



**BOLD
THINKERS
DRIVING
REAL-WORLD
IMPACT**



**United Nations Global Compact
Communication on Progress 2020**



Kathleen L. Flanagan
Kathleen L. Flanagan

LETTER FROM THE CEO

The year 2020 was unlike anything I—or I bet anyone reading this—could have imagined. Abt Associates went fully remote on March 16 in the U.S., and we still are. Our offices around the world also went remote around that time, and some have reopened consistent with local dictates. The murder of George Floyd in May shocked and then spurred us to greater action to combat racism and promote equity throughout our organization and in our work. We saw the continued impact of climate change along with the growing polarization of the country in the United States, both—at least in part—caused by a dangerous dismissal of science and evidence. And we mourned the thousands of people who died every day from COVID-19.

Abt is meeting these challenges with a renewed commitment to become an anti-racist company and to significantly improve equity and opportunities for communities that are marginalized, underserved, and underrepresented around the world. Our efforts are singularly focused on those goals and on fighting the COVID-19 pandemic.

In this 2021 Mission Impact Report, we share our progress. We are leading multiple studies with the Centers for Disease Control and Prevention, and our analysis of COVID-19 vaccine data showed the vaccines are effective. The results of these studies will be key to the U.S. government's pandemic response going forward.

When the World Health Organization declared that disruptions to malaria control campaigns could lead to the collapse of an already-weak health system in Africa, we quickly revamped procedures and still completed spray campaigns in 16 countries, protecting more than 21 million people from malaria.

We undertook the first-ever study of homeless encampments in the United States, and our findings are giving policymakers at all levels of government new insights on potential solutions.

In Vietnam, the Philippines, and Myanmar, Abt-led programs are helping to shift cultural norms and break policy barriers that prevent women from achieving full participation in the economy.

In these turbulent and uncertain times, it is especially critical to remain committed to intentionality of our actions in the way we operate our company. I am pleased to reaffirm our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption. These principles ground our strategy and guide our actions as we deliver hundreds of programs around the world while remaining focused on protecting the health, safety, and economic security of our staff.

It has been quite a year. Even as we see the light ahead, our path is set: driving to equitable outcomes for those disproportionately affected by the challenges of our day and reaffirming equity as the cornerstone of our work.

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About Us

3,600+ GLOBAL STAFF

WORKING IN **50+** COUNTRIES



CORPORATE OFFICES IN THE **U.S., BRITAIN, AND AUSTRALIA**

40+ INTERNATIONAL PROGRAM OFFICES

Education

Inclusive Economic Growth & Agriculture

Equity & Inclusion

Governance & Justice

Environment, Climate & Energy

Health

Housing & Financial Asset Building

Workforce & Economic Mobility

8 Intersectional MARKET AREAS

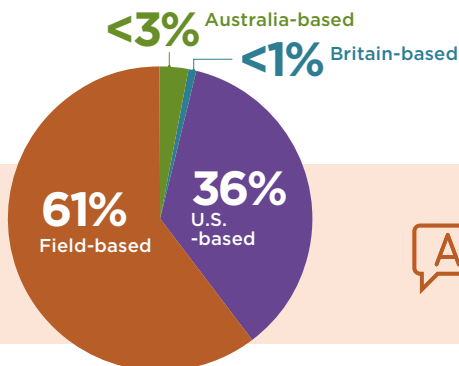


CROSS-CUTTING CAPABILITIES

- Equity
- Digital Transformations & Advanced Analytics
- Data Capture & Surveys
- Research, Monitoring & Evaluation
- Technical Assistance & Implementation

5

3,600+ GLOBAL STAFF



Multidisciplinary EXPERTS

OVER **56** Languages Spoken



52% HOLD ADVANCED DEGREES

What We Stand For



EQUITY

We are committed to applying our expertise to advance equitable outcomes that improve the quality of life and economic well-being of all people.



SCIENCE AND EVIDENCE

We rely on science and evidence to uncover lasting solutions to entrenched challenges. We use data-centric approaches and lead with evidence.



MULTI-SECTORAL SOLUTIONING

We believe that applying a systems-informed approach grounded in multi-disciplinary perspectives always delivers a more resilient, dynamic, and sustainable solution.



AGGRESSIVE CLIMATE CHANGE RESPONSE

We believe climate change exacerbates every social and environmental challenge we address. We aim to integrate climate mitigation and climate resilience into all our work.



WALKING THE TALK

We lead by example. From halving our own GHG emissions to measurably advancing gender equity to emphasizing ethics internally and with suppliers—we hold ourselves accountable and expect no less from our partners.



**Good
Health**





Conducting Critical COVID-19 Research

The global COVID-19 pandemic has been disastrous for the world’s health and economies. To date, more than 164 million people have been infected with the novel coronavirus, or SARS-CoV-2, and 3.4 million people have died from its associated disease, COVID-19. In the U.S., the Centers for Disease Control and Prevention (CDC) plays a critical role in combatting the pandemic and conducting research on critical questions around COVID-19 risk factors, transmissibility, and vaccine effectiveness.

Abt has played a key—and rapidly evolving—role in CDC’s response. When CDC awarded Abt a contract in May 2020 to support COVID-19 research efforts, we mobilized an infrastructure of clinical health organizations we set up in 2013 to conduct studies of influenza or other novel respiratory viruses among different population cohorts—from which we built a response tailored to the evolving pandemic.

This enabled us to efficiently launch COVID-19 studies of five priority populations: healthcare personnel, first responders, and essential workers; pregnant women and infants; individuals 50 years and older; older adults in retirement communities; and households. In these studies, our infectious diseases and clinical research experts are collecting and analyzing data from 16 sites to understand how COVID-19 spreads.

In addition, when vaccines were produced with unprecedented speed, Abt pivoted and led a swift, behind-the-scenes effort to gear up a massive and unanticipated data collection platform to determine their effectiveness. The pivot required prompt alterations to study protocols and data collection practices to adapt to new challenges.

Interim data from one of the studies, RECOVER, showed that for 3,950 healthcare personnel, first responders, and other essential front-line workers in six states, Pfizer and Moderna vaccines were 81 percent effective for partial immunization (one shot) and 91 percent effective for full immunization. That translates into only three infections and no severe infections or deaths among 2,264 fully vaccinated workers. For those vaccinated, the risk of self-reported fevers was 58 percent lower, and they spent 2.3 fewer days sick in bed than those who were not vaccinated.

STUDYING THE NOVEL COVID-19 VIRUS

Uncovering foundational knowledge about COVID-19

-  Household transmission
-  Transmissibility of infection
-  Rates of infection and illness
-  Clinical epidemiology
-  Characteristics of medically and non-medically attended cases

ASSESSING VACCINE EFFECTIVENESS

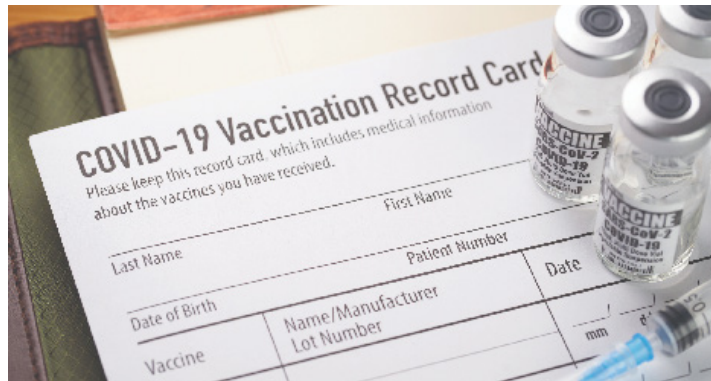
Adapting study protocols and data collection practices

to quickly capture vaccination data, participant self-reporting, electronic medical records, employee health records, and state and local vaccine registries

-  **Tailoring vaccine verification methods** depending on state or local registry capacity
-  **Evaluating vaccine effectiveness** in preventing transmission to household members of infected participants
-  **Adjusting data collection** to accommodate single-dose vaccines



A forthcoming article in the New England Journal of Medicine focuses on the study's results. The data showed COVID-19 vaccines are highly effective under real-world conditions. Data like these are used daily by CDC to make important decisions about public health practices, such as declaring that fully vaccinated individuals no longer need to wear masks. Consequently, state and local leaders have largely lifted COVID-19 restrictions, with an ensuing boost to the economy.



Our ongoing studies of the other four cohorts will yield important additional insights to further inform CDC's policy response to the pandemic. Continuing vaccine effectiveness studies, including with children, will help determine the duration of protection offered by COVID-19 vaccines, including their effectiveness against variants, and measure the effectiveness of newer COVID-19 vaccines, including single-shot vaccines and boosters as they are introduced.



CLIENT: U.S. Centers for Disease Control and Prevention (CDC)

PROJECT: Research on the Epidemiology of SARS-CoV-2 in Essential Response Personnel (RECOVER)

Integrating Cervical Cancer Prevention into the HIV Response in Mozambique

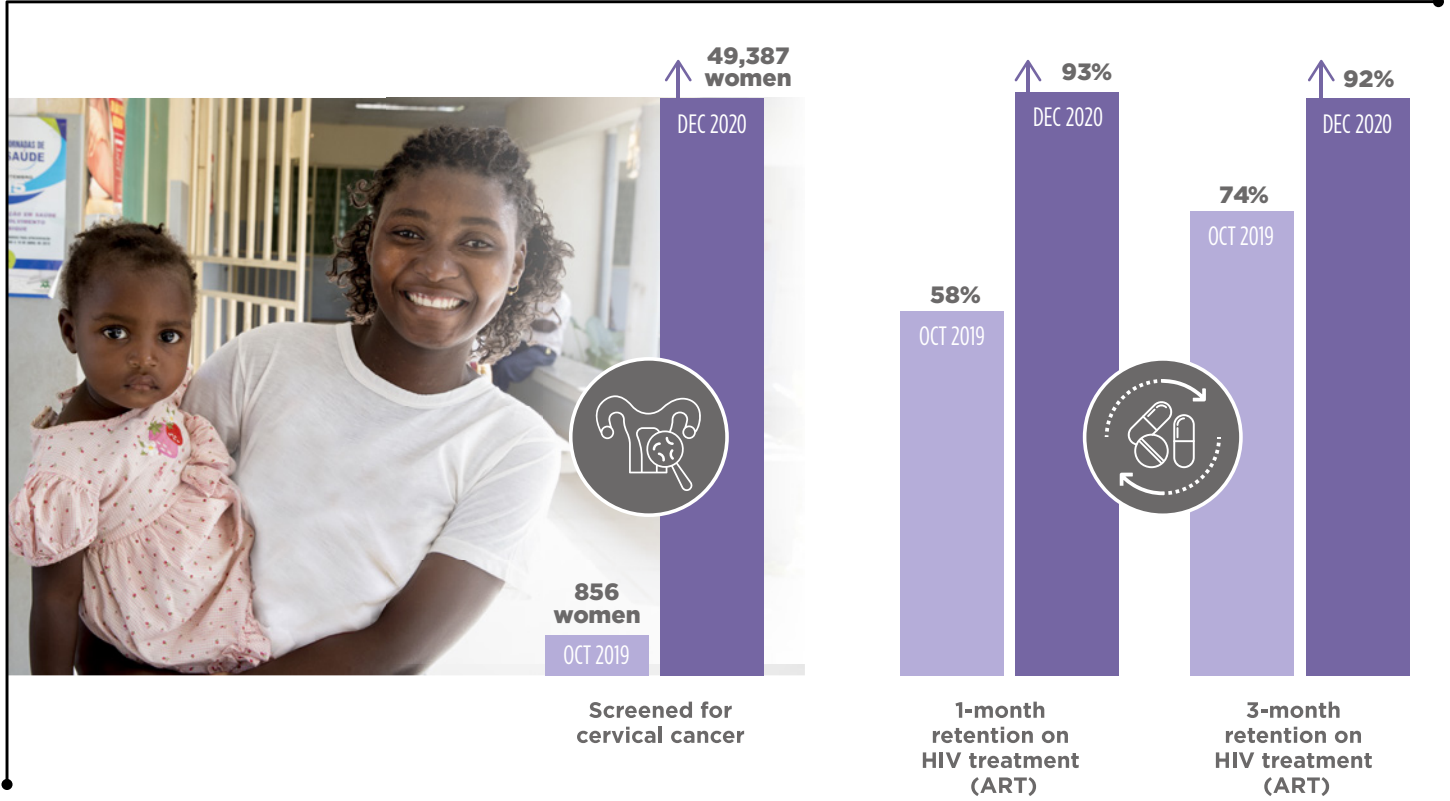
Mozambique has one of the highest HIV prevalence rates in the world, with 12.6 percent of the nation's adults testing positive for the virus.

This disease burden is exacerbated by other related illnesses that further strain the health system and already vulnerable lives. Cervical cancer is one such disease, as women living with HIV who become infected with the HPV virus often quickly progress to high-mortality, invasive cervical cancer. Integrating cervical cancer prevention and treatment services into the HIV response saves lives—and that is exactly what the Abt team did across four provinces in Mozambique.

In our first year of leading USAID's Efficiencies for Clinical HIV Outcomes (ECHO) project, we put in place interventions to maximize synergies between responding to HIV and preventing cervical cancer. In October 2019, only 856 eligible women living with HIV were screened for cervical cancer in the four provinces. We mobilized to train nearly 300 clinicians to identify eligible women and reinforce cervical cancer treatment protocols, referred women from routine checkups or pharmacies, and even escorted women to testing sites. As a result, within just one year, ECHO had screened 49,387 women for cervical cancer—a huge step toward addressing one of the primary health threats to women living with HIV.



