ESG Report
IRCT 2024

Preference:
In this initial ESG report, we detail the IRCT's commitment to social responsibility and robust governance. While traditionally ESG reporting has been associated with the corporate sector, we at the IRCT believe in setting a new standard for transparency and accountability within human rights organisations. This report focuses on the Social (S) and Governance (G) aspects, with an aspiration to include Environmental (E) data in future reports.

“Given scarce financial resources for torture rehabilitation, IRCT has no choice but to be cost-and-climate conscious, utilizing our diverse human resources and tech solutions in an accountable and agile way to support torture survivors to heal and achieve justice.”

– Lisa Henry,
Secretary General, IRCT
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About Us:

The International Rehabilitation Council for Torture Victims (IRCT) is a health-based umbrella organization that supports the rehabilitation of torture victims and the prevention of torture worldwide. We are a global network focused on ending torture and aiding victims through rehabilitation and advocacy. Our network comprises over 160 member organizations in over 70 countries. Each member is an independent, legally constituted non-governmental organization.

Our Vision: A world without torture
Our Mission: Ensure victims of torture get rehabilitation services; advocate to prevent torture and support survivors
Our Core Values: Emphasize solidarity, empowerment, respect for diversity, and commitment to human rights

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<thead>
<tr>
<th>Sector</th>
<th>Non-Profit Organisation</th>
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<tbody>
<tr>
<td>Statement Period</td>
<td>2021-2024</td>
</tr>
<tr>
<td>Product/Services</td>
<td>IRCT does not sell products or services in the conventional business sense. Instead, we provide rehabilitation services to torture survivors, engage in advocacy for torture prevention, and support the capacity building of member centres.</td>
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<tr>
<td>Number of Employees</td>
<td>IRCT consist of 161 member organisations in 76 countries, with over 4,000 staff backed by a Secretariat in Copenhagen and an office in Brussels. Secretariat: 12 FTE</td>
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<tr>
<td>Revenue and Expenditures</td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>Unrestricted grants: 375.273 Euro</td>
</tr>
<tr>
<td></td>
<td>Restricted grants: 1.498.832 Euro</td>
</tr>
<tr>
<td></td>
<td>Consultancies income: 28.688 Euro</td>
</tr>
<tr>
<td></td>
<td>Total income: <strong>1.902.795 Euro</strong>,</td>
</tr>
<tr>
<td></td>
<td>Total Expenditure: <strong>1.895.801 Euro</strong></td>
</tr>
<tr>
<td>2022</td>
<td>Unrestricted grants: 446.868 Euro</td>
</tr>
<tr>
<td></td>
<td>Restricted grants: 1.766.428 Euro</td>
</tr>
<tr>
<td></td>
<td>Consultancies income: 102 Euro</td>
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<tr>
<td></td>
<td>Total income: <strong>2.213.398 Euro</strong>,</td>
</tr>
<tr>
<td></td>
<td>Total Expenditure: <strong>2.208.751 Euro</strong></td>
</tr>
<tr>
<td>2021</td>
<td>Unrestricted grants: 1.369.378 Euro</td>
</tr>
<tr>
<td></td>
<td>Restricted grants: 353.614 Euro</td>
</tr>
<tr>
<td></td>
<td>Consultancies income: 15.143 Euro</td>
</tr>
<tr>
<td></td>
<td>Total income: <strong>1.738.135 Euro</strong>,</td>
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<tr>
<td></td>
<td>Total Expenditure: <strong>1.681.185 Euro</strong></td>
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Areas of Action

<table>
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<tr>
<th>Ambition</th>
<th>Action</th>
<th>Status</th>
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<tr>
<td>Our commitment to sustainability is an evolving process, informed by our mission and the unique challenges we face. Acknowledging areas for improvement, such as reducing our environmental footprint, gathering data, and enhancing inclusivity, we are establishing concrete, measurable goals. These include advancing our staff’s digital trust and competency and reducing our environmental impact in line with global sustainability efforts. ESG reporting is a first step towards our ambition.</td>
<td>To realize our ambitions, we are implementing strategic initiatives aimed at digital transformation to support our environmental goals, and fostering a culture of inclusivity and equality. Our move to a paperless environment and reduction in physical office space underscore our commitment to sustainability. Equally, by limiting face-to-face meetings, we aim to reduce our carbon footprint while maintaining the effectiveness of our governance.</td>
<td>Transitioning to digital platforms has presented challenges, especially in trust and digital literacy. Efforts to educate and build confidence in virtual tools are ongoing, with plans to our methods for data collection on environmental impacts. As we move forward, we are focused on deepening our engagement with sustainability practices, greater awareness, collecting data to better understand our impact, and setting standards within our field. Our ambition is matched by our commitment to transparency, as we continue to navigate the complexities of our work with an eye towards a more sustainable future.</td>
</tr>
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</table>
ESG Key-Figures Overview

