Global Reporting Initiative – Compliance

This annual report has been produced with reference to the Global Reporting Initiative's (GRI) G3 Reporting Guidelines. More specifically, we have used the GRI NGO Sector Supplement (which seeks to take account of the circumstances of non-governmental organisations such as Amnesty International UK).

The table below shows where in the report the GRI indicators have been referenced.

Where we do not consider the indicator to be relevant to Amnesty International UK, or where it is not material to us (in accordance with the materiality test in the GRI guidelines) we have stated 'not applicable' (n/a). This is typically because:

- Our operations, offices and staff are based entirely within the UK and (as a minimum) we abide by all of the relevant UK legislation
- Our environmental impact is largely restricted to those emissions related to our premises and staff travel

For more information about GRI, please visit www.globalreporting.org

GRI NGO Sector Supplement indicators		
Indicator	**Description**	**Report section (and page number)**
NGO1	Processes for involvement of affected stakeholder groups in the design, implementation, monitoring and evaluation of policies and programmes: • Our approach to 'participation' • Member involvement in strategic planning • Our feedback mechanisms • Our relationships with rights holders and partners	• Our priorities in 2009-2010 (10-11) • Decisions, decisions (46) • Decisions, decisions (50) • Decisions, decisions (51)
NGO2	Mechanisms for feedback and complaints in relation to programs and policies and for determining actions to take in response to breaches of policies	• Decisions, decisions (50, 51, 52)
NGO3	System for programme monitoring, evaluation and learning, (including measuring programme effectiveness and impact), resulting changes to programmes, and how they are communicated	• Our priorities in 2009-2010 (10-11) • Our human rights work (13-38) • Decisions, decisions (52)
NGO4	Measures to integrate gender and diversity into programme design and implementation, and the monitoring, evaluation, and learning cycle	• Our priorities in 2009-2010 (10) • Our human rights work (19-20)
NGO5	Processes to formulate, communicate, implement, and change advocacy positions and public awareness campaigns: • Description of our 'positions and campaigns' • Our approach to research and campaigns • The involvement of members in campaigns • Ongoing support for activists	• AIUK At a glance (6) • Our human rights work (13-14) • Our structure (42-43) • Decisions, decisions (59-60)
NGO6	Processes to take into account and coordinate with the activities of other actors: • Our approach to 'participation' • Examples of specific campaigns which involve other partners and 'actors' • Refining our approach to participation with other partners and 'actors'	• Our priorities in 2009-2010 (10) • Our human rights work (13-38) • Decisions, decisions (51-52)
NGO7	Resource allocation	• Money, where does it go to? (67-69)
NGO8	Sources of funding by category and five largest donors and monetary value of their contribution	• Money, where does it come from? (64-66)
NGO9	Mechanisms for workforce feedback and	• Ordinary people (57)

| | complaints, and their resolution | |

GRI Standard disclosures		
Disclosure	**Description**	**Report section (and page number)**
Strategy and analysis		
1.1	Statement from the most senior decision-maker about the relevance of sustainability to the organisation and its strategy	• From the director (4)
1.2	Description of key impacts, risks, and opportunities	• Our priorities in 2009-2010 (10-11) • Our human rights work (13-38) • Decisions, decisions (51, 52) • Money, where does it come from? (66)
Organisational profile		
2.1	Name of the organisation	• About this report (2)
2.2	Primary activities, brands, products, services	• AIUK At a glance (6) • Decisions, decisions (45) • Our human rights work (13-38)
2.3	Operational structure of the organisation, including national offices, sections, branches, field offices	• Our structure (41-43)
2.4	Location of the organisation's headquarters	• Our structure (42)
2.5	Countries of operation	• About this report (2)
2.6	Nature of ownership and legal form, including details and current status of not-for-profit registration	• About this report (2) • Our structure (41-43)
2.7	Target audience and affected stakeholders	• Decisions, decisions (45-53) • More about his report (74)
2.8	Scale of the reporting organisation, including number of supporters, volunteers, employees and total income	• Our structure (42-43) • Ordinary people (55) • Financial statements (71-73)
2.9	Significant changes during the reporting period regarding size, structure, or ownership	N/A
2.10	Awards received in the reporting period	• Ordinary people (58)
Report parameters		
3.1	Reporting period	• About this report (2)
3.2	Date of most recent previous report	N/A
3.3	Reporting cycle	• More about this report (74)
3.4	Contact point for questions regarding the report or its contents.	• More about this report (74)
3.5	Process for defining report content	• More about this report (74)
3.6	Boundary of the report	• About this report (2)
3.7	State any specific limitations on the scope or boundary of the report	• About this report (2)
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, etc	• Our structure (41)
3.9	Data measurement techniques and the bases of calculations	Any relevant sources are included in the relevant sections of the report
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	N/A
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	N/A
3.12	Table identifying the location of the GRI Standard Disclosures in the report.	• GRI compliance (appendix)
3.13	Policy and current practice with regard to seeking	• Independent commentary (75)