AN INTEGRATED APPROACH DRIVES STRONG RESULTS IN CERVICAL CANCER SCREENING AND HIV TREATMENT

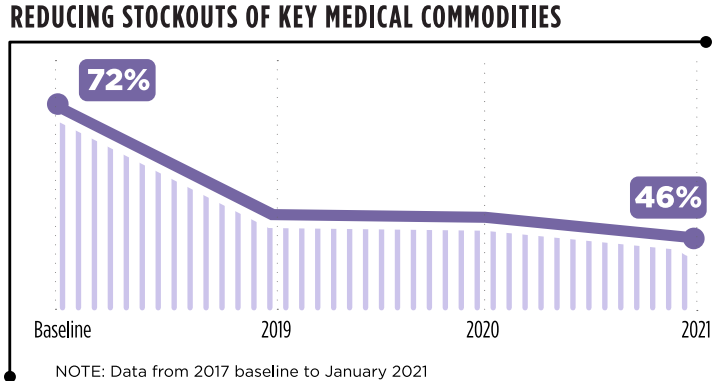


CLIENT: U.S. Agency For International Development (USAID)
PROJECT: Efficiencies for Clinical HIV/AIDS Outcomes (ECHO)

Strengthening Supply Chain Management in DRC

Without a functional medical supply chain, health systems cannot get the right drugs to the right people at the right time. This is an issue faced by numerous under-resourced countries.

In the Democratic Republic of the Congo (DRC), supply chains are often broken. Stockouts of vital drugs and commodities are common, as it may take weeks to reach remote communities by vehicle and many pharmacists lack training to properly manage stocks. Sometimes supplies that do get to pharmacies and clinics end up sitting on shelves because they are ordered by someone who does not understand the community’s health needs.





Abt is addressing this problem in nine provinces in southeastern DRC, where many people live in vulnerable conditions at the “last mile” of supply chains. To connect supplies to service delivery, Abt uses an integrated structure, leveraging relationships, local knowledge, and training at multiple levels. Medical personnel are trained in national guidelines, first-line treatment, and diagnostic and treatment protocols in tuberculosis, malaria, and family planning, among other health areas. This in turn builds demand for appropriate drugs and commodities. Abt also teams with local transit operators—often on motorbikes—to get medications to remote clinics and community care sites and is piloting a mobile money system to incentivize swift transport.

Local data ownership is another key part of the strategy. Starting in late 2019, Abt trained hundreds of data managers, stock managers, and executives to enter accurate data into the national drug supply platform, InfoMED. The following year, Abt introduced monthly health zone distribution plans and quarterly meetings hosted by provincial health districts. These meetings build the skills of pharmacists to analyze data and coordinate with counterparts in neighboring zones to reallocate surplus stocks. As a result of these efforts, over the past two years, reported stockouts of key medicines and medical supplies have plunged from 72 percent to 46 percent. The results validate Abt’s strategy to empower providers at all levels to manage supply chains—particularly at the last mile.



CLIENT: U.S. Agency For International Development (USAID)

PROJECT: USAID Integrated Health Program

Fighting Malaria in the Age of COVID-19

The COVID-19 pandemic is creating massive strains on health systems worldwide and threatening to undo hard-fought progress made in battling other debilitating diseases. In early 2020, the World Health Organization (WHO) declared that if essential malaria interventions were greatly disrupted due to the pandemic, the number of malaria cases would significantly increase, and death rates could double.

Abt has battled malaria on the front lines of the most afflicted regions of the world since 2012. Leading the U.S. President’s Malaria Initiative’s (PMI) flagship project, Abt has managed indoor residual spraying (IRS) campaigns, distributed insecticide-treated nets (ITNs), spearheaded entomological research, and conducted ITN durability monitoring in over two dozen countries over the last decade.



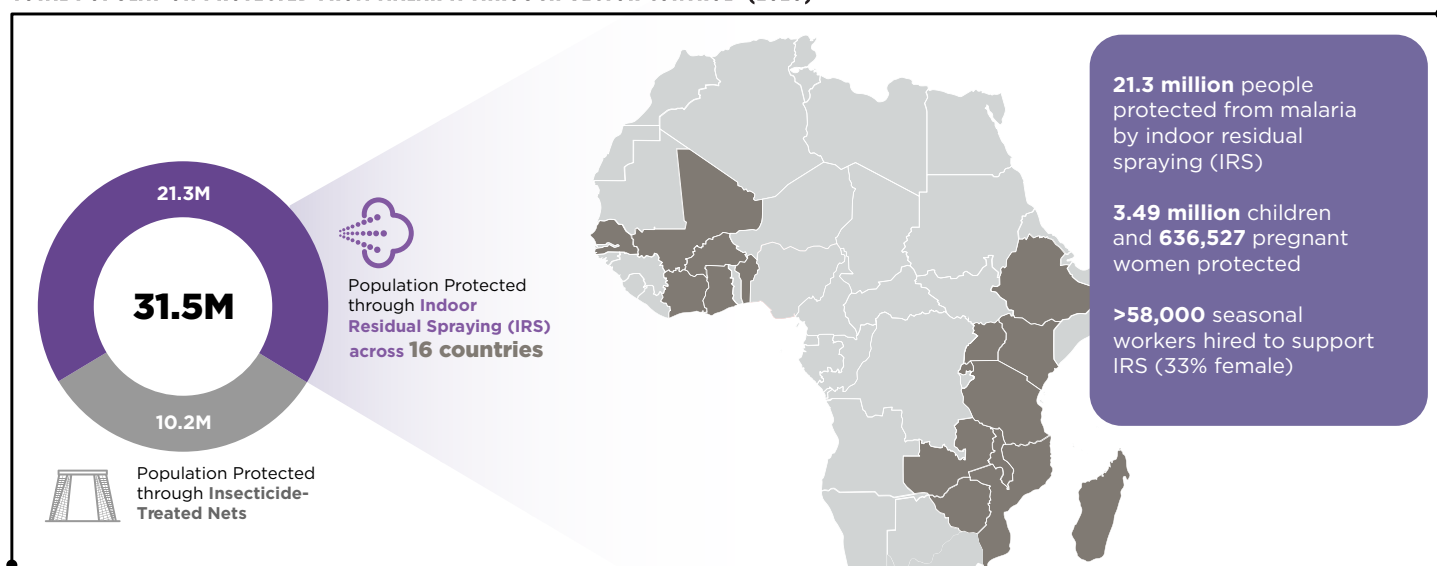
But as COVID-19 hit, that progress came under threat. Leading the PMI VectorLink Project, Abt mobilized a response across 26 countries on three continents. We navigated reduced commodity availability, unreliable logistics systems, and increased lead time for procurements—achieving a 100 percent track record for on-time delivery of commodities. We pivoted to virtual formats for key regional activities on environmental compliance and entomological data management training. And we ensured that the more than 100,000 staff we employ to implement these complex operations were safe and protected from the pandemic.



Even as we ensured our own operations adapted to COVID-19, our PMI VectorLink team played a key role in drafting global guidelines on how to safely implement vector control activities during the pandemic. The World Health Organization and numerous countries have adopted these guidelines for their vector control activities.

Throughout this unprecedented year, we—together with our partners—protected more than 31 million people from malaria and ensured continuity of services, despite disruptions and challenges posed by COVID-19. Our team conducted successful IRS campaigns in 16 countries, including Cote d'Ivoire, where we had never done a spray campaign before. We restarted PMI-supported entomology activities in Angola and distributed ITNs in Tanzania and Malawi. Technical assistance was provided to local government ITN efforts in Cameroon, Ghana, Senegal, and Zambia, and net durability monitoring studies were conducted in nine countries across Africa, from Liberia to Madagascar.

TOTAL POPULATION PROTECTED FROM MALARIA THROUGH VECTOR CONTROL (2020)



SDGs: **3** GOOD HEALTH AND WELL-BEING **5** GENDER EQUALITY

UNGC Principles: **HUMAN RIGHTS**

CLIENT: U.S. Agency For International Development (USAID)
PROJECT: U.S. President's Malaria Initiative (PMI) VectorLink



Prioritizing Employee Health and Safety

The COVID-19 pandemic forced us to make swift adjustments, guided by a single overriding priority: the health and safety of our staff. Early on, Abt convened a Global Preparedness Taskforce to understand risks, design a coordinated and comprehensive response, and disseminate guidance quickly.

We began implementing cleaning protocols in February and March that exceeded CDC guidelines, suspended non-essential travel by March 4 to maximize staff safety, and because of our investments in technology, every employee capable of working from home was doing so by March 16. To safeguard staff who were still using our facilities, Abt worked closely with landlords to improve ventilation by increasing HVAC flow, upgrading to micron-stye filters, and maximizing the circulation of outdoor air.

In the months that followed, we held biweekly all-staff meetings, offered crisis care to help with costs of in-home caregivers, distributed stipends to U.S.-based staff for office-related purchases, instituted two-week flexible-timecard periods so employees could better balance their work and at-home priorities, and provided resources to address challenges such as social isolation and talking with children about COVID-19.

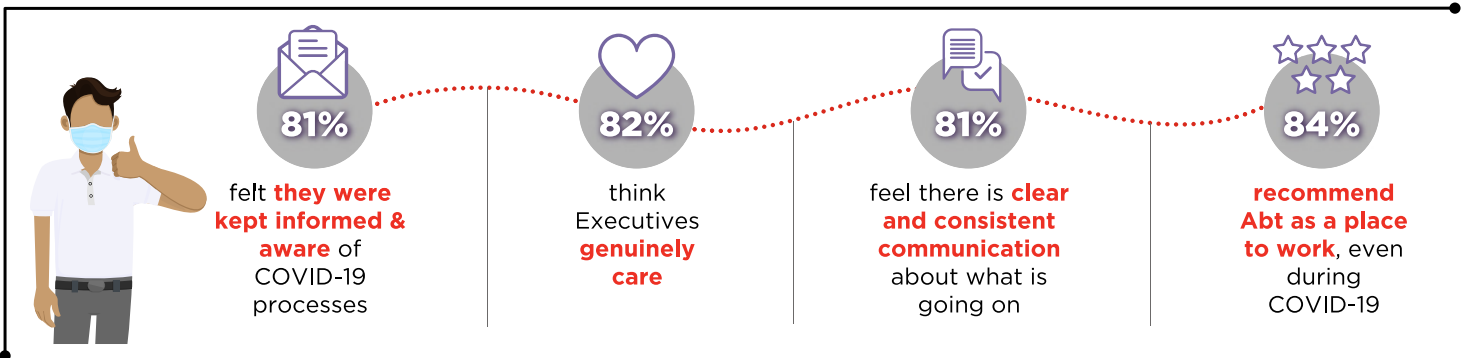
2020 UPDATED BENEFITS TO U.S. STAFF



More than half of our staff live overseas. All third-country nationals and expats were given the choice of staying or returning to their home country of record to work virtually. Some decided to return home; however, many remained at their post and continued to work virtually or in the offices on a limited occupancy basis, strictly following COVID-19 mitigation procedures. Abt offices worldwide operated based on local conditions and following national and international health guidance.

Soliciting transparent feedback and hearing directly from our staff is central to how we manage the company—this was especially important as we navigated the COVID-19 response. In August 2020, Abt’s Australia and Britain offices conducted an anonymous all-staff survey to gauge how effective our pandemic response had been. Results indicated a high degree of trust, clarity in communication, and goodwill from staff across offices.

REFLECTIONS FROM STAFF IN AUSTRALIA AND BRITAIN REGARDING ABT’S RESPONSE TO COVID-19



UNGC Principles:





Supporting Communities Through COVID-19

The COVID-19 pandemic has devastated the communities in which we live and work, and Abt made an early commitment to helping those whose lives had been upended. In March 2020, we announced that Abt would match all staff donations made through May 2020 to pandemic-related causes. We chose to make targeted matches, reflective of staff donations, to maximize our shared impact.

Abt employees donated \$31,000 to COVID-19-relief efforts in the U.S. alone. Staff also donated to international COVID-19 charities in countries where they work. In total, Abt and its employees donated \$76,000 to health-related charities. A quarter of the corporate match went to the COVID-19 Solidarity Response Fund for the World Health Organization.

COMPASSION IN ACTION

Our community service in 2020 was not just about COVID-19. During an indoor residual spraying campaign in Ghana, district IRS coordinator Grace Ayijunu found a young girl named Latifa, who had suffered second-degree burns. Latifa’s family was keeping her home, hoping that the burns would heal on their own. After Grace’s team summoned health personnel, Grace went to the hospital and stayed in touch with doctors throughout the girl’s one-month stay.

Learning that Latifa’s family could not afford the cost of her treatment, Grace settled the bill with support from colleagues and provided money for relatives who helped care for Latifa during her hospital stay. Today, Latifa is healthy and strong, and Grace has been given the name ‘Mma’ (“mother” in the Mampruli language) by Latifa’s grandmother.



Virtual Athletes for a Cause

Our Abt athletes continued to support efforts to fight HIV/AIDS and food insecurity and participated in virtual activities benefiting children’s hospitals and domestic violence prevention programs. Despite having to walk, run, or bike solo, they raised thousands of dollars and found ways to make a difference—at a distance.

VIRTUAL ATHLETES EVENTS FY21





Economic Security



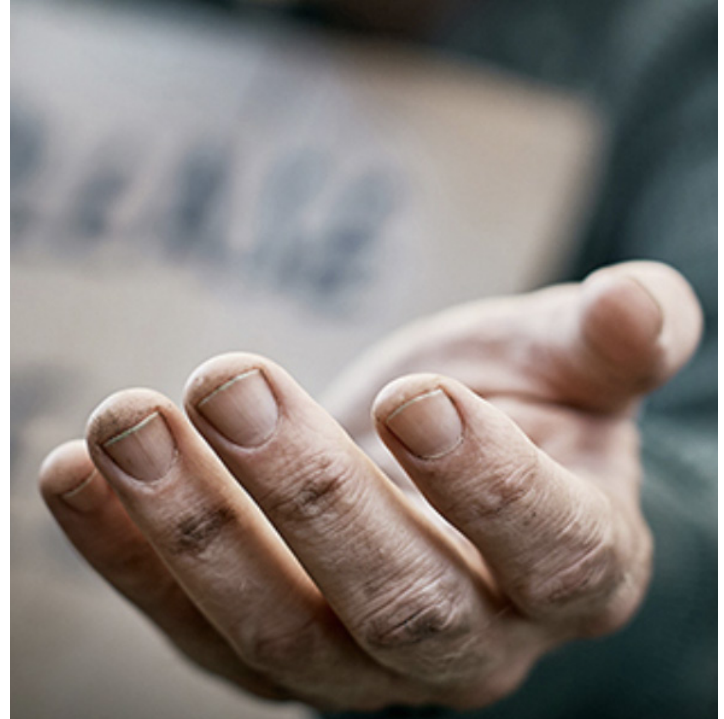


Addressing Homelessness Across the United States

Homelessness has long been among America's most significant social challenges, and the coronavirus pandemic has only made it more acute.