Environment Data:
No data available yet.

Social Data:

Fulltime Work Force:
2023: 7.9 FTE
2022: 7.5 FTE
2021: 8.4 FTE

Gender Diversity, Secretariat:
2023: 64%
2022: 57%
2021: 50%

Gender Diversity, Council:
2023: 57%
2022: 53%
2021: 42%

Gender Diversity, Executive Committee:
2023: 43%
2022: 57%
2021: 47%

Member Engagement, Response Rate:
2023: tbc
2022: 75%
2021: 82%

Governance Data:

Meeting Attendance Rate:
2023:
General Assembly Meeting, October: 62%
Executive Committee Meeting Attendance Rate: 71%
Council Meeting Attendance Rate: 100%

2022:
Executive Committee Meeting Attendance Rate: 76%
Council Meeting Attendance Rate: 86%
2021: N/A

Pro Bono Hours:
2023: 444+ hours (Governance only)
2022: 559 hours (Governance only)
2021: 2646 hours (Both governance and technical assistance from forensic experts.)

Code of Conduct/Safeguarding, and Anti-corruption:

Secretariat staff training completion rate:
2023: 100%
2022: 100%
2021: 100%
In Depth With the ESG

In depth with E (Environment):

At present, direct environmental data is not actively tracked within IRCT. This includes specific metrics on energy consumption, waste management, and direct carbon footprint. Our environmental actions are currently driven by indirect contributions to sustainability, with a commitment to reducing our carbon footprint through the following measures:

- Implemented a paperless operational model, significantly reducing our resource consumption and paving the way for a more sustainable future.
- Transitioned to a maximum of one in-person governance meeting annually, down from four, a conscious choice that curbs our carbon footprint and encourages digital collaboration.
- Reduced our office space by half, embodying our belief in hybrid workspaces and the environmental benefits they bring.

Climate Change:
Climate change presents both risks and opportunities for our work and the communities we serve. Becoming aware of these challenges and opportunities is a first step toward addressing climate change.

Risks:
- Increased Vulnerability: Communities already affected by torture and conflict may face compounded challenges due to climate-related disasters, such as droughts, floods, and hurricanes. These events can exacerbate existing social, economic, and health-related issues, making rehabilitation more complex.
- Resource Scarcity: Climate change can lead to scarcity of essential resources, including water and food, increasing the risk of conflict and torture as communities struggle over dwindling supplies.
- Displacement: Rising sea levels and extreme weather events can lead to displacement, increasing the risk of human rights abuses and torture for vulnerable populations as they move or are forced into new areas.

Opportunities:
- Advocacy and Awareness
- Innovative Rehabilitation Programs
- Strengthening Community Resilience

Our Goals:
Our goal for the future is to track these efforts and expand upon them. We will:
• Begin to collect specific data on our environmental initiatives,
• Travel related carbon footprint. Continue making conscious decisions with environmental sustainability at the core.
• Report on our progress, aiming to be an example for how similar organisations can evolve towards greater environmental responsibility.

In depth with S (Social):

The social pillar of our ESG efforts focuses on the well-being and development of our workforce, gender equality, and community engagement:

• Diversity and Inclusion: With increasing gender diversity across the Secretariat, Council, and Executive Committee, we have made tangible progress towards a balanced representation.
• Mental Health and Well-Being: We provide expert training on stress management and burnout prevention, and we have a professional psychiatrist available at any time for our staff.
• Happy workplace: Our office space is designed to promote a hygienic and comfortable environment, with mindfulness activities like weekly yoga sessions. We have an annual staff retreat and hold office events- Ping-Pong and hangout at the local cafe to encourage informal staff interaction.
• Open conversations: We have embraced the availability and receptibility of a two-way conversation between staff and leadership, and have an open-door policy, encouraging employees to voice their concerns, ideas, feedback, and opinions to management without reservation.
• Complaints mechanism: The IRCT website provides an option for individuals to register a complaint with the organisation.

