

1st Review Round 2012 Note on Accountability Report

Organisation: Intermon Oxfam
Reporting period: April 2010 March 2011

What GRI reporting level did the organisation report on?

- A
 B
 C

Did the Secretariat contact the organisation for further information before forwarding the report to the panel?

- Yes
 No

Comment: On 16 April the Secretariat asked the organisation to resubmit the report to include two missing indicators, LA 10 and LA 12, or to send some information explaining why they did not report on these indicators. On 23 April the organisation resubmitted its report with the indicators LA 10 and LA 12.

COMMENTS ON THE INFORMATION PROVIDED IN THE REPORT

Profile (recommended 28)

Number of Profile components the organisation reports on in total: **28**

Number of the recommended Profile components the organisation reports on: **28**

Number of additional Profile components the organisation reports on: **0**

Profile	Comments
Strategy and Analysis	
1.1*	<i>Comments from previous report: Missing information on the position of the author of the statement; on views on performance with respect to goals/ objectives; and an outlook on main challenges to come.</i> <u>Comments from this report:</u> Fully addressed
Organisational Profile	
2.1*	Fully addressed
2.2*	Fully addressed
2.3*	<i>Comments from previous report: The website referred to does not exist in English. Missing information on reference regarding where to find the report referred to.</i> <u>Comments from this report:</u> Fully addressed
2.4*	Fully addressed
2.5*	Fully addressed
2.6*	Fully addressed
2.7*	Partially addressed The report does not include information regarding the target audience.
2.8*	<i>Comments from previous report: Missing information on scope/ scale of activities.</i> <u>Comments from this report:</u> Fully addressed

2.9*	Fully addressed
2.10*	Fully addressed
Report Parameters	
3.1*	Fully addressed
3.2*	Fully addressed
3.3*	Fully addressed
3.4*	Fully addressed
3.5*	<i>Comments from previous report: The organisation here mentions to have reported on 10 indicators but the report contains information on 12. Missing information on the process for defining report content.</i> <u>Comments from this report:</u> Fully addressed
3.6*	Fully addressed
3.7*	Fully addressed
3.8*	Fully addressed
3.10*	Fully addressed
3.11*	Fully addressed
3.12*	Not addressed but not applicable.
Governance, Commitments, and Engagement	
4.1*	Fully addressed
4.2*	Fully addressed
4.3*	Partially addressed:
4.4*	Partially addressed The report provides information on the mechanism for feedback to the Management team but not to the highest governing body, the Board of Trustees.
4.14*	Fully addressed
4.15*	<i>Comments from previous report: Missing information on how stakeholders are identified and selected.</i> <u>Comments from this report:</u> Fully addressed

*: Recommended Profile components

Indicators (recommended 18)

Number of indicators the organisation reports on in total: **18**

Number of the 18 recommended indicators the organisation reports on: **18**

Number of additional indicators the organisation reports on: **0**

Indicators	Comments
Program Effectiveness	
NGO1*	<i>Comments from previous report: Missing more detailed information on the processes of involving stakeholders at all stages; on how decisions are communicated to stakeholders; and on how feedback from stakeholders has reshaped policies/ procedures.</i> <u>Comments from this report:</u> Partially addressed More information is provided in this report than the previous one. However, it does not include information regarding how decisions are communicated to stakeholders or how feedback has reshaped policies/procedures.
NGO2*	This indicator was not reported on in the previous report.

	<p>Fully addressed</p> <p>The organisation indicates that it is in the process of setting up the position of “Ombudsman” this year to channel problems/complaints.</p>
NGO3*	<p><u>Comments from previous report:</u> <i>Missing information on how results from the mechanisms contribute to internal learning; on adjustments/ changes that have been made; and on how these have been communicated.</i></p> <p><u>Comments from this report:</u> Partially addressed More information is provided in this report than the previous one however, it does not include information on how adjustments are communicated.</p>
NGO4*	<p><u>Comments from previous report:</u> <i>Missing information on policies related to all types of diversity; and on actions taken in programmes to achieve gender and diversity goals.</i></p> <p><u>Comments from this report:</u> Partially addressed More information is provided in this report than the previous one regarding the actions taken to achieve gender and diversity goals, but it does not include information on policies related to other types of diversity.</p>
NGO5*	<p><u>Comments from previous report:</u> <i>Missing information on the process for corrective adjustment of advocacy positions; on corrective actions taken; and on the process for exiting a campaign.</i></p> <p><u>Comments from this report:</u> Fully addressed</p>
NGO6*	<p><u>Comments from previous report:</u> <i>Missing information on processes to promote learning from the work of other actors; and on the process to take into account and coordinate with the activities of other actors.</i></p> <p><u>Comments from this report:</u> Fully addressed</p>
Economic	
NGO7*	Fully addressed
NGO8*	Fully addressed
EC7*	<p><u>Comments from previous report:</u> <i>Missing information on the definition used for “senior level”.</i></p> <p><u>Comments from this report:</u> Fully addressed</p>
Environmental	
EN16*	<p><u>Comments from previous report:</u> <i>Missing information on standards used for calculation.</i></p> <p><u>Comments from this report:</u> Fully addressed</p>
EN18*	<p><u>Comments from previous report:</u> <i>Missing information on reductions in emissions during the reporting period.</i></p> <p><u>Comments from this report:</u> Partially addressed More information is provided in this report than the previous one, however it does not distinguish between mandatory and voluntary reductions.</p>

Labour	
LA1*	Fully addressed
LA10*	Partially addressed The report includes some information on the types of training provided however, the organisation indicates that it cannot provide quantitative data on this.
LA12*	Partially addressed The organisation indicates that it usually has a biennial performance management process, however due to collective dismissal; this process was interrupted and restarted in June 2011.
LA13*	Fully addressed
Society	
SO1*	This indicator was not reported on in the previous report. Not addressed The report does not include any of the requested information.
SO3*	This indicator was not reported on in the previous report. Partially addressed The organisation indicates that it has recently defined an anti-corruption and fraud policy and that training is to take place throughout the 2011/12 fiscal year.
Product Responsibility	
PR6*	This indicator was not reported on in the previous report. Partially addressed The report does not include information regarding the frequency with which it reviews its compliance with these standards or codes of conduct, or the number of complaints received for breaches of standards.

*: Recommended indicators

Organisation's commitments for the future

- **3.5:** "We are convinced this process helps us to improve our accountability and transparency, so for the next period (2011-12) we would to integrate GRI indicators in our Annual Report."
- **4.4 and NGO2:** "In addition, in February 2010 the Intermón Oxfam corporate Management Team approved the proposal of implementing the figure of an Ombudsman. This proposal was approved by our Board of Trustees in March 2011 and the objective is to implement it in May-June 2012."
- **EN18:** "After having calculated our greenhouse gas emissions from April 2009 to March 2010, in Intermón Oxfam we defined a three years Environmental Action Plan which would enable us to reduce 3% of our emissions during the fiscal year 2010-2011, 5% during the 2011-12 and 15% during the 2012-13."
- **LA13:** "In September 2011 our Board of Trustees was composed by 13 people, 11 men (85%) and 2 women (15%), all of them Spanish people but none member of minority groups. There is an imbalance in relation to the gender equity criteria, accentuated by the recent departures of the governing body. With the filling of vacancies the Board of Trustees plans to improve the ratio."
- **SO3:** "Intermón Oxfam plans to carry out the (-corruption and fraud) training program during the 2011-12 fiscal year."