

The three dimensions of sustainable development at the ICRC

Social

- Equal opportunity policy: adopted in 2006
2011: *27% female senior managers globally (40% at HQ)*
- Code of conduct for all staff members
- HIV/AIDs programme: *25 countries, involving ICRC staff and their relatives. Includes prevention, screening and treatment, and prohibits discrimination in recruitment.*
- Protection of beneficiaries from sexual exploitation and abuse (PSEA)
- Access to appropriate training for all categories of staff
- ICRC General Conditions on Purchasing. Suppliers required to behave ethically.

Economic

- Code of Conduct and Ethics for purchasing
- Fraud management framework
- Partnerships with businesses that respect the ICRC's ethical principles
- Regular assessment of production sites for the most widely distributed products (except food), looking at social, environmental and economic aspects

Environmental

- Framework for environmental management in assistance programmes
- Promotion of biogas in prisons:
installed in prisons in Rwanda, Nepal and the Philippines, to improve detainees' health and decrease deforestation
- Promotion of the use of solar panels:
installed in three Philippine jails and in the ICRC's Amman delegation, reducing diesel consumption by up to 1/3 in one year
- Procedures to improve management of hazardous waste produced by the ICRC (waste from garages, IT equipment and medical waste)