Community and Member engagement: For us, engagement means active participation by IRCT members in events, webinars, strategy development, publicly available statements and submissions to the Torture Journal. In addition, voluntary contribution of membership fees, and getting involved in the big decisions. Here we see strong involvement from our members. Through our global impact survey, we have seen more than 75% of our members actively contribute to our strategy development. Their participation and feedback are essential, as it reflects a high level of satisfaction and engagement with the services we provide, guiding us to refine and improve our services continually.
In depth with G (Governance):

Policies and Training:
- Training and Policies: We strive to maintain a 100% completion rate for mandatory training in the IRCT policies on Safeguarding, and Anti-corruption practices among Secretariat staff. A systematic training in virtual security will be implemented in 2025. Virtual training modules are extended to external partners to ensure compliance and ethical conduct across all levels of interaction with IRCT.
- Whistleblower Protection/Complaints mechanism: A complaints mechanism is in place, ensuring the protection of individuals who report misconduct or unethical behaviour.
- Personnel Handbook: Readily available to all staff, detailing HR policies and protocols, ensuring transparency and accountability.
- Data Protection: We strictly adhere to Danish law, ensuring the privacy and security of all our stakeholders.

Pro Bono Contribution:
- A distinctive aspect of our governance model is the generous contribution of professional hours pro bono, by our stakeholders, who dedicate their time and expertise. In 2023, over 444 hours were donated.

Democratic Structure:
Our governance model emphasizes transparency, accountability, and a commitment to ethical standards. Governance structure and decision-making processes at IRCT are a democratic process. A simple majority elects people and the majority makes our decisions. A vote of 2/3 of the membership is required to dissolve the organisation.

Governance:
- Secretariat:
  - Based in Copenhagen, Denmark, with a liaison office in Brussels, Belgium.
  - Coordinates membership engagement and leads global anti-torture advocacy.
  - Manages global actions, legal and advocacy expertise, strategic interventions, and resource advocacy.
- General Assembly:
  - Serves as the democratic foundation of IRCT governance.
  - Comprises one delegate per member organization, each with an equal voice.
• Meets every three years (online or in-person) to set policy, strategy, and elect the Council.

  • Council:
    o Provides regional and thematic guidance to IRCT’s Strategy.
    o Comprise 19 members: 14 from member organizations (including an Executive Committee of 7) and 5 thematic advisors.
    o Holds annual meetings to oversee and promote IRCT’s global and regional progress.

  • Executive Committee:
    o Acts as IRCT’s board, ensuring direction, compliance, and accountability.
    o Composed of 7 members, including a President and Vice-President, elected from the Council.
    o Meets online at least three times a year, typically monthly, to guide organizational efforts.

Members:
• Provide rehabilitation services to torture survivors and engage in anti-torture advocacy.
• Exchange knowledge, support, and innovations within the IRCT network.
• Contribute to the network through membership fees and collaborative efforts in reporting and advocacy.

Advisory Boards:
• Comprised of health, legal, and human rights experts offering pro bono advice.
• Support the Secretariat’s efforts in communications, compliance, health, research, and resource management.
ESG Data Definitions and Policies:

**Basis of Reporting:** This report is based on established ESG reporting standards, focusing on what is most important to our mission and stakeholders, and the available collected data at the time.

**Reporting Period:** 2024

**Reporting Boundaries:** At this stage, environmental data is not within our reporting capacity, thus, the scope of this report is limited to the range of data presently accessible to us. The report covers the activities and available data from all entities within IRCT and includes data from the IRCT Secretariat, General Assembly, Council, and Executive Committee.

