were engaged through desktop verifications and site inspection visits.
<b>Local communities</b>	
<i>3-3 Management of material topics</i>	<a href="#">UNOPS restated strategic plan 2022-2025 Sustainable Procurement Framework</a>
<i>413-1 Operations with local community engagement, impact assessments, and development programs</i>	<a href="#">Annual report 2022 - page 13 (para 64 and 72)</a>
<i>413-2 Operations with significant actual and potential negative impacts on local communities</i>	<b>Omission: Information unavailable</b> In 2021, UNOPS approved a two-year project aimed at developing stakeholder engagement processes, as well as project-level and corporate grievance mechanisms. The project aims to complete its deliverables in 2023, at which point UNOPS expects to expand its ability to

	systematically report on actual and potential negative impacts on local communities.
<i>Processes for involvement of affected stakeholder groups in the design, implementation, monitoring and evaluation of policies and programs</i>	UNOPS project implementation is guided by the ‘Project Management Manual Part II: Requirements’ that advocates for the inclusion of key stakeholder interests in early stages of a project. This includes user groups of project outputs (beneficiaries), government, private sector, NGOs, and marginalised groups. The approach promotes the ownership of the project planning and implementation process by local communities. Conflict sensitivity guidance references the need for consultations and engagement in the context of conflict-affected areas.
<b>Monitoring, evaluation &amp; learning</b>	
<i>3-3 Management of material topics</i>	<a href="#">UNOPS restated strategic plan 2022-2025</a>
<i>System for program monitoring, evaluation and learning, resulting changes to programmes and how they are communicated</i>	<a href="#">UNOPS Project Management</a>
<b>Procurement practices</b>	
<i>3-3 Management of material topics</i>	<a href="#">Procurement Framework</a> <a href="#">UNOPS Procurement: How we procure</a> <a href="#">Annual report 2022 - page 13 (para 66 and 67)</a>
<i>204-1 Proportion of spending on local suppliers</i>	UNOPS procured \$1.8 billion worth of goods and services for its partners in 2022, which is a measure of the total value of contract commitments as opposed to goods and services delivered. Of this, almost 53 per cent was procured from suppliers registered locally.  <a href="#">Annual report 2022 - page 13 (para 72)</a>
<b>Supplier assessment</b>	
<i>3-3 Management of material topics</i>	<a href="#">UNOPS Procurement: How we procure</a> <a href="#">Sustainable Procurement Framework</a> <a href="#">Annual report 2022 - page 14 (para 80)</a>
<i>308-1 New suppliers that were screened using environmental criteria</i>	55 per cent (895) of the new suppliers in 2022 submitted DRiVE supplier sustainability questionnaire.
<i>308-2 Negative environmental impacts in the supply chain and actions taken</i>	895 contracted suppliers were assessed for negative environmental impacts in the supply chain. 34 per cent (308) of the contracted suppliers from 73 countries reported (lack of/weak) environmental management practices which could present potential negative environmental impacts in the supply chain. Three suppliers voluntarily made commitments to improve on their environmental management practices.
<i>414-1 New suppliers that were screened using social criteria</i>	55 per cent (895) of the new suppliers in 2022 submitted DRiVE supplier sustainability questionnaire.
<i>414-2 Negative social impacts in the supply chain and actions taken</i>	895 contracted suppliers were assessed for negative social impacts in the supply chain. 86 per cent (775) of the contracted suppliers from 103 countries reported lack of or weak social practices (in at least one of the following categories: Labour Standards, Human Rights, Gender Equality and Diversity, Code of Conduct) which could present potential negative social impacts in the supply chain. Five suppliers voluntarily made commitments to improve on their performance in these areas.
<b>Training &amp; education</b>	
<i>3-3 Management of material topics</i>	<a href="#">Human Resources, Ethics and Culture</a> (operational directive) <a href="#">Personnel Management Framework</a>
<i>404-1 Average hours of training per year per employee</i>	In 2022, 4,400 colleagues (compared to 5,565 the previous year) benefited from learning opportunities. Approximately 90 percent of the participants came from field offices, and 10 percent from headquarters; 56 percent were female and 44 percent male. 90 percent of participants in instructor led training rated the relevance of the learning activity “very relevant” or “relevant”. Almost 92 percent agree they would recommend the learning activity to a colleague. Total training hours were 86,687 (20 hours per colleague), compared to 55,920 in 2021 (10 hours per colleague). Staff averaged 12 hours and individual contracts 20 hours. Women averaged 21 hours and men 18 hours.



