Annual Report
Year ended 31 December 2012
Table of Contents

Administrative Information........................................................................................................ 3
Structure, Governance & Management....................................................................................... 4
Vision........................................................................................................................................ 4
Mission ................................................................................................................................. 4
Target Group ........................................................................................................................ 5
Programme Outcomes ........................................................................................................... 5
Grant-making Policy ............................................................................................................. 5
Investment Strategy ............................................................................................................. 5
Our Work in 2012....................................................................................................................... 6
  Schedule of Grants FY 2012 ................................................................................................. 6
Plans for 2013........................................................................................................................ 7
Administrative Information

Registered Office: Steinengraben 5
CH-4003 Basel
Switzerland

Auditors: KPMG
Viaduktstrasse 42
P.O. Box 4002
Basel
Switzerland
Structure, Governance & Management

Human Dignity Foundation (HDF) is a Swiss registered charity established in 2004. The foundation is a pro-active grant-making foundation and does not carry out any other activities.

The foundation is governed by a board of seven Directors including the founder who is Chairman. There was no appointment or resignation of directors during 2012.

A strategic review in 2009 led to the board’s decision to become a limited life foundation. The expected lifespan is ten to fifteen years during which the foundation will spend both its income and its capital to achieve its objectives. The foundation does not actively fundraise.

Taking advice from the Executive Director, and external advisers, the Directors make all decisions regarding the approval or otherwise of grant applications as well as the investment policy and practice of the foundation. Day-to-day running of the foundation is undertaken by the Executive Director supported by three staff members recruited in 2012. The full-time equivalent of the team is 2.8 staff.

Risk Management systems are in place to mitigate exposure to major risks and the risk register is continuously reviewed. A risk management report is provided to the Directors at each board meeting.

Two new policies were approved by the board in 2012 - Child Protection Policy and Monitoring, Evaluation and Learning Policy. These policies inform the foundation’s practice and will enhance the quality of HDF’s governance and performance on an on-going basis.

The appointment of external auditors was considered by the board and, after seven years with the same external auditor, a decision was taken to appoint new external auditors, KPMG AG, for 2012.

Two new board committees were formed, each of which meets a minimum of quarterly:

1. Investment committee – to oversee HDF’s investment portfolio and act in an advisory capacity to the board of Directors. This committee is comprised of two board members and two external advisors.

2. Finance committee – to be responsible for, and to make recommendations to the board of directors in relation to, the financial reporting process, external audit function, system of internal financial controls and financial regulatory compliance of the foundation. This committee is comprised of two board members.

Vision

Human Dignity Foundation envisages a world where all humans live in dignity; where root causes of poverty and social injustice are removed and rights are fulfilled.

Mission

Guided by our vision Human Dignity Foundation works to:

- bring about positive and lasting change in the lives of poor people
- enable women & children to fulfil their rights

We do this by:

- providing financial and collegial support to relevant organisations
- collaborating with others to maximise impact and learning
- influencing other foundations and philanthropists to work towards our mission

**Target Group**

Our target group is children and women in the context of their families and communities. The target ratio of grant beneficiaries was set at 4:1 children:women mid-way through 2012. The overall ratio since the foundation was established is 4.5:1 and the ratio is monitored on an on-going basis.

**Programme Outcomes**

During 2012 HDF refined its programme outcomes to the following:

Outcome 1: Children, especially girl children, have improved access to quality secondary education and improved livelihood opportunities

Outcome 2: Families have increased and more stable income enabling them to better protect and support their children

Outcome 3: Children and women are less at risk of violence and have greater support and services when they are subjected to it.

**Grant-making Policy**

In 2012 HDF employed a mixture of approaches to grant-making including:

- soliciting applications e.g. ActionAid International
- collaborative funding with other donors e.g. Girls Not Brides
- issuing a call for proposals e.g. child trafficking in India

This reflects a deliberate policy of experimentation and learning being employed by HDF during its sunrise period of 2011 to 2013.

The Board reviews and approves or declines grants on the basis of sound, written documentation; a signed agreement forms the basis of fund disbursement. Each funded project is monitored through site visits, reports and external reviews. Multi-annual commitments to a maximum of 5 years are made where that is deemed to be appropriate for the project, the grantee and the foundation.

**Investment Strategy**

HDF pursues a conservative investment strategy in conjunction with external investment advisers to meet the following investment criteria:

- Security of capital
- Spread of risk
- Generation of income to contribute to project funding commitments

The investment committee undertook a comprehensive review of the existing portfolio in 2012 and will recommend a revised mandate in the first quarter of 2013.
Commitments to fund projects are only entered into to the extent that funds are available. As more projects are approved for funding the investment portfolio will be appropriately managed to ensure availability of cash against commitments.

