



Plan International
Global Hub
Dukes Court Block A
Dukes Street
Woking, Surrey
GU21 5BH

www.plan-international.org

Accountable Now
c/o MACHWERK in der Alten Münze
Am Krögel 2
10179 Berlin
Germany

2 February 2021

Dear Members of the Independent Review Panel,

Response to Feedback from the Independent Review Panel (Review round August 2020)

Thank you for your comprehensive feedback on our 2018 – 19 interim report. We appreciate your thorough analysis of both our strengths, areas for further improvement and noted improvements from the last report. We are pleased to see your positive assessment of our efforts, in particular in the area of accountability to communities, local partners, supporters, staff, donors, or other key constituencies.

I appreciate the panel's positive feedback on the level of detail provided in the answers, and the substantial improvement from the previous reporting cycle.

The Panel requested information on the Global Employee Engagement that took place in 2020. The response rate across the whole organisation was 78%, an increase of 4% from the last survey, engaging staff in each all country offices, liaison offices and Global Hub.

It was noted that the annexes provided were welcomed to elaborate our work, specifically, on building partnerships with youth-led groups and organisation and that this has since been shared with Accountable Now members as an example of how to engage with partners. Thank you for sharing.

The panel noted positively the update to the Plan International website where policies supporting accountability can be accessed. In the next report, we will report how we ensure that stakeholders are aware of these policies and examples on how they might work in practice.

We look forward to our continued collaboration with Accountable Now towards our shared goal: accountability to those we serve.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Anne-Birgitte Albrechtsen'.

Anne-Birgitte Albrechtsen

Chief Executive Officer