404-2 Programs for upgrading employee skills and transition assistance programs	UNOPS offers industry-recognized certifications to support its core areas of operation: procurement, infrastructure and project management. Internal content focuses on examples and challenges that UNOPS personnel face in their day-to-day jobs, offering needed information to improve readiness to perform. In 2022, we focused on establishing a strong language learning offer including instructor-led training in English, Spanish and French. Further, to support a stronger connection between UNOPS and the UN system, all UNOPS personnel gained access to the UNSSC Blue Line 2022. We also offer peer career guide sessions to all personnel as well as mentoring and coaching upon request. Regular webinars on career development resources are held, and both supervisors and supervisees receive training in career development conversations.
404-3 Percentage of employees receiving regular performance and career development reviews	Overall completion rate for 2022 performance appraisals was 96 per cent, including 91 per cent for staff and 96 per cent for personnel holding an Individual Contractor Agreement.
<b>Waste</b>	
3-3 Management of material topics	<a href="#">Health &amp; Safety and Social &amp; Environmental Management policies</a> <a href="#">Environmental Inventory Management Plan</a> <a href="#">Greening the Blue (UNOPS)</a>
306-1 Waste generation and significant waste-related impacts	90.84 per cent of office waste was not recycled, reused or recovered, and ended up accumulating in landfills, dumping sites or being disposed of through other means ( <a href="#">data details</a> ).
306-2 Management of significant waste-related impacts	Since 2018, elimination of all unnecessary single-use plastics (SUP) has become organizational policy, and 55 per cent of country offices have confirmed their SUP free status ( <a href="#">data details</a> ).
306-3 Waste generated	Total waste generated: 758.9 metric tons (non-hazardous: 756.4 t, and hazardous: 2.5 t - <a href="#">data details</a> )
306-4 Waste diverted from disposal	Total weight of waste diverted from disposal: 69.5 metric tons (non-hazardous: 67.8 t, and hazardous: 1.7 t - <a href="#">data details</a> )
306-5 Waste directed to disposal	Total weight of waste directed to disposal: 689.2 metric tons (this excludes a small fraction of hazardous and e-waste with on-site storage) (non-hazardous: 688.6 t, and hazardous: 0.6 t - <a href="#">data details</a> )
<b>Water &amp; effluents</b>	
3-3 Management of material topics	<a href="#">Health &amp; Safety and Social &amp; Environmental Management policies</a> <a href="#">Environmental Inventory Management Plan</a> <a href="#">Greening the Blue (UNOPS)</a>
303-1 Interactions with water as a shared resource	<b>Omission: Not applicable</b> UNOPS follows a UN-wide environmental inventory approach, which currently only accounts for water withdrawal and consumption.
303-2 Management of water discharge-related impacts	<b>Omission: Not applicable</b> UNOPS follows a UN-wide environmental inventory approach, which currently only accounts for water withdrawal and consumption.
303-3 Water withdrawal	UNOPS water withdrawal in 2022 was 60,276 m3 ( <a href="#">data details</a> )
303-4 Water discharge	UNOPS water withdrawal in 2022 was discharged as follows: <ul style="list-style-type: none"> <li>● discharged to pit: 5,060 m3 (8.4%)</li> </ul>

	<ul style="list-style-type: none"><li>• discharged to sewage: 38,623 m3 (64.1%)</li><li>• discharged to nature: 26 m3 (0%)</li><li>• discharged to other/unknown: 16,566 m3 (27.5%)</li></ul>
<i>303-5 Water consumption</i>	All water that was reported as withdrawn by UNOPS was also consumed (60,276 m3). Any water that is used for cooling systems is excluded from the total quantity of water consumed.