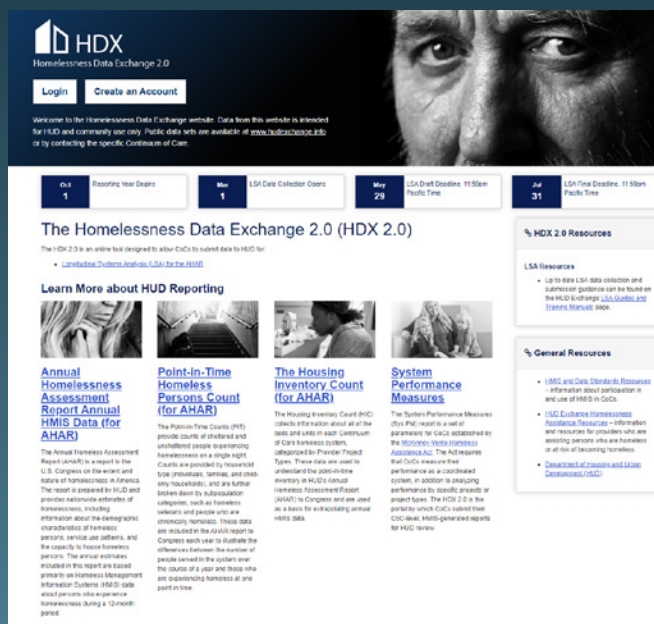
To effectively respond to the crisis of homelessness, the federal government needs meaningful and actionable data on the scope and trajectory of the problem. However, the transient nature of homelessness makes it inherently difficult to measure. Abt pioneered methodologies now considered standard to quantify the extent of homelessness across the United States. Since 2007, the U.S. Congress has relied upon our organization to produce the Annual Homeless Assessment Report, or AHAR.

What is clear is that homelessness is on the rise, increasing nationwide for the fourth year in a row. The number of people living outdoors rose by 7 percent from 2019 to 2020, and the number of unsheltered veterans increased by 6 percent. The number of unsheltered families with children increased for the first time since data collection began.



ARMING THE LOCAL RESPONSE WITH DATA USING STELLA

In 2020, Abt broke new ground in its leadership on addressing homelessness. We released Stella, an analytical tool that helps local and regional planning bodies—known as Continuums of Care, or CoCs—better understand and address homelessness in their communities. Stella's dynamic visualizations illustrate how individuals and households move through each community's homelessness response system, highlighting performance gaps or disparities. Abt is now developing an enhancement to Stella, which will enable communities to model and compare the performance and costs of different solutions to homelessness in their area.





CREATING INSIGHTS TO INFORM NATIONAL, STATE, AND LOCAL RESPONSES TO HOMELESSNESS

For nearly 50 years, Abt has led studies on what works—and what does not work—in fighting homelessness. Since we know Black families are disproportionately affected by homelessness, we studied how well the prominent Housing Choice Voucher (HCV) program works for Black families experiencing homelessness compared with white families. Our research found that the intervention works just as well for Black families as it does for white families. While factors that predict moving out of homelessness do differ by race, for all families, access to a voucher reduces returns to homelessness, doubling up, and moving. These results reinforce the promise of the HCV program to help alleviate the effects of severe poverty and provide housing opportunities that support both Black and white families, without exacerbating racial disparities.



We also studied whether states are using a key federal grants program available to them to assist families currently or at risk of experiencing homelessness. Our results indicate that most states do not specifically target their Temporary Assistance for Needy Families (TANF) funds to identify or assist families at risk of becoming homeless.



Physical manifestations of the homelessness crisis can be found in most urban areas, and homeless encampments are appearing in numbers not seen in almost a century. We conducted the first-ever federal study of encampments to further understand what they are, why they form, how cities are responding to them, and what those responses cost. In interviews with encampment residents, outreach workers, and city agencies, we found a lack of affordable housing and shortcomings in local shelter systems are driving most people to encampments. We collected cost data in four of

the nine cities in the study and found that the cities spent between \$3.3 and \$8.5 million in 2019 on encampment-related activities ranging from outreach to encampment clearance, closure, and prevention. Our study offers data to help local practitioners and policymakers understand the existing strategies for responding to encampments and to ensure dignity and well-being for those most vulnerable among us.



PUBLIC HEALTH AND HOMELESSNESS—DRIVING AN INTEGRATED FRONTLINE COMMUNITY RESPONSE

For more than 20 years, Abt has provided direct technical assistance (TA) and capacity building to communities fighting homelessness. With the onset of COVID-19, we targeted our support to help states and local Continuums of Care (CoCs) develop strategies to both slow the spread of COVID-19 among people experiencing homelessness and ensure that stimulus response funding is leveraged in strategic, equitable ways. Since March 2020, we have collaborated with federal partners from the Department of Housing and Urban Development (HUD) and Centers for Disease Control and Prevention (CDC) to develop guidance and provide direct support for local CoCs, states, public health agencies, and emergency response officials to ensure their vaccine distribution efforts prioritized people experiencing homelessness who are aging or medically vulnerable to infection, as well as communities of color who are disproportionately affected by homelessness and by the pandemic. In advocating for this, the Abt team, composed of experts in homelessness and health, has helped to develop dozens of HUD TA products; facilitated over 100 webinars, workshops, and virtual events; and provided direct TA to 50 communities and states across the country. This work has highlighted the vital importance of integrating the homelessness response with a robust public health response.



SDGs: **1 NO POVERTY** **11 SUSTAINABLE CITIES AND COMMUNITIES**




UNGC Principles: **HUMAN RIGHTS**



CLIENT: Administration for Children And Families (ACF), The U.S. Department of Housing and Urban Development (HUD) and the U.S. Department of Health and Human Services (HHS)

PROJECTS: How TANF Agencies Support Families Experiencing Homelessness; Exploring Homelessness Among People Living in Encampment and Associated Costs



Improving Egyptian Farmers' Livelihoods with Innovative Finance

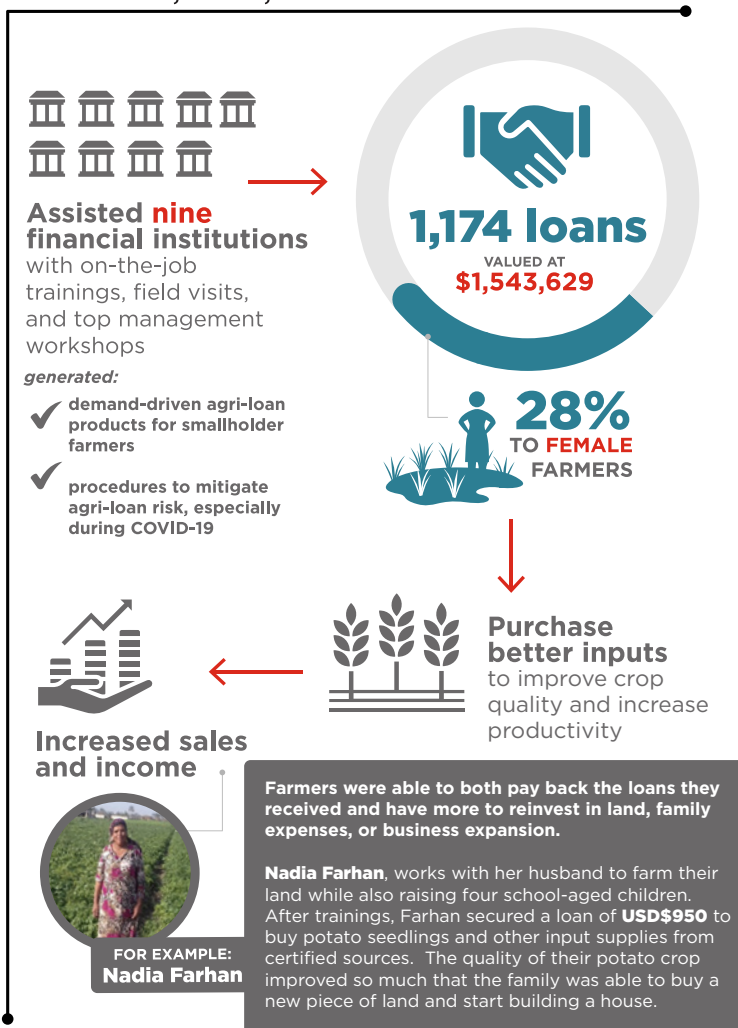
Proximity to lucrative international markets, along with good growing conditions, would appear to provide an ideal situation for smallholder horticulture farmers in Upper Egypt and the Delta. Yet poor farming practices, lack of knowledge about farming as a business, and a reluctance by financial institutions to support agricultural lending combine to keep many farmers in poverty.

Lack of access to financing can particularly hinder farmers and processors from meeting buyer demand and expanding their businesses. Since 2018, Abt has transformed the lives of more than 40,000 smallholder farmers in the region by bringing farmers and buyers together, building capacity and mentoring activities, and partnering with nine financial institutions to launch innovative agriculture financial services for smallholder farmers and producers.

Farmers learned state-of-the-art cultivation techniques for horticultural products such as potatoes and green beans, how to judge seed quality, and how to make inexpensive organic fertilizer from agricultural waste. They also gained knowledge and skills to manage their income and expenses, prepare agricultural feasibility studies, and assess financial services and products.

At the same time, Abt facilitated linkages between smallholder farmers and high-end markets—exporters, processors, and input suppliers—resulting in forward and input supply contracts, which have made these farmers lower-risk clients for lenders. Crucially, Abt has also worked with financial institutions over the last two years. The team has provided on-the-job-training, field visits, and workshops for financial institutions' top management to develop demand-driven agri-loan products for smallholder farmers and establish procedures to mitigate agri-loan risk, especially during COVID-19. Smallholder farmers who received agri-loans were able to purchase better inputs to improve crop quality and increase productivity, which consequently increased their sales and income. Farmers were able to both pay back the loans they received and have more to reinvest in land, family expenses, or business expansion.

AGRI-LOANS FOR SMALLHOLDER FARMERS INCREASE SALES, INCOME, AND QUALITY OF LIFE



CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Feed the Future Egypt Rural Agribusiness Strengthening Project (ERAS)



Adolescent Girls and Young Women Rewrite Their Future

Girls and young women who drop out of school in Uganda rarely return to graduate, severely limiting their opportunities and often contributing to early marriage, poor health outcomes, and poverty.

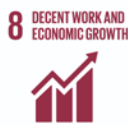
Abt is expanding livelihood opportunities, improving nutrition outcomes, and strengthening local governance through an integrated program that increases the resilience of vulnerable communities in Uganda. Through the program, Abt is engaging thousands of adolescent girls and young women in year-long training and mentorship activities to help them build a better future and advance gender equality and social inclusion.

At the first *Voice, Choice, and Control* camp, 1,029 graduates learned how take control of their lives, be assertive, and make decisions that build their resilience and give them a chance at a better livelihood. An additional 1,141 participants are currently in the program. Participants build their self-confidence and communication skills to learn how to speak up. They learn about different business ideas and are connected to inspirational businesswomen from their communities for continued mentorship after the camp ends. Most camp graduates have started businesses such as tailoring, baking, and mask making, while others are engaged in agriculture.

Abt has also linked 25 participants to government programs that have provided a total of UGX8,000,000 in loans and grants. Some participants have returned to school or taken up leadership within their communities, including serving as clan head—traditionally a role occupied by men—and running for political office. Graduates of *Voice, Choice, and Control* have demonstrated to their communities that they, too, can run businesses, save money to better overcome unexpected financial shocks, and rewrite their future.



SDGs:



UNGC Principles:



CLIENT: U.S. Agency for International Development (USAID)

PROJECT: Integrated Community Agriculture and Nutrition Activity (ICAN)



Supporting Our Staff Through COVID-19

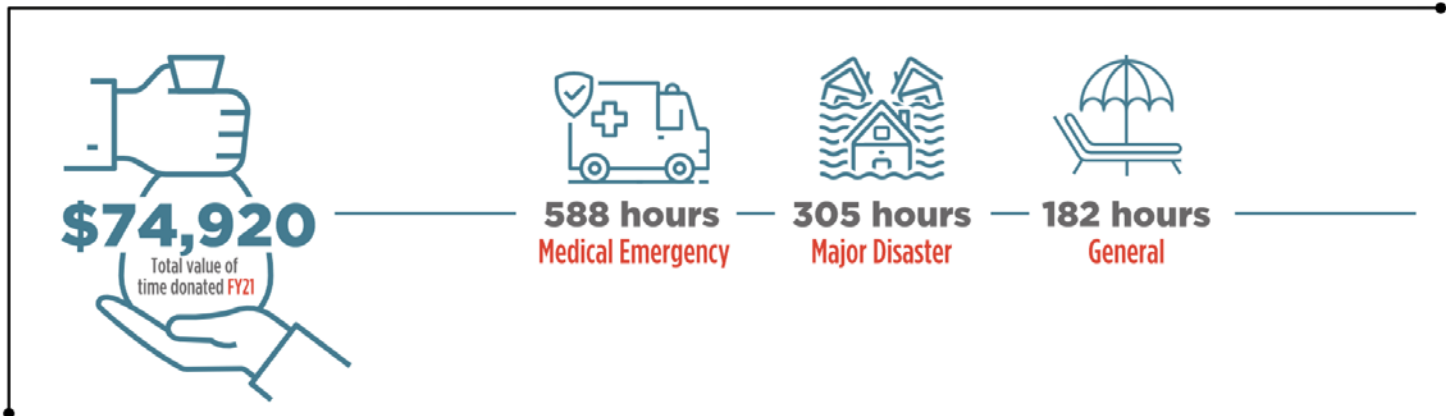
As COVID-19 began sweeping across the world, Abt moved quickly to minimize the financial effects on our staff. We rolled out a series of benefit adjustments and other policies to protect our team members and support them working from home effectively.

