

Note on accountability report, reviewed in March 2011

Organisation: Amnesty International
 Reporting period: Calendar Year 2010

Reporting framework used

- GRI Reporting Framework
- Interim Reporting Framework

On the GRI Reporting Framework

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

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: **none**
 Number of Profile components commented on: **4**

“1.1 Strategy and Analysis/ Statement from the most senior decision-maker of the organization.”

Comment: Missing information on key events/ achievements/ failures; performance with respect to goals, objectives, standards and/or targets; and an outlook on future challenges. Missing information regarding the author of this statement.

“2.3 Organizational Profile/ Operational structure of the organization, including national offices, sections, branches, field offices, main divisions, operating companies, subsidiaries, and joint ventures.”

Comment: Missing information on field offices and main divisions.

“2.8 Organizational Profile/ Scale of the reporting organization.”

Comment: Missing information on number of employees and volunteers.

“4.1 Governance, Commitments and Engagement/ Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.”

Comment: Missing information on further committees under the highest governance body.

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: **none**

Number of indicators commented on: **14**

“NGO3: Systems for program monitoring, evaluation and learning (including measuring program effectiveness and impact), resulting changes to programs, and how they are communicated.”

Comment: Missing information on adjustments made as a result of mechanisms in place and on how this has been communicated.

“NGO4: Measures to integrate gender and diversity into program design, implementation, and the monitoring, evaluation, and learning cycle.”

Comment: Missing information on policies/ norms/ standards related to diversity; on tools for diversity analysis; and on measures to integrate these issues into programmes. The organisation indicates that it is working on a road map to ensure competency with addressing diversity.

“NGO5: Processes to formulate, communicate, implement and change advocacy positions and public awareness campaigns.”

Comment: Missing information on the process for corrective adjustment of advocacy positions; on corrective actions taken; and on the process for exiting a campaign.

“NGO6: Processes to take into account and coordinate with the activities of other actors.”

Comment: Missing information on requirements to identify potential duplication of the efforts of the work of others; on processes to promote learning from the work of others; and on the process to identify opportunities for partnerships with other organisations.

“EC7: Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.”

Comment: Missing information on the proportion of senior management in significant locations of operation from the local community.

“EN16: Total direct and indirect greenhouse gas emissions by weight.”

Comment: Missing information on standards used for calculation; and on emissions divided in direct and indirect emissions. The organisation indicates that only parts of the organisation were able to provide this data for the reporting period and that only office energy use and business travel was tracked.

“EN18: Initiatives to reduce greenhouse gas emissions and reductions achieved.”

Comment: Missing information on reductions achieved. The organisation indicates that it plans to launch a global environmental sustainability policy in 2011.

“LA1: Total workforce, including volunteers, by type, contract, and region.”

Comment: Missing information on exact number of employees, on employees broken down by contract type, full-/part-time status and regional base; and on total number of volunteers, on volunteers broken down by contract status, working frequency and contract type. The

organisation indicates that it plans to start collecting more detailed information on staff and volunteers during 2011.

“LA10: Average hours of training per year per employee by employee category.”

Comment: The organisation states that it does not collect this data on a global level and therefore only reports for the international secretariat. The organisation reports on training programmes in place.

“LA12: Percentage of employees receiving regular performance and career development reviews.”

Comment: The organisation states that it does not collect this data on a global level and therefore only reports for the international secretariat. This data will be collected globally starting in 2011.

“LA13: Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.”

Comment: Missing information on the total number of employees in each employee category; on the percentage of employees broken down in minority groups; and on percentage of individuals in governance bodies broken down in age/ minority groups. The organisation states that the information provided for gender and age for board members and staff is based on parts of the organisation.

“SO1: Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.”

Comment: Missing more detailed information on programmes in place for assessing impacts of operation prior to, while operating and while making decisions to exit a community; on how data is collected and community members selected for such programmes; on the number of operations to which the mechanisms apply; on whether the mechanisms have been effective; and on how feedback has led to further community engagement.

“SO3: Percentage of employees trained in organization's anti-corruption policies and procedures.”

Comment: The organisation states that it does not collect this data on a global level and therefore only reports for the international secretariat. This data will be collected globally starting in 2011.

“PR6: Programs for adherence to laws, standards, and voluntary codes related to ethical fundraising and marketing communications, including advertising, promotion, and sponsorship.”

Comment: Missing information on the frequency with which the organisation reviews compliance with its standards.