**Our Work in 2012**

During 2012 HDF approved ten new grants to organisations, eight of which were new grantees and two of which were previous grantees. In addition to new grants, HDF continued to deliver on five existing grants to organisations as per the table below. The amount of funds disbursed against existing and new commitments was USD3,270,925

The HDF team undertook monitoring and exploratory trips to six countries: India, Liberia, Malawi, Sierra Leone, South Africa and Uganda. The Chairman participated in a trip to India and 2 grantees presented their work to the HDF board.

As part of its commitment to learning, the foundation undertook an online survey of 17 grantees. While the findings were, in general, positive there were requests for greater clarity on reporting requirements which have been fulfilled.

HDF believes in collaborative funding, where meaningful, and to this end joined two funders groups in 2012:

1. International Education Funders Group – this in turn led to collaborative funding with MacArthur Foundation in India.
2. Child Protection Funders Group – this is leading to a number of potential opportunities

To enhance communication with existing and potential grantees, as well as other donors, HDF launched its website in June 2012 [www.human-dignity-foundation.org](http://www.human-dignity-foundation.org)

### Schedule of Grants FY 2012

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Country</th>
<th>Description</th>
<th>Year of Approval</th>
<th>Total Amount Disbursed US$ 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aajeevika Bureau</td>
<td>India</td>
<td>Safe Migration</td>
<td>2012</td>
<td>335,137</td>
</tr>
<tr>
<td>ActionAid International</td>
<td>Ghana, India &amp; South Africa</td>
<td>Life choices for young urban women</td>
<td>2012</td>
<td>137,728</td>
</tr>
<tr>
<td>Amnesty International</td>
<td>EU</td>
<td>End FGM</td>
<td>2007</td>
<td>450,430</td>
</tr>
<tr>
<td>Azad Foundation</td>
<td>India</td>
<td>Skills &amp; employment for resource-poor women</td>
<td>2011 &amp; 2012</td>
<td>183,905</td>
</tr>
<tr>
<td>Breakthrough</td>
<td>India</td>
<td>Early Marriage</td>
<td>2012</td>
<td>66,050</td>
</tr>
<tr>
<td>Focus Ireland</td>
<td>Ireland</td>
<td>Early Childhood</td>
<td>2012</td>
<td>211,582</td>
</tr>
<tr>
<td>Foundation Nepal</td>
<td>Nepal</td>
<td>Integrated rural development</td>
<td>2011</td>
<td>29,224</td>
</tr>
<tr>
<td>-----------------</td>
<td>-------</td>
<td>-------------------------------</td>
<td>------</td>
<td>--------</td>
</tr>
<tr>
<td>Girls Not Brides</td>
<td>Global</td>
<td>Early Marriage</td>
<td>2012</td>
<td>200,000</td>
</tr>
<tr>
<td>Global March Against Child Labour</td>
<td>India</td>
<td>Ratification of ILO Conventions 138 and 182</td>
<td>2012</td>
<td>72,901</td>
</tr>
<tr>
<td>Link Community Development</td>
<td>Uganda, Ghana</td>
<td>Healthy schools programme</td>
<td>2011</td>
<td>128,296</td>
</tr>
<tr>
<td>Pavee Point</td>
<td>Ireland</td>
<td>Addressing supply and demand issues in education for Travellers</td>
<td>2012</td>
<td>180,333</td>
</tr>
<tr>
<td>Plan Ireland</td>
<td>Liberia &amp; Sierra Leone</td>
<td>Universal Birth Registration</td>
<td>2012</td>
<td>668,575</td>
</tr>
<tr>
<td>Protea</td>
<td>South Africa</td>
<td>IT as a learning enabler in primary schools in Western Cape</td>
<td>2010</td>
<td>361,764</td>
</tr>
<tr>
<td>Trócaire</td>
<td>Malawi</td>
<td>Addressing root causes of engendered vulnerability to HIV</td>
<td>2012</td>
<td>95,000</td>
</tr>
<tr>
<td>Women for Women International</td>
<td>Afghanistan</td>
<td>Economic empowerment of women</td>
<td>2011</td>
<td>150,000</td>
</tr>
<tr>
<td>Grand Total</td>
<td>TOTAL</td>
<td></td>
<td></td>
<td>3,270,925</td>
</tr>
</tbody>
</table>

**Plans for 2013**

During 2013, HDF will focus on the following:

- Refined thematic and geographic focus to reflect learning, context and the founder’s wishes
- Refined investment strategy to meet HDF’s performance, liquidity and ethical requirements
- Increased identification of impactful grantees
- Strengthened management of grant finances
- Website enhancement