	external assurance for the report	

Governance		
4.1	Governance structure of the organisation, including committees under the highest governance body	• Decisions, decisions (45-49)
4.2	Indicate whether the Chair of the highest governance body is also an executive officer/report the division of powers between the highest governance body and the management	• Decisions, decisions (45-49)
4.3	Number of members of the highest governance body that are independent and/or non-executive members	• Decisions, decisions (46-47)
4.4	Mechanisms for internal stakeholders and employees to provide recommendations or direction to the highest governance body	• Decisions, decisions (46-50) • Ordinary people (57)
4.5	Linkage between compensation for members of the highest governance body, senior managers and the organisation's performance	• Decisions, decisions (47-49)
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	• Decisions, decisions (47-49)
4.7	Process for determining the qualifications and expertise of the members of the highest governance body	• Decisions, decisions (47-49)
4.8	Internally developed statements of mission or values	• Our vision, mission and values (2)
4.9	Procedures of the highest governance body for overseeing the organisation's management of economic, environmental and social performance	• Decisions, decisions (47-49)
4.10	Processes for evaluating the highest governance body's own performance	• Decisions, decisions (47-49)

Commitments and external initiatives		
4.11	Whether and how the precautionary approach or principle is addressed by the organisation	• Money, where does it come from? (66) • Money, where does it go? (69)
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses	• Environment (63) • Money, where does it go? (69) • More about this report (74)
4.13	Memberships in associations, including industry associations , coalitions and alliance memberships	• Our human rights work (13-38) • Money, where does it come from? (66)

Stakeholder engagement		
4.14	List of stakeholder groups engaged by the organisation	• More about this report (74)
4.15	Basis for identification and selection of stakeholders with whom to engage	• More about this report (74)
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group: • Engagement with activists • Engagement with external stakeholders • Feedback mechanisms • Engagement with our members and supporters	• Our structure (43) • Decisions, decisions (49-50) • Decisions, decisions (51-53) • Ordinary people (59-60)
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded	• Decisions, decisions (50-51)

GRI Economic performance indicators		
Indicator	**Description**	**Report section (and page number)**
Economic performance		

EC1	Direct economic value generated and distributed	• Financial statements (71-73)
EC4	Significant financial assistance received from government	• Money, where does it come from? (66)

Market presence and impact on local communities		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit	• Our human rights work (36)

GRI Environmental performance indicators		
Indicator	**Description**	**Report section (and page number)**
Energy		
EN3	Direct energy consumption by primary source	• Environment (63)
EN4	Indirect energy consumption by primary source	• Environment (63)
EN5	Energy saved due to conservation and efficiency improvements	• Environment (63)
EN6	Initiatives to provide energy-efficient or renewable energy based products and services	• Environment (63)
EN7	Initiatives to reduce indirect energy consumption	• Environment (63)
Water		
EN8	Total water withdrawal by source	• Environment (63)
Emissions, effluents and waste		
EN16	Total direct and indirect greenhouse gas emissions by weight	• Environment (63)
EN17	Other relevant indirect greenhouse gas emissions by weight	• Environment (63)
EN18	Initiatives to reduce greenhouse gas emissions	• Environment (63)
EN21	Total water discharge by quality and destination	• Environment (63)
EN22	Total weight of waste by type and disposal method	• Environment (62)
Products and services		
EN26	Initiatives to mitigate environmental impacts of activities, products and services	• Environment (62-63)

GRI Social performance indicators		
Indicator	**Description**	**Report section (and page number)**
Labour practices		
LA1	Total workforce , including volunteers, by employment type, employment contract, and region	• Ordinary people (55)
LA2	Total number and rate of employee turnover by age group, gender, and region	• Ordinary people (55, 58)
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	• Ordinary people (56)
LA4	Percentage of employees covered by collective bargaining agreements	• Ordinary people (57)
LA6	Percentage of total workforce represented in formal health and safety committees	• Ordinary people (58)
LA8	Education, training, counselling, prevention, and risk-control programs in place	• Ordinary people (58)

LA9	Health and safety topics covered in formal agreements with trade unions	• Ordinary people (57)
LA10	Average hours of training per year per employee	• Ordinary people (56-57)
LA11	Programmes for skills management and lifelong learning	• Ordinary people (56-57)
LA14	Ratio of basic salary of men to women by employee category	• Ordinary people (56)

Human rights

HR3	Total hours of employee training on policies and procedures concerning aspects of human rights	• Ordinary people (56-57) • Decisions, decisions (52)

Society

SO5	Public policy positions and participation in public policy development and lobbying	• Our human rights work (14-38)
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	• Money, where does it go? (69)

Product responsibility

PR6	Programmes for adherence to laws, standards, and voluntary codes related to fundraising and marketing communications	• Money, where does it come from? (66)