**Social performance, formulas and definitions:**

**Fulltime Work Force:**
FTEs = Full-Time Equivalents

**Gender Diversity in %:**
Gender diversity is calculated by the following formulas and shows the percentage of women within IRCT.
- Secretariat: \( \frac{\text{Women FTEs}}{\text{Full-time workforce}} \times 100 \)
- Council: \( \frac{\text{Women in Council}}{\text{Council members}} \times 100 \)
- Executive Committee: \( \frac{\text{Women in ExCom}}{\text{ExCom members}} \times 100 \)

**Member Engagement, Response Rate:**
- % Of active contribution by Members through surveys and feedback.
Governance performance, formulas and definitions:

**Meeting Attendance Rate in %:**
The meeting attendance rate is calculated by the following formulas to measure the activity level of our GA-, Council- and ExCom members.

- **General Assembly:** \( \frac{\text{Number of GA meetings attended}}{\text{Number of meetings} \times \text{Number of GA members}} \times 100 \)
- **Council:** \( \frac{\text{Number of Council meetings attended}}{\text{Number of meetings} \times \text{Number of Council members}} \times 100 \)
- **Executive Committee:** \( \frac{\text{Number of ExCom meetings attended}}{\text{Number of meetings} \times \text{Number of ExCom members}} \times 100 \)

**Pro Bono Hours in #:**
Pro bono hours are the number of hours donated voluntarily by professionals without charge to support the IRCT’s mission. This contribution covers a range of activities, including but not limited to legal counsel, medical expertise, and training services.

**Code of Conduct/Safeguarding, and Anti-corruption:**
Code of Conduct training is the completion rate of employees in scope for the IRCT Safeguarding policy/ Code of Conduct e-learning out of the total employee population in scope. The employees in scope for the e-learning in 2023 are IRCT Secretariat employees, interns, volunteers and persons acting in pro-bono capacity for IRCT.
Our Alignment with the UN Sustainable Development Goals:

Our activities are closely aligned with the United Nations Sustainable Development Goals (SDGs), particularly the following goals. We aim to contribute to the achievement of these goals through our various programs and advocacy efforts. While indirectly aligning with multiple SDG Goals, our main and direct commitments are to SDG 1, 3, 5, 10, 16 and 17.

**SDG 1 (No Poverty):**
We provide rehabilitation services and livelihood support and help survivors rebuild their lives, directly contributing to poverty reduction efforts. By integrating livelihood support into rehabilitation for survivors in the Global South, the IRCT addresses poverty alleviation, (SDG 1) Our most recent Global Impact Data shows a 54% poverty rate among the survivors treated.

**SDG 3 (Good Health and Well-being):**
Enhancing the capacity of IRCT members to provide rehabilitation to over 60,000 torture survivors annually, with half of the survivors treated being women, aligns with SDG 3 by promoting physical and mental health and well-being. The use of the IRCT’s Global Standards on Rehabilitation (GSR) for quality assurance in services directly contributes to improving health outcomes for survivors.
SDG 5 (Gender Equality):
Our commitment to maintaining a gender balance within its governance bodies and secretariat, with specific targets set for ensuring a balance between 43-67% women across these bodies. We also contribute by addressing gender-based violence within the context of torture and ill-treatment through forensic evidence and expert opinions. We promote gender equality within our operations and through our programs; ensuring women survivors have equal access to rehabilitation services.

SDG 10 (Reduced Inequalities):
By providing safe and inclusive spaces for survivors, the IRCT works toward reducing inequalities among individuals, especially marginalized groups. With a self-identification rate of 2% among survivors, the IRCT's work also highlights the support for LGBTI+ individuals who are often subject to inequalities.

SDG 16 (Peace, Justice, and Strong Institutions):
Our advocacy for the rights of torture survivors and efforts to hold perpetrators accountable, support the development of peaceful and inclusive societies for sustainable development. We aim to be a preferred partner in the anti-torture ecosystem and actively collaborating with a growing number of organizations and institutions involved in the fight against torture. We are utilizing forensic evidence and expert opinions to increase state accountability and justice for survivors. As well as advocating for improved anti-torture laws, policies, and mechanisms globally, regionally, and nationally, and building the capacity of civil society actors and state institutions to combat torture.