We negotiated with our life and disability insurance carrier to allow employees to qualify for coverage even if their work hours fell below the former eligibility threshold of 30 hours per week and provided stipends to U.S.-based staff for work-related supplies or equipment. In April 2020, we introduced a formal leave-donation policy to assist employees who may require additional time off to address personal or family needs. Employees can now access or voluntarily donate vacation time through three leave banks covering: Medical Emergency, Major Disaster, and General Leave.

Additionally, Abt elected to adopt all the voluntary provisions allowed under the CARES Act for relaxing normal limits on loans and withdrawals from the 401(k) plan to give employees who were affected by COVID-19 the greatest amount of flexibility.



TYPES OF LEAVE BANKS AND HOURS DONATED



SDGs: **3** GOOD HEALTH AND WELL-BEING **8** DECENT WORK AND ECONOMIC GROWTH

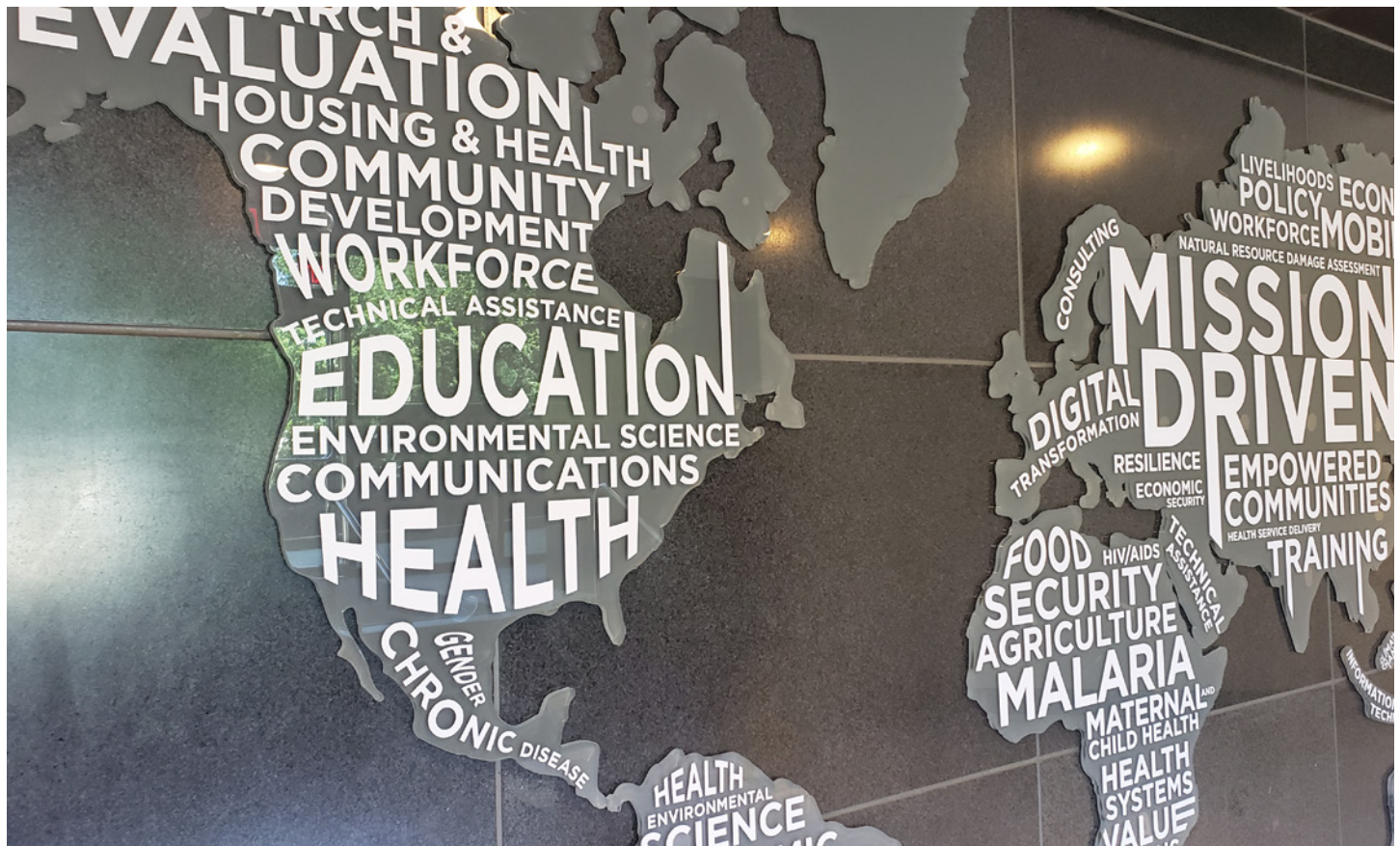
UNGC Principles: LABOUR



Financial Health and Mission Impact

Even as supporting our staff through the pandemic took center stage, maintaining the overall financial health of the company in the face of uncertainty continued to be a top priority.

Our ability to deliver on our mission is singularly dependent on being able to invest in innovative and robust solutions and developing our people. The strong financial position we have cultivated allowed us to weather the unprecedented challenges presented by COVID-19. We were able to maintain delivery of our projects with virtually no interruption. We accomplished this near-seamless transition thanks to the previous investments made in state-of-the-art virtual collaboration technology, robust telecommuting processes, and the remarkable agility and resilience of our staff.



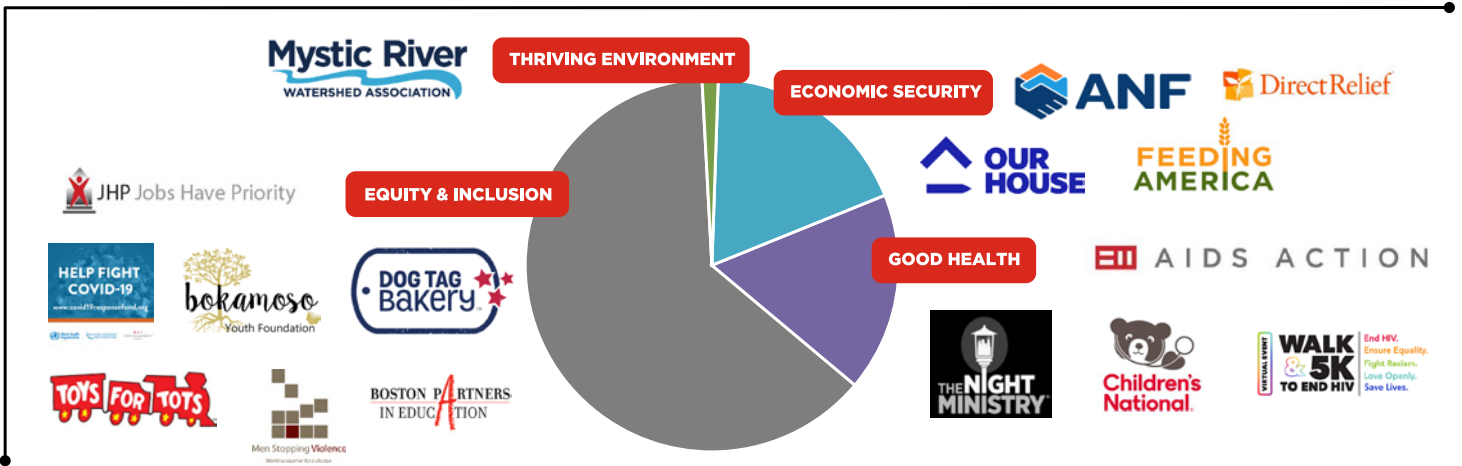


Strengthening Communities' Economic Resilience

The COVID-19 crisis continues to endanger the communities where we live and work, with rising numbers of people experiencing homelessness and food insecurity.

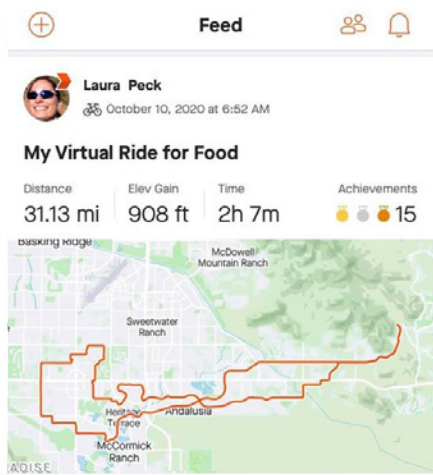
During the early stages of the pandemic, Abt announced a match for donations made to help those who were suffering as a result of the COVID-19-related economic downturn. Staff gave generously, and \$35,000 of Abt's match went to Feeding America, which works directly with many of the food banks in areas where our offices are located. Another \$23,250 of Abt's match went to GiveDirectly's Project 100, which aims to give \$1,000 directly to 100,000 families for urgent needs beyond food, including social services and rent.

TOTAL GIVING FY21



Many other employee-led efforts fueled an Abt community response to COVID-19. A team of employees participated in the Ride For Food, raising funds for Food Link in Eastern Massachusetts. Employees also participated in the Linkages for Learning drive—donating over \$3,000 worth of school supplies in Montgomery County, Maryland, alone.

“It would have been easier biking in a group, but knowing that other people were out there on their own as well gave me the little extra push I needed to keep on pedaling.”
—LAURA PECK, PRINCIPAL ASSOCIATE





Effective Governance



Bila ada tdk langsung
" Pendidikan langsung



Guiding Informed and Deliberate Crisis Response

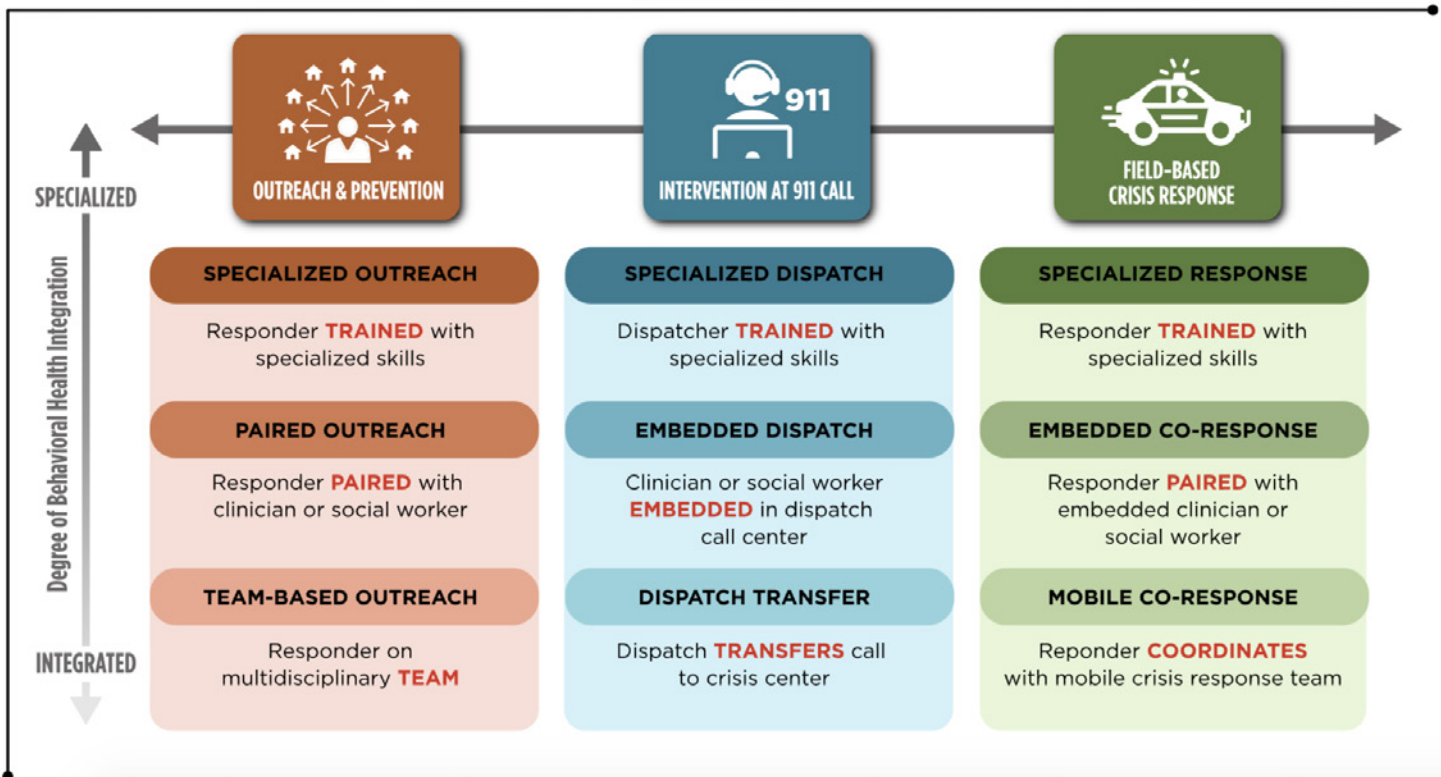
Communities across the United States are increasingly seeking to reimagine their emergency response approaches. Indeed, individuals with serious or moderate mental illness, those with substance use disorders, and individuals experiencing homelessness are disproportionately exposed to police, incarceration, or other emergency services. This is not only costly to society, it often causes more harm than help to the individual in need.

So what emergency response reforms have been undertaken across the United States? What has been proven to work? And in what circumstances? These questions faced an astounding lack of evidence and comprehensive assessments—leaving jurisdictions with no evidence to support potential reforms. Abt sought to fill this gap with a systematic review of more than 50 programs led by first responders across the country within the past 10 years.



