

## **CBM's comments on the Independent Review Panel's feedback**

Dear INGO Accountability Charter,

CBM International thanks the Independent Review Panel of the INGO Accountability Charter for its feedback and input.

We are encouraged by the Panel's recognition of our development and we appreciate the Panel's input, hard work as well as the Charter's dedication towards excellence in the NGO sector. The good practise report from the Charter provides a pool of great impulses for our work.

The Panel's feedback gives good advice for further organizational development of the CBM family as well as for further improvement of our accountability report. Suggestions for improvement have been noted and have been integrated in strategy and business plans. Some issues cannot be solved over night, but they will gradually be implemented balancing core mandate activities and impulses given to organisational change work in our 11 Member Associations and over 30 offices worldwide. We will monitor implementation and report on progress.

We accepted this challenge when we joined the Charter in 2009 and knew from the beginning that quite a few topic items will continue to be on the agenda for some time before they can be resolved completely.

We can emphasise that important areas (such as complaints' mechanism, and environmental issues, etc.) have been prioritised according to CBM's development plan.

Furthermore, we would like to invite other organisations to share their good practise with us and we continue to offer active support to other organisations intending to make their programme more inclusive for persons with disability.

Thank you and kind regards,

CBM's GRI-reporting team  
25 January 2013