SDG 17 (Partnerships for the Goals):
We are committed to strengthening global partnerships to support torture survivors effectively, through collaborative efforts with international organizations, NGOs, and state institutions. By partnering with different groups, including the media, and organizations that support torture survivors like UNVFVT, the IRCT is making a stronger push for justice and better policies. We work together to spotlight abuses and fight for change, aiming to get more resources for those helping survivors. Our efforts also focus on building the skills of community groups and government bodies, making them more effective in combating torture.
Global Impact Data:

<table>
<thead>
<tr>
<th></th>
<th>Survivors Treated</th>
<th>% Of Women Survivors</th>
<th>% Survivors in Poverty</th>
<th>Survivors Experience Gender-Based Violence</th>
<th>Survivors Identify as LGBTI+</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>61,823</td>
<td>50</td>
<td>42</td>
<td>8,744</td>
<td>1,531</td>
</tr>
<tr>
<td>2021</td>
<td>60,181</td>
<td>51</td>
<td>44</td>
<td>9,442</td>
<td>1,841</td>
</tr>
<tr>
<td>2020</td>
<td>53,379</td>
<td>48</td>
<td>52</td>
<td>9,427</td>
<td>1,186</td>
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</tbody>
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For more information, please visit: irct.org/global-impact-data
Challenges

Navigating ESG reporting for an organization like ours presents many challenges due to the absence of a standard model tailored to NGOs. We are still gathering the necessary data and figuring out the best way that is useful to IRCT and will allow us to report on ESG. As we learn and strive for greater transparency, we view ESG reporting as an opportunity to improve ourselves, and to contribute to the standards in this area, and potentially set a standard for this sector. We are committed to collect data related to travel-related carbon footprint starting in 2025.

The journey towards digitalization, has presented its own set of challenges. In our community of health professionals tackling highly sensitive subjects, the risk of information breaches cannot be understated. Questions about data encryption, platform security, and the anonymity of virtual meetings have been many. Despite these obstacles, we have made considerable progress, including the adoption of remote evaluations for forensic purposes. This adaptation required building trust with clients, training doctors for virtual assessments, and understanding judicial perspectives on such evaluations. Additionally, many members have moved to virtual rehabilitation sessions (Ehealth). This has minimised transport costs and stigmatisation related to entering a rehabilitation centre but it requires a stable Internet connection and computers or android phones.

The shift from paper to digital platforms has also been met with scepticism, especially concerning the safety of sharing sensitive stories online. This scepticism extends to the use of electronic signatures and the general trustworthiness of virtual communication platforms.

To address these issues, we have worked towards secure, user-friendly digital solutions that respect our clients' privacy and meet our operational needs. This includes adopting encrypted communication platforms and developing protocols that ensure the integrity and confidentiality of digital interactions and data collection.

Transitioning to virtual operations is a conscious choice towards sustainability. Despite the slow and challenging process, our dedication to making informed, sustainable choices remains strong, as we choose to adapt and evolve in a rapidly changing world.
Future Outlook:

As we look to the future, our commitment to environmental sustainability and aligning with the UN SDG’s remains strong. Our core mission continues to revolve around supporting torture survivors through innovative and inclusive strategies, guided by our 2022-2025 strategic vision that underscores healing and justice. Our approach is holistic, aiming to provide support to survivors and to empower them to share their stories. A critical aspect of our work involves exposing the reality of torture, advocating for legal and policy reforms, and bolstering the capacity of organizations and institutions to prevent and address torture effectively. Moreover, financial sustainability is also a part of our strategy, necessitating diversified funding sources and a shift towards digital methodologies. This report marks a significant step towards increased transparency and accountability in our environmental, social, and governance efforts. We are determined to build on this progress. These efforts are designed to extend our global reach, minimize our environmental impact, and support our goal of aligning with the UN Race to Zero campaign to achieve net-zero carbon emissions by 2050.

In our journey ahead, we will focus on enhancing trust in and the effectiveness of virtual tools. This includes improving digital knowledge, addressing associated challenges, and advancing our digital competencies. Our commitment to ESG reporting will deepen, with a keen focus on understanding and mitigating our environmental impact. By improving our tools and educational resources, we aim to foster a more informed and conscious approach to our operations and their broader implications.

We are committed to evolving our strategies, embracing innovation, and leading by example in the human rights sector.
Thank you

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Report 2024

International Rehabilitation Council for Torture Victims

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