Through our research, we identified three overarching program models: 1) outreach and prevention; 2) intervention at 911 call; and 3) intervention by first responders at the scene of a crisis. For each program model, an approach spectrum was identified from specialized (targeted training) to integrated (multidisciplinary teams). We then derived measurable outcomes that each type of program model can track to ensure focus on desired end results and clarity in decision making.

TYPES OF JAIL DIVERSION CRISIS RESPONSES AND OUTCOMES





Community-based programs, such as crisis hotlines, crisis centers, and restoration centers, are also important resources to support diversion of vulnerable people from the criminal justice system. Diversion can not only improve outcomes for vulnerable people, it can also save local jurisdictions a significant amount of money and enable police and fire personnel to focus their resources more strategically.



CLIENT: Arnold Ventures

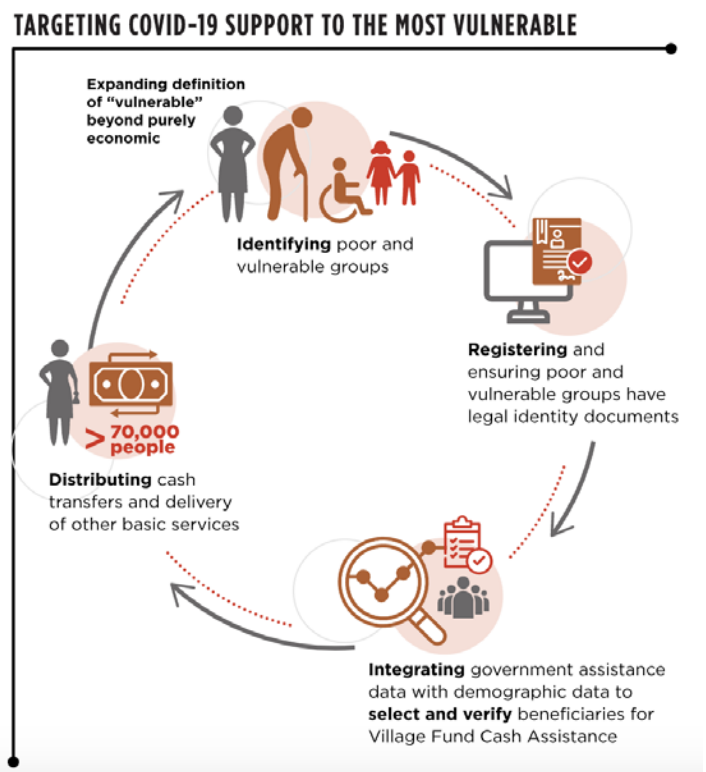
PROJECT: Reimagining America’s Crisis Response Systems

Deploying COVID-19 Assistance to Those Who Need It Most

“KOMPAK” is an ambitious initiative funded by the Australian Government that seeks to facilitate economic growth in Indonesia through better governance. Abt leads this effort, working in seven provinces across the vast Indonesian archipelago with the goal of helping low-income and vulnerable people benefit from improved delivery of basic services and economic opportunities.

In 2020, KOMPAK’s already complex mission took on particular urgency as COVID-19 spread throughout the world’s fourth most populous nation. As elsewhere, low-income and marginalized people were hit hardest by the virus—then hit again by the resulting economic downturn. The Indonesian government mobilized a massive response to expand social protection with an investment of more than AUD 63 billion. This required local governments to implement rapidly evolving regulations and to identify populations in particular need of help.

KOMPAK moved quickly to support the response. The team’s deep knowledge of national and local political dynamics contributed to increased protection for the most vulnerable people. KOMPAK also helped deliver clear national policies, guidelines, training, and technical assistance to effectively administer cash assistance from local village funds known as BLT-Dana Desa. District governments across Indonesia were able to use planning and budgeting tools developed by KOMPAK to apply the guidelines. Sub-district governments took a greater role—particularly through village governance facilitators—in helping villages plan and implement their response.





Throughout these efforts, KOMPAK employed the principle of intersectionality coined by Kimberlé Crenshaw—or the interconnection and mutual amplification of various sources of vulnerability—to inform the Indonesian government’s response. By calling attention to the risks faced by highly vulnerable groups that fell outside the formal definition of vulnerability—which focused on economic hardship—KOMPAK successfully advocated for the government to adopt a more inclusive approach to its identification of populations in need. This has enabled national and local agencies to better serve female-headed households, persons without legal identity documents, people with disabilities, and the elderly.

Additionally, KOMPAK played a crucial role in connecting government services to communities in the seven provinces through effective and secure data-management systems. It supported localities in the development and implementation of SID, an information system operated by village governments, and enabled the district and sub-district governments to have access to local data. KOMPAK used SID to help identify eligible recipients of cash assistance as well as people who fell short of eligibility due to lack of legal identity documents. With this information, KOMPAK supported villages in the deployment of civil registration and vital statistics facilitators to help vulnerable people get the required legal documents to access critically needed social assistance programs. KOMPAK’s strong local ties and emphasis on data collection led to rapid deployment of COVID-19 assistance to those who needed it most.

Between April–December 2020:

55% of villages had a Civil Registration and Vital Statistics facilitator trained to identify vulnerable individuals

>20,000 people assisted to obtain birth certificates

90% of villages had Village Information Systems implemented

95% of villages established an inclusive COVID-19 Task Force

310 villages received social assistance cash transfers, benefiting over 70,000 people

UN
SDGs:



UNGC
Principles:



CLIENT: Australia Department for Foreign Assistance and Trade (DFAT)

PROJECT: KOMPAK



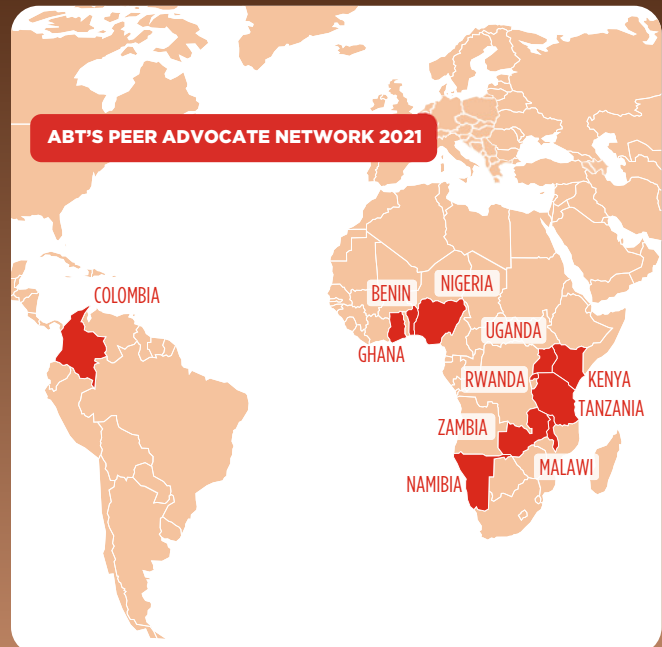
Ethics, Transparency, and Inclusion

At Abt, respect for human rights, dedication to ethics, and reverence for the natural environment aren't just policy stances—they are principles that shape how we govern our organization and carry out our work worldwide.

We are a proud signatory of the United Nations Global Compact (UNGC). We work to integrate the UNGC's Ten Principles covering labor relations, human rights, environmental protection, and anti-corruption into our daily business practices. We also understand that as a global professional services firm, the alignment of our suppliers and partners to the Compact's high business standards is an important way to deepen our impact. To complement this, we developed a global Supplier Code of Conduct that enables us to systematize and scale our commitments to human rights, the environment, health and safety, and business ethics across our network of partners worldwide.

PRIORITIZING SAFETY AND INCLUSION

In January 2020, Abt launched a new initiative to deepen our commitment to safety and inclusion across the globe: the Peer Advocate Network. The Network aims to ensure an inclusive environment for staff that is free from harassment, exploitation, and abuse. Acting in a regional capacity, Peer Advocates model workplace behaviors, assist mediation, and offer guidance on such matters as how to report incidents. In January 2021, the Network expanded to cover 14 site project offices in 11 countries: Benin, Colombia, Ghana, Kenya, Malawi, Namibia, Nigeria, Rwanda, Tanzania, Uganda, and Zambia.



SDGs:



UNGC Principles:











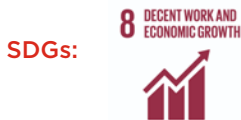
Our Board of Directors

Our Board of Directors is an inspiring group of people who bring a wealth of expertise and insights from a variety of disciplines, all with an eye to maximizing Abt's ability to deliver on its mission around the world.

The Board is made up of 12 Directors, including separate seats held by the Chairman of the Board and Abt's CEO, with all but the CEO independent of Abt. The Board has four committees: Finance and Audit, Nominating and Governance, Human and Reputational Capital, and Compensation. With expertise ranging from diplomacy and healthcare policy to global economic development and finance, this team of luminaries sets the company's strategic direction and accountability in addressing the most challenging economic, social, and environmental issues of our time.

ABT'S BOARD OF DIRECTORS

 Kathleen Flanagan	 Gerald Adolph	 Michael R. Anderson	 Sheila P. Burke	 Cinnamon Dornsife	 Douglas W. Elmendorf
 Wendell J. Knox	 John J. O'Connor	 Gary L. Perlin	 Wayne M. Rehberger	 Manoj P. Singh	 Anne-Marie Slaughter



UNGC Principles:





Enhancing Non-profit Impact

Abt staff apply the depth and breadth of their expertise to not only their work but also to advancing the well-being of our communities.

For example, several staff participated in a fellowship with Washington, D.C.-based Service Never Sleeps. Fellows provided 10 hours of skilled service per month to help expand and enhance the impact of non-profits in the area. The fellowship operated remotely due to COVID-19, but our employees' drive to make an impact was undeterred. Fellows focused on evaluating the disruptive impact of COVID-19 on high schoolers' mental health and graduation rates; on providing life skills, job training, and housing to women experiencing homelessness; and on providing job placement and lifestyle training for women recently released from incarceration.



Service Never Sleeps and Calvary Women's Services allowed me to feel deeply connected to my community at a time when we were all physically distanced because of COVID-19. The women at Calvary taught me many lessons over the course of the year, including the importance of adaptability in community service work and that centering joy is a necessary and vital component of the work.

—ANNA GARNER, SCIENCE AND RESEARCH ASSISTANT

SDGs:

8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES





Advancing Our Fields of Practice

Outside the workday, many of our staff contribute valuable expertise to collaboratives and associations focused on deepening their field of practice by serving on boards or advisory committees.

For example, three employees took on such roles in key organizations:



CAROLINE QUIJADA

PRINCIPAL ASSOCIATE | INTERNATIONAL DEVELOPMENT

Caroline, a principal associate in International Development, was appointed to the board of the Partnership for Maternal & Newborn Child Health (PMNCH), the world's largest alliance for women's, children's, and adolescents' health. PMNCH brings together more than 1,100 partner organizations from 192 countries. Quijada will represent the perspective of private sector partners in reproductive, maternal, and newborn health. She also serves on the board of the World Bank's Global Financing Facility's Investors Group.



RICKI JARMÓN

VICE PRESIDENT | DATA SCIENCE, SURVEYS AND ENABLING TECHNOLOGIES

Ricki is a vice president in Data Science, Surveys and Enabling Technologies and was elected Councilor-at-Large on the American Association for Public Opinion Research (AAPOR) Executive Council. AAPOR is the leading association of public opinion and survey research professionals, spanning disciplines including election polling and market research, health-related data collection, and education.



LAURA R. PECK

PRINCIPAL SCIENTIST | SOCIAL AND ECONOMIC POLICY

Laura, a principal scientist in Social and Economic Policy, was elected secretary of the Association for Public Policy, Analysis & Management (APPAM), the preeminent organization dedicated to improving public policy and management by fostering excellence in research, analysis, and education.





Equity & Inclusion





Advancing Women’s Economic Empowerment

Women’s economic empowerment is fundamental to enhancing business competitiveness, building equitable societies, and driving inclusive growth. Abt is leading a flagship Southeast Asia initiative—Investing in Women (IW)—to foster inclusive economic growth by empowering women to thrive across the economy. Launched in 2016 through an AUD102 million commitment from the Australian Government, IW bases its efforts on three main pillars: impact investing, workplace gender equality, and influencing gender norms.

IMPACT INVESTING

Working with financial intermediaries to mobilize private capital, the program intervenes on the supply-side constraints of capital for women-led or -owned small and medium enterprises (SMEs). Our blended finance approach is a “capital plus” model, where we provide catalytic capital to seed investment funds and supplement it with advisory services and operational grants that strengthen investing partners’ capacity to invest with a gender lens.

We also provide technical assistance grants that help investors to support their new investees in taking full advantage of the growth capital available to them. When we launched IW in 2016 in Southeast Asia, there was limited interest in investing in women-owned SMEs. Our initial leverage was negligible, and there were few commercial investments in the first gender-lens funds that IW seeded. Over the next five years, leverage ratios have consistently increased to over 5X in 2021, with our portfolio funds and companies raising subsequent funding from private capital markets. To bolster sustainability, IW has also strengthened key industry networks in Southeast Asia’s investing ecosystem to champion gender-lens investing through convenings, workshops, practical tools, and other resources.

RAPID RESPONSE GENDER-LENS FINANCING FOR COVID-19 RELIEF AND RECOVERY



An **AUD10M** fund to increase liquidity to women-owned businesses

Launched in **<2 months** by May 2020

RISE Fund

Emergency relief and resilience capital in the **Philippines, Indonesia, and Vietnam**



Targeting women-owned small and medium businesses operating in sectors **critical to COVID-19 response and recovery**



Seeded **11** investment vehicles/funds with AUD36M that scaled our initiatives to **>AUD190M** in leverage funding



WORKPLACE GENDER EQUALITY



Working with influential businesses in Indonesia, the Philippines, Vietnam, and Myanmar, IW is helping to shift workplace cultures, practices, and policy barriers to achieve workplace gender equality (WGE). IW has formed four country-level business coalitions that drive change from the top, with member CEOs making concrete commitments to WGE, such as working toward equal pay and creating an environment where women have opportunity equal to their male counterparts. These four business coalitions are important voices for gender equality in their respective countries.

The coalitions bring together a growing number of leading companies in the region, including global brands such as Accenture, Deloitte, and Coca-Cola, as well as prominent national and regional corporations. Among these companies, more than 60 percent have conducted rigorous, third-party certified WGE assessments of their workforce, policies, and business practices.

4 country-level workplace gender equality business coalitions formed, impacting the work lives of more than **804,000** employees of the 78 member companies

>60% of the business coalitions' member companies have conducted 3rd-party certified gender equality assessments

INFLUENCING GENDER NORMS

>18 million people reached online and **>230,000** people engaged in community activities with messaging to influence gender norms and normalize women's participation in the economy

Global progress on gender equality continues to be slowed by social norms, attitudes, and practices that restrict women's participation in the economy. By launching IW's Influencing Gender Norms initiative, Abt aims to shift the norms that inhibit women's economic inclusion. The program is working with organizations in

Indonesia, the Philippines, and Vietnam to identify and connect urban millennial "early adopters" of progressive gender attitudes. Our theory is that this demographic segment is in a strong position to influence the assumptions and practices of the broader societies in which they live.

Abt's ground-breaking gender-norms research spans Southeast Asia. For example, we conducted research on masculinity involving 2,500 respondents in Vietnam. In the Philippines, we analyzed more than 1,000 television, radio, and print ads run within a single year, generating evidence on how advertisements rely on gender-stereotyped portrayals of women and men at home and in workplaces.



UNGC Principles:



CLIENT: Australia Department of Foreign Affairs and Trade

PROJECT: Investing in Women



Strengthening Child and Family Well-being

Preventing child abuse and neglect is a collective effort. For more than three decades, Abt's work has supported the policies and programs that protect those who are most vulnerable. We are at the forefront of building the evidence for prevention, disseminating best practices nationally, providing technical assistance to ensure evaluations yield actionable evidence, and putting evidence into practice to promote child well-being and healthy families.

Protecting children requires bringing together a comprehensive array of cross-sector partners across the social determinants of health to strengthen families and build the capacity of community-based services.

SUPPORTING THE PREVENTION SERVICES CLEARINGHOUSE

The Prevention Services Clearinghouse (PSC) provides stakeholders with an objective and transparent review of research on programs and services intended to provide enhanced support to children and families and prevent foster care placements. The Clearinghouse team at Abt developed systematic, rigorous, and transparent standards and procedures to review and rate programs and services. Clearinghouse staff use these procedures and services to identify and select programs and services for review, conduct comprehensive literature searches, review eligible studies of each program and service, and assign program and service ratings.

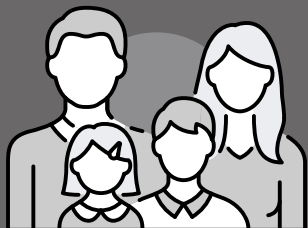
Within the first year of the contract, Abt developed a comprehensive review system and online database. The Abt team reviewed 25 programs and services in the first 18 months of the project while also developing a user-friendly, interactive website. The site enables PSC stakeholders to see detailed content about each program reviewed, providing them with solid evidence to inform policy and budgetary decisions.

PREVENTING REMOVALS AND IMPROVING FAMILY REUNIFICATION

Substance use disorders can destabilize families and potentially lead to long-term negative consequences for children. With the opioid crisis continuing to affect so many families, the child welfare system has seen increases in removals of children from homes where parental substance use disorder (SUD) is a contributing factor. Abt is identifying interventions that may prevent removals and improve family reunification for families affected by SUD. We are also determining the feasibility of a rigorous impact evaluation of these interventions, which include recovery coaching, to examine their effects on parent well-being and child welfare.



BUILDING EVIDENCE FOR WHAT WORKS IN CHILD AND FAMILY WELL-BEING



PREVENTING
Child Abuse
Entry into Foster Care
Neglect

“ *What Works?
What Should be Scaled?* ”



Testing & strengthening community-led programs to prevent child abuse & neglect

Across **13 grantee communities**, building
↑ Grantee evaluation capacity
↑ Culture of data use



Uncovering promising recovery coaching interventions to improve parent recovery, prevent removals, and enable family reunification

Assessing which interventions can be replicated and evaluated to expand the evidence base

Reviewing research & rating programs and services that are intended to provide **enhanced support to children and families and prevent foster care placements**



As of April 2021, conducted independent and rigorous evaluations of

330 **SEPARATE STUDIES**

Based on **750** **JOURNAL ARTICLES**

As of April 2021, released 51 program ratings:

10 **PROGRAMS** received a **WELL-SUPPORTED RATING**

5 **PROGRAMS** received a **SUPPORTED RATING**

14 **PROGRAMS** received a **PROMISING RATING**

22 **PROGRAMS** received a **DOES NOT CURRENTLY MEET CRITERIA RATING**

ADVANCING COMMUNITY APPROACHES TO PREVENT CHILD MALTREATMENT

The child welfare field is undergoing a transformation from responding to incidents of child maltreatment, to working to prevent child maltreatment from occurring in the first place. As a result, the Administration for Children and Families has funded a set of grantees to design and implement community-level approaches to preventing child maltreatment. Abt is providing evaluation technical assistance to grantees and their evaluators in 13 communities and documenting each grantee’s community-level, child-safety approach. The project is helping to build critical evidence to support the development and expansion of community approaches to preventing child maltreatment.



CLIENT: U.S. Department of Health and Human Services (HHS)—Administration for Children & Families (ACF)

PROJECTS: Replicable Recovery and Reunification Interventions for Families; Title IV Prevention Services Clearinghouse, Child Welfare Community Collaborations; Building Capacity to Evaluate Child Welfare Community Collaborations to Strengthen and Preserve Families



Building Foundational Literacy in Malawi

Children around the world have faced a difficult reality as COVID-19 has forced school closures. While the solution in many countries has been to transition students to online classes, that was not an option in Malawi, where only about 14 percent of the population has internet access.

Abt has helped address the educational challenges through its work on USAID's Yesani Ophunzira (YESA) Activity, which we have led for the past three years. We have focused on building the capacity of teachers in Malawi's 5,476 primary schools to gauge and improve foundational literacy skills and reading comprehension for Standards 1-4 (grades/years 1-4). Our initial work with the Ministry of Education (MoE) involved conducting the 2018 National Reading Assessment, through which we found that 75 percent of children could not read a single familiar word—such as “father” or “mother”—in Chichewa, the language of instruction in primary school at the end of Standard 2. The Abt team developed a continuous assessment and remediation (CA&R) approach that includes robust methods and tools for teachers to improve reading skills. We have since trained more than 46,000 teachers across the country on how to implement CA&R in their classrooms.

71,694 teaching and learning materials printed and distributed, including 160 Braille copies

Just as we were rolling out the English CA&R approach in early 2020, all schools in Malawi were forced to close. Working closely with the MoE and partners, the Abt team quickly pivoted to create ongoing learning opportunities for the country's six million school children and help maintain progress made through YESA. We provided technical input on the scope, sequence, and scripts of nationwide educational radio programming. Abt also adapted the English and Chichewa literacy remediation activities for at-home use, creating parent resources to boost engagement and offer much-needed support.

Looking ahead to the eventual reopening of schools, Abt consulted with MoE decision makers on appropriate COVID-19 reopening policies and prepared the Ministry to collect learning outcome data to quickly assess and address learning loss.



REAL-TIME DATA FOR DECISION MAKING – IMPROVING EDUCATION OUTCOMES

Currently, education data collection in Malawi depends on pencils and paper. Data consolidation is slow, and reports are often distributed long after data was collected and are thus immediately outdated—current data is from the 2018/2019 academic year.



In support of the Government of Malawi’s vision to improve children’s performance in reading, Abt has strengthened Malawi’s web-based Education Management Information System (EMIS). This has included expanding EMIS functionality by developing a mobile application that allows for offline data collection and automated data consolidation, analysis, and reporting that is accessible to all education stakeholders.

The new EMIS mobile application will streamline data collection, increase accuracy and timeliness of data, provide efficient data analysis, and increase access to reports at all levels of education. This will enhance decision making and provide feedback on education quality in real time. The Malawian government plans on using the YESA-developed digital data collection and reporting tools in all schools nationwide.



UNGC Principles:



CLIENT: U.S. Agency for International Development (USAID)

PROJECT: Yesani Ophunzira (YESA)



Racial Equity

Abt is committed to lifting marginalized voices and addressing structural inequities related to social constructs of race, gender, sexual orientation, and other forms of identity. No matter which corner of the world we find ourselves in, systemically addressing inequity and advancing equitable outcomes is the guiding principle for how we run our company and how we approach our work.



We remain committed to standing with the Black community and doing everything we can to not allow the current focus on these deep-seated issues to subside.

—KATHLEEN FLANAGAN, ABT PRESIDENT & CEO

The murders of Breonna Taylor, George Floyd, and countless others galvanized our organization and our employees to undertake a multi-pronged initiative called Racial Equity at Abt. Through our Reflecting Inward project, we are undertaking an organization-wide assessment of employment policies and practices, as well as employment data and employee experiences, to achieve active anti-racism organizational competency. We are committed to identifying racial inequities that exist in our workplaces, developing a data-driven action plan to address them, and holding ourselves accountable.

Black at Abt, one of the company's Employee Networking Groups (ENGs), has been a leader in this effort, highlighting the traumas experienced by Black communities and the need to commit to active anti-racism. For example, during Black History Month, Black at Abt collaborated with Abt's three other ENGs—Well-being at Abt, Emerging Leaders, and PRISM (representing LGBTQIA+ staff)—to organize an externally facilitated collective care series focused on how the body processes traumas stemming from racism, sexism, homophobia, and internalized oppression.





RACIAL EQUITY COLLABORATIVE

Abt is partnering with two Black-led organizations to deepen Abt’s understanding of racial equity while bringing awareness to the organizations’ extensive equity and subject matter expertise. Through this partnership, Abt will elevate the work of the Black-led organizations to help them win projects in sectors where Abt has a strong presence. The Black-led organizations will guide Abt to deepen our equity expertise and foundational knowledge of racial equity and social justice.



LightSpeedEdu is an e-learning and multimedia communication organization.



BCT Partners will help us embed equity principles across the work that we do, both with external partners and internally.

Abt Australia’s Reconciliation Action Plan (RAP) has been approved by Reconciliation Australia. This document outlines the actions that Abt Australia will take to work towards achieving Abt’s unique vision for reconciliation. Commitments within the RAP—including measures calling for engagement with Aboriginal and Torres Strait Islander suppliers—enable Abt to be aspirational and innovative as we gain a deeper understanding of our sphere of influence and establish the best approach to advance reconciliation.



Gender Equity

Gender-based inequities, both visible and invisible, are pervasive around the world. This often manifests as disparities in the physical, mental, and economic well-being of women and girls in particular, as well as of people who are transgender or who do not identify as male or female. Such disparities have been shown to have detrimental impacts on families, communities, and even on national and global economies. This context underpins Abt’s commitment to gender equality internally and across our projects.



Understanding Gender & Sex Gender refers to a culturally defined set of economic and social roles, responsibilities, and rights associated with being male, female, non-binary or of other genders. Ideas about gender vary over time, and within and across cultures. Sex is the classification of people at birth as male, female, or intersex based on a combination of bodily characteristics such as chromosomes, hormones, and genitalia.

Two years ago, Abt made a firm commitment to gender equality with the pursuit of certification under Economic Dividends for Gender Equality (EDGE), the leading global assessment methodology and business certification standard for gender equality. Abt was awarded the Assess global certification in 2020. As of June 2021, Abt has been upgraded globally to the second level of EDGE's three-tier system—Move—for expanding flexible work and organizational culture policies and initiatives that foster greater gender equality. Abt is also one of only three high-scoring companies among 42 private-sector organizations included in the 2021 Global Health 50/50 Report.



Abt is one of only 12 private-sector companies in the U.S. to attain EDGE certification.

Abt offices worldwide help uphold our organization-wide commitment to gender equality. Recognizing that our program work often brings staff into contact with vulnerable populations, our teams in Papua New Guinea (PNG) developed and implemented action plans and policy toolkits to identify and address risks of gender-based violence—including sexual exploitation, abuse,

and harassment—as well as child protection risks. Elsewhere in the region, Abt Australia participated actively in the UN's 16 Days of Activism against Gender-Based Violence activities.

PMI VECTORLINK – LEVELING THE PLAYING FIELD FOR WOMEN



21,400

Women **supporting** IRS operations

1,672

Women in **leadership** roles in 2019

30%

of women in **supervisory** roles in 7 out of 14 countries where we deploy IRS

Abt's projects around the world also maintain our commitment to gender equality. For example, the Abt-led U.S. President's Malaria Initiative VectorLink Project has advanced women's empowerment and representation in what has traditionally been male-dominated indoor residual spraying (IRS) activities. The project works with key stakeholders to identify the specific, local barriers to women's participation in IRS and has implemented several operational changes to address these barriers.



UNGC Principles:





Supporting Black-led Organizations

Throughout 2020, Abt employees acted on their commitments to equity by supporting people in their communities who were in need of help. Staff organized a fundraising campaign to support various Black-led organizations working to end homelessness in the United States. Abt matched the \$10,000 that employees raised, directing the funds to our 2021 Emerging Impact pro-bono partner, Our House—an organization that provides programs to enrich the lives of children and families experiencing homelessness, and the resources needed to end the cycle of homelessness and poverty.

Abt's Emerging Impact pro-bono program gives staff the opportunity to develop professionally while serving a mission-aligned non-profit. Abt will support Our House as it creates and implements an action plan to strengthen organizational capacity to provide better quality services and create a sustainable alumni program. In 2020, Abt's pro-bono partner was Atlanta-based Men Stopping Violence (MSV); Abt employees worked with MSV's team to develop a high-impact communications plan to advance its crucial mission of ending violence against women.



This didn't feel like pro-bono-quality work. We received excellent counsel, and a fantastic level of care and expertise. The team was top notch.

—JENNIFER JILES, MSV STAFFER





Supporting Youth and Education

FOUNDING MEMBER OF THE MASSACHUSETTS BUSINESS COALITION FOR EARLY CHILDHOOD EDUCATION

In 2020, Abt was one of 70 employers to establish the Massachusetts Business Coalition for Early Childhood Education, a campaign to raise awareness of the urgent need for affordable, sustainable childcare. This objective is central to not only the well-being of children, but also to the equity needs of working women, who generally undertake a greater share of domestic and care work in their households. Importantly, the majority of the workforce in the early childcare sector in Massachusetts is made up of women of color—improving working conditions in this sector will therefore have an especially positive impact on women of color in the workforce.

POWER LUNCH—ADVANCING EARLY LITERACY ENRICHMENT

Since 2003, staff based in Cambridge, Massachusetts, have volunteered for Power Lunch, Boston’s premier early literacy enrichment program for students in grades K-3. Each reading mentor serves as a role model and friend, providing guidance in school while encouraging an enthusiasm for books and reading. Even though COVID-19 made it impossible for mentors and students to meet face-to-face, Abt volunteers continued to show up, using video-enabled conference calls as an opportunity to get staff from other U.S. offices to help as well.



URBAN ALLIANCE—TOOLING UP HIGH-SCHOOL INTERNS

From our office in Rockville, Maryland, Abt supported Urban Alliance’s Montgomery County High School Internship program for the third year. This year, 17 staff members volunteered over three days to train 135 high school interns on basic Excel skills to set them up for success in their internships in the Washington, D.C., metro area. Since the event was remote, we were able to reach and support many more students than originally planned.





Thriving Environment





Children’s Health Benefits from Reduction in Air Pollution

In the spring of 2020, New York City was the site of an inadvertent and deeply unwelcome natural experiment. Over a two-month period—from March 15 to May 15—the nation’s largest city was effectively shut down by a rapidly spreading novel coronavirus pandemic. During this time, automotive traffic was 60 percent lower than it would normally be; there were also sharp declines in emissions from air traffic and construction.

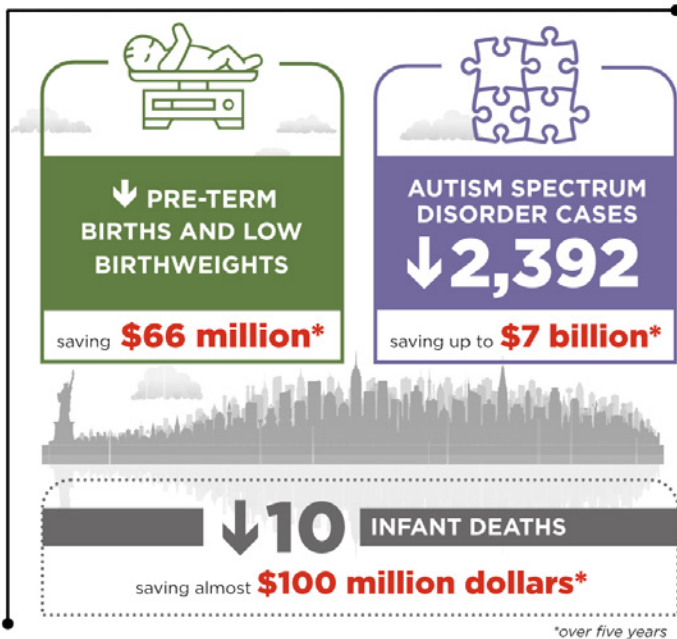
Researchers from Abt and Columbia University estimated that this interruption of normal activity resulted in a 23 percent reduction in fine particulate matter (PM2.5) concentrations—pollution—across the five boroughs. We then extrapolated this reduction across a hypothetical five-year period. What we found was astonishing. A reduction of this scale, for this length of time, would result in nearly 2,400 fewer autism-spectrum disorder cases; almost 8,000 fewer asthma-related cases; and the avoidance of nearly 8,000 adult deaths. The economic savings from these and other health impacts was estimated at anywhere between \$31.8 billion and \$77 billion.



Improving the environment can address the inequities facing communities of color and eliminate serious—and costly—health issues for adults and children.

—DAVID COOLEY, SENIOR ASSOCIATE

CHILD AND INFANT HEALTH BENEFITS FROM POLLUTION REDUCTION



Generating estimates of public health benefits from changes in air pollution is nothing new for Abt; the CO-Benefits Risk Assessment (COBRA) tool that we developed for the U.S. Environmental Protection Agency (EPA) has been extensively used to help state and local governments understand the economic value of air pollution reduction policies by estimating adverse health impacts avoided from asthma exacerbations and workdays lost to heart attacks and deaths.

What is innovative about this study is that we also focused on implications for children and infants—cohorts that are typically left out of health benefits assessments of air pollution control and climate change mitigation strategies. The benefits we uncovered included significant reductions in autism spectrum disorder cases and reduction in pre-term births, low birthweights, and even infant deaths.




After layering in geospatial data on zip codes and equity markers, we found that low-income, Black, and Latinx neighborhoods would experience more significant health gains from such a reduction in airborne particulates, compared to other neighborhoods. For example, neighborhoods with more than 80 percent Black or Latinx population would experience more than half a million dollars in annual benefits per 100,000 people, while neighborhoods with smaller Black and Latinx populations would receive lower average benefits.

INTEGRATING DATA TO IDENTIFY WHO LIVES NEAR POLLUTION

One of the barriers to addressing environmental justice is the difficulty in identifying communities that are overburdened in the first place. U.S. EPA's Toxics Release Inventory (TRI) Program has been facilitating transparency about facility-based toxic chemical releases into air, water, and land for decades. Abt has supported TRI's efforts for nearly 30 years through modeling health and toxicity data, researching pollution prevention opportunities, training facilities to report the data, and more. Recently, Abt helped EPA create a new demographic profile in online tools that incorporates data from EPA's EJSCREEN environmental justice screening and mapping tool, which includes data at the Census block group level across the entire country.

The demographic profile included in the TRI Search displays an overlay of demographic indicator information with the location of TRI facilities to help provide context for who lives near TRI facilities with toxic chemical releases. Integrating and layering this data uncovers potential impacts of TRI chemical releases in marginalized and already underserved communities. Identifying specific types of releases, such as surface impoundments, can also uncover additional potential hazards to consider in communities prone to more flooding from sea level rise or increased hurricane activity and intensity due to climate change. This tool makes the burden of environmental pollution faced by marginalized communities more visible to policymakers, enabling them to make more informed decisions.



South Florida Watershed – as climate change contributes to sea level rise and increase in hurricane activity and intensity, communities along the coast may be more susceptible to flooding. Understanding the toxic chemicals released by facilities in these areas and how facilities are managing waste at those facilities can help communities and policymakers identify potential risks during flooding.



SDGs: **3 GOOD HEALTH AND WELL-BEING** **10 REDUCED INEQUALITIES** **13 CLIMATE ACTION**

UNGC Principles: **HUMAN RIGHTS** **ENVIRONMENT**

CLIENT: U.S. Environmental Protection Agency; National Institute of Environmental Health Sciences; The John and Wendy Neu Foundation, The John Merck Fund; and New York Community Trust

PROJECT: Potential Health Benefits of Sustained Air Quality Improvements in New York City: A Simulation Based on Air Pollution Levels during the COVID-19 Shutdown

Driving the Transition to a Clean Energy Future

Energy consumption across Southeast Asia is projected to double by 2040. If the region continues to rely heavily on conventional energy sources such as coal to meet demand, the negative impacts on ecosystems, human health, and livelihoods throughout the Mekong River basin and beyond will be far-reaching. Abt is working to encourage power-sector investments in clean, grid-connected, renewable energy sources throughout the region—driving toward a vision of stable clean power sustainably supplied across the Lower Mekong.

FACILITATING A CLEAN AND STABLE ENERGY SUPPLY ACROSS THE ASEAN REGION

CONTRIBUTED TO **16** **NEW POLICIES AND REGULATIONS** PROPOSED, ADOPTED, and/or IMPLEMENTED **LEADING TO** **OVER 90** **MILLION TONS** OF CO₂ EQUIVALENT EMISSIONS **PREVENTED** over the next 15 years

OVER **\$7** **BILLION** IN RENEWABLE ENERGY INVESTMENTS **LEADING TO** **10K** **MEGAWATTS** OF CAPACITY INSTALLED

SUPPORTED DEVELOPMENT OF THE **3rd ASEAN Interconnection Masterplan Study**

→ forms the basis for regional planning & development → enables regional energy trading & power supply resilience

We facilitate increased private-sector investment in renewable energy production and help improve the resilience of the energy sector, drawing upon decades of experience supporting governments, utilities, and investors with long-term planning, energy policymaking, and governance assistance. Abt brings a deep understanding of vulnerabilities and climate adaptation approaches across the region and has collaborated with diverse partners and regional organizations in Cambodia, Laos, Thailand, and Vietnam. Lessons learned and best practices have been shared among other countries in Southeast Asia, including the Philippines and Indonesia.

Even as avoiding the worst climate scenarios requires transitioning to clean power, climate change already upon us requires a deep understanding of vulnerabilities and climate adaptation approaches across the region. Laos, for example, has abundant hydropower but is highly dependent on rainfall and sensitive to disruptions in weather patterns.



Working with the Ministry of Energy and Mines, Abt supported the development of a long-term integrated resource and resilience plan to help Laos meet multiple energy, economic, and societal objectives. The plan included two resilience actions: monitoring and enforcement of power systems codes and standards, and developing resiliency standards for power equipment and systems. When implemented they are projected to reduce power sector losses due to extreme precipitation, flooding, and landslides by 75 percent. Long term, the reduction in generation and storage costs more than pay for the initial investment.

SDGs: **7** AFFORDABLE AND CLEAN ENERGY **13** CLIMATE ACTION




UNGC Principles: **ENVIRONMENT**



CLIENT: U.S. Agency for International Development (USAID)

PROJECT: USAID Clean Power Asia

Informing Climate Risk Management Practice in Development Programming

Climate change impacts exacerbate the development challenges we work to address across virtually all sectors. From health (shifting patterns of infection and disrupted medical supply chains), to women's empowerment (heightened incidence of gender-based violence during droughts and natural disaster events), to critical economic infrastructure (vulnerability of energy grids, roads, and bridges).

With more than USD\$160 billion spent on development programming worldwide, donors want solutions to systematically incorporate increased climate risk and vulnerability and protect them from lost investments. Since 2016, the U.S. Agency for International Development (USAID) has mandated integration of climate risk management (CRM) into all its development programming. Although many USAID programs are actively practicing CRM, few are taking a systematic approach to quantifying and monetizing the benefits of CRM actions.

Abt is enriching and advancing USAID's Climate Risk Management policy to show the value—in monetary and human terms—of protecting those most vulnerable to climate change impacts. USAID will have a rich repository of models and evidence to consult as it builds CRM considerations into future programs.



Enter USAID’s Climate Integration Support Facility (CISF), through which Abt is building USAID’s knowledge of how implementers are using CRM in practice. In collaboration with USAID missions, implementing partners, and the people targeted by programs, we apply a CRM lens to USAID programs across sectors and geographies to document actions and monetize benefits. Our results are case studies and blogs that show USAID and other donors exactly how integrating climate risk management into program design and implementation protects investments—with a dollar value attached.

In Kosovo, Abt evaluated a suite of CRM approaches taken by a five-year USAID agricultural growth program to decrease water use per unit area and protect crops from the impacts of more frequent storms and extreme temperatures. We found CRM approaches like early warning systems, efficient irrigation systems, and crop protection measures increased yields of fruits and vegetables by 50-300 percent, with higher values ranging from \$1,300-\$61,000 per hectare. These approaches also reduced irrigation water demand by up to 4,000 cubic meters per hectare and avoided crop losses of up to 80 percent.

Other case studies are underway. Abt will examine and quantify the benefits of CRM actions taken by a USAID family planning and maternal health program in the Philippines to overcome the effects of climate disasters that disrupt delivery of health services in rural areas. In Haiti, Abt will evaluate the effectiveness and payoffs of four main CRM actions taken by a USAID water and sanitation project to target high-risk areas, screen activities, and build climate considerations in infrastructure design and construction while training stakeholders to manage impacts.





EVALUATING CLIMATE RISK MITIGATION STRATEGIES AND BENEFITS ACROSS SECTORS



ARMENIA Water Availability

Climate Risks:
More variable precipitation with more consecutive dry days, stronger storms, and drier summers threaten public services, agriculture, fish farming, and cooling of nuclear power plant.



HAITI Water and Sanitation

Climate Risks:
Extreme vulnerability to hurricanes, tropical storms, droughts, and floods exacerbate risk of waterborne disease such as cholera and threaten sanitation infrastructure.



THE PHILIPPINES Family Planning & Maternal and Neonatal Health

Climate Risks:
Storms, floods, and landslides disrupt health service delivery and critical medical supply chains and cause large numbers of medical emergencies that overwhelm an already stressed health system.

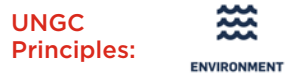


KOSOVO Agriculture & Economic Growth

Climate Risks:
Water shortages and more frequent and intense storms threaten agricultural production and value chains.

Climate Risk Mitigation Strategies:
Early warning systems, crop protection measures, and expanded use of technologies to decrease agricultural water use per unit area.

Benefits:
 ↑ yields by **50-300%**
 ↓ irrigation water demand by up to **4,000 cubic meters** per hectare
 ↓ avoided crop losses of up to **80%**
 ❄️ **-\$15,000 per hectare** potential avoided losses from frost damage



CLIENT: U.S. Agency for International Development (USAID)
PROJECT: Climate Integration Support Facility (CISF)

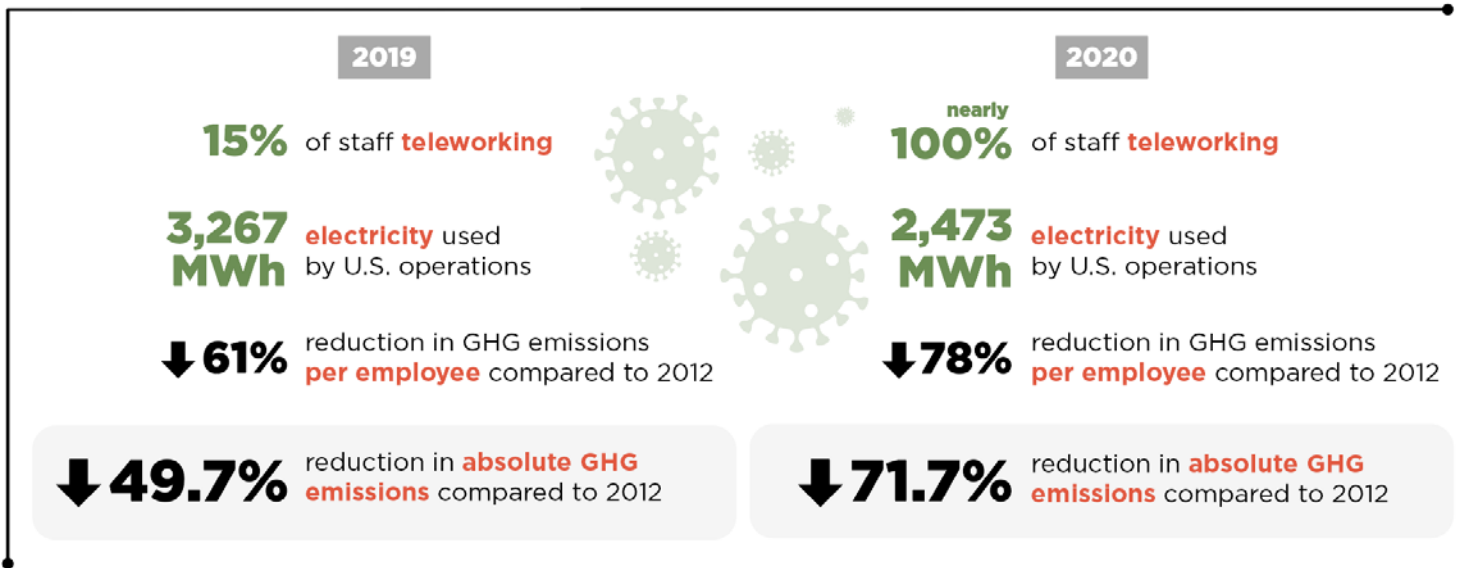


Setting a New Science-based GHG Reduction Target

Among its countless other hard lessons, COVID-19 has given us a stark preview of what climate change might have in store for our future—from massive disruptions to exacerbated socioeconomic inequities. As an organization, we are committed to substantively addressing climate change to do our part in avoiding the worst-case scenario.

Before COVID-19 struck, we were able to reduce our U.S.-based greenhouse gas (GHG) emissions by 49.7 percent compared to 2012 levels. With the suspension of non-essential business travel and commuting and with most offices transitioning to fully remote work, by the end of 2020 Abt achieved a 71.7 percent reduction in emissions. Emissions from teleworking accounted for 17 percent of the total, providing insight into what business-as-usual could look like in the future.

ABT'S COVID-19 RESPONSE AND GHG EMISSIONS IMPLICATIONS



Informed by the pivots and agility required by the COVID-19 response, we set out to develop our new GHG reduction target—committed to grounding it in science and aligning with the Paris Agreement to limit the global temperature increase to 1.5°C above pre-industrial levels. Redoubling our efforts to decarbonize by 2050, we arrived at a new near-term target and set a new baseline year: we are committed to reducing our global GHG emissions 33 percent by 2025 compared to 2019 levels.

This science-based target has an expanded scope that includes Abt Australia and Abt Britain, as well as additional emission sources such as project site offices and teleworking, which has become increasingly material in the wake of the pandemic. As we look to a post-pandemic “new normal,” we will continue to reimagine our operations to ultimately bring our emissions down to zero.





Protecting the Habitat in Our Backyard

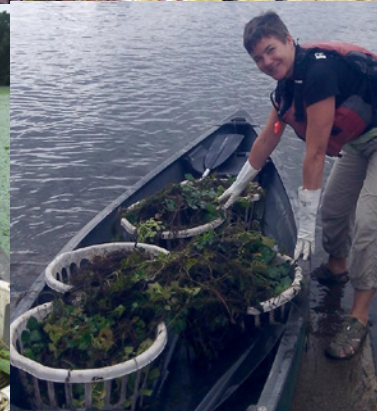
On issues as massive as environmental preservation, it is sometimes easy to lose sight of the very meaningful differences we can make in our own communities.

Since 2015, Abt's Cambridge, Massachusetts office has partnered with the Mystic River Watershed Association (MyRWA) to remove invasive water chestnuts by canoe in our surrounding community. Even though we could not physically help in 2020, we continued to support this partnership financially to advance MyRWA's habitat-protection and environmental-education efforts. We cannot wait to get back on the water!



MYWRA CLEANUP IMPACT SINCE 2018:

- 34 volunteers**
- 74 baskets** of water chestnuts removed
- 204 hours** of cleanup support





Celebrating 50 Years of Earth Day

Every year, as part of our Earth Month celebration, we invite Abt staff from around the world to submit a drawing on behalf of a child that answers a question about our planet. All “EcoKids” are recognized for their work and get to vote on which animal Abt should “adopt” in partnership with the World Wildlife Fund (WWF).

In 2020, the 50th anniversary of Earth Day, 23 EcoKids aged 2-17 from eight countries submitted drawings in response to the question: “How does climate change impact you and what are you doing to combat it?”



We were struck by the seriousness and sophistication of their responses. The kids overwhelmingly voted to adopt a koala as the WWF partnership animal—but it was not just because koalas are so cute and fuzzy. They were responding to the devastating Australian bushfires of early 2020 and knew enough about that calamity that they wanted to help this specific species.



WWF for a living planet

On behalf of
Abt EcoKids
a Koala
has been adopted through World Wildlife Fund

Jessica Sotelo
Jessica Sotelo
Director, Online Membership

www.worldwildlife.org



GLOBAL REPORTING INITIATIVE INDEX

Abt Associates

JUNE 2021

ABTASSOCIATES.COM

About Our Global Reporting Framework

Our mission is to *improve the quality of life and economic well-being of people worldwide*. This is more than a statement. It's a unifying concept that has defined us since our founding in 1965, and a concept that deeply permeates everything we do.

We advance our mission through our three core impact pathways: Our Work—the products and services we offer our clients, Our People and Operations—how we operate our company, and Our Communities—the way we engage with communities we operate in. We distill our mission into five goals that help operationalize and measurably advance our impact around the world.

Abt is committed to rigorous measurement and transparency. In addition to reporting on our own mission impact goals, we report against international frameworks such as the Global Reporting Initiative (GRI) Standards and the Ten Principles of the United Nations Global Compact (UNGC). Additionally, we align our reporting to the Sustainable Development Goals (SDGs).

A note on reporting time frames: This report spans multiple time frames depending on the topic in focus. This includes the 2020 calendar year (CY), Abt's 2021 fiscal year (FY) (April 2020 - March 2021) and our clients' fiscal year designations. All relevant timeframes are noted throughout the index.

Abt's 2021 Global Reporting Initiative Index

The 2021 Mission Impact Report has been prepared in reference to the GRI Standards but makes no claims to certification. For more information on our performance and alignment.

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GRI 100: UNIVERSAL STANDARDS

GRI 102: General Disclosures

1. Organizational Profile

- **102-1: Name of the organization**

Abt Associates, Inc.

- **102-2: Activities, brands, products, and services**

Founded in 1965, Abt Associates is a consulting and research firm that works on U.S. domestic policy and international development. Abt uses data and bold thinking to improve the quality of people's lives worldwide. From increasing crop yields and combatting infectious disease, to ensuring safe drinking water and promoting access to affordable housing—and more—we partner with clients and communities to tackle their most complex challenges. Our diverse staff of more than 3,600 operate on the ground in more than 50 countries alongside our clients, enabling us to tailor our solutions to meet their needs and the needs of those they serve.

- **102-3: Location of headquarters**

Rockville, MD USA

- **102-4: Location of operations**

We operate in more than 50 countries around the world, with ten locations in the U.S., two in Australia, and one in the U.K.

- **102-5: Ownership and legal form**

We are a privately held company. Our employee stock ownership program (ESOP) was established in 1975, just ten years after the company was founded. It is one of the oldest ESOPs in the U.S. and no one individual has a significant share of ownership.

- **102-6: Markets served**

▶ See the **About Us** section in the 2021 Mission Impact Report

Abt Associates serves more than 50 countries and territories in the regions of Australia, Asia Pacific, Europe, Latin America and the Caribbean, the Americas, South and Central Asia, the Middle East and North Africa, and Sub-Saharan Africa.

- **102-7: Scale of the organization**

Total Number of Employees: 3,600+
 Total Number of Operations: 13 corporate, numerous worldwide field offices
 230+ clients served
 3,100 partners

- **102-8: Information on employees and other workers**

Associated UNGC Principle: 6

Associated SDG: 8

▶ See the **Equity & Inclusion** section in the 2021 Mission Impact Report

Percent of Abt U.S. employees by employment contract and sex:

Employment Contract	Sex	FY21	FY20
Permanent	<i>Female</i>	44%	45%
	<i>Male</i>	56%	55%
Temporary	<i>Female</i>	63%	61%
	<i>Male</i>	37%	39%

Percent of Abt U.S. employees by employment contract and region:

Employment Contract	Region	FY21	FY20
Permanent	<i>Domestic</i>	39%	40%
	<i>International</i>	61%	60%
Temporary	<i>Domestic</i>	100%	100%
	<i>International</i>	0%	0%

Percent of Abt U.S. employees by employment type and sex:

Employment Type	Sex	FY21	FY20
Full-Time	<i>Female</i>	43%	43%
	<i>Male</i>	57%	57%
Part-Time	<i>Female</i>	68%	66%
	<i>Male</i>	32%	34%

- **102-9: Description of the organization's supply chain**

Abt Associates is a data driven, knowledge-based solution provider working to improve the quality of people's lives worldwide. Abt Associates deploys a services-based supply chain. Delivery of our services is pull based and initiated by customer demand. We partner with clients and communities to tackle their most complex challenges. The largest input for the production of our services is labor, both internal and external. Our most important asset is our employees and their subject matter expertise in Education, Environment and Energy, Inclusive Economic Growth and Agriculture, Governance and Justice, Health, Housing, Communities and Asset Building, and Workforce and Economic Mobility. We rely on a diverse supply base of over 1,600 suppliers to complement our expertise and ensure the delivery of our services and knowledge-based solutions. Customer-driven solutions that require the procurement of tangible materials are fulfilled from our diverse supply base. Abt Associates supply base is global. Requirements are sourced domestically and internationally to meet customer and project demand. Payments made to suppliers supporting our supply chain for the year totaled \$155 million dollars. Abt Associates focuses on optimization of our supply chain

making investments in IT infrastructure and labor that maximize our investment, reduce costs, and ensure delivery of quality services. Investments are continual to ensure we meet our strategic plan, values, and corporate mission.

- **102-10: Significant changes to the organization and its supply chain**

Our supply chain is stable and has not experienced significant change in size, structure, and ownership this fiscal year. Despite the challenges of the COVID-19 pandemic, we experienced minimal disruption in the supply of materials and services needed to deliver our solutions. There were no major changes to our facilities other than a shift to remote work by employee assets at the end of the fiscal year. Abt Associates' capital structure remains stable and capable of supporting supply chain operations. Abt Associates experienced no major changes in the location of our supply base as we continue to globally source materials and services. Our strategic supplier relationships remain stable with no issues. There were no significant termination of supplier engagements. We effectively managed potential disruptions through active supplier monitoring and evaluation. Abt continues investment in 3rd party risk management activities and process improvements to ensure supply chain stability.

- **102-11: Precautionary Principle or approach**

The concept of sustainability is deeply ingrained within the mission of Abt Associates. Abt's multidisciplinary approach to solving the world's most difficult challenges, and its inherent focus on balancing social and environmental considerations with positive economic outcome, has been part of our fabric since the very beginning in 1965.

The Precautionary Principle is a core element of how we pursue our mission. We systematically evaluate potential risks and benefits to human health and the environment across every engagement and ensure mitigation measures are employed when the risk potential is evident.

- **102-12: External initiatives**

Examples of major external initiatives we engage in include:

- CDP's Climate Change Questionnaire
- Economic Dividends for Gender Equality
- The Climate Registry
- United Nations Global Compact
- United Nations Sustainability Development Agenda 2030
- World Resources Institute's Greenhouse Gas Protocol

- **102-13: Membership of associations**

- AcademyHealth
- Association for Public Policy Analysis & Management
- Global Compact Network USA
- Humentum (Inside NGO)
- IntraHealth International Inc.
- Professional Services Council
- Society for Health Communication
- Society for International Development
- Society for Research on Educational Effectiveness
- The Climate Registry
- United States Energy Association
- U.S. Global Leadership Campaign
- World Trade Center Institute, Inc.

2. Strategy

- **102-14: Statement from senior decision-maker**

See the **Letter from Our CEO** in the 2021 Mission Impact Report

3. Ethics and Integrity

- **102-16: Values, principles, standards, and norms of behavior**

Associated UNGC Principle: 10

Associated SDG: 16



See **Our Ethics & Governance** section in the 2021 Mission Impact Report

- **102-17: Mechanisms for advice and concerns about ethics**

Associated UNGC Principle: 10

Associated SDG: 16



See **Our Ethics & Governance** section in the 2021 Mission Impact Report

We employ a number of measures to ensure staff behave in accordance with our standards and in compliance with regulations that govern our work.

These include:

- A comprehensive Code of Conduct

- Policies on business processes and procedures that are easily accessible to all employees
- Robust training on policies regarding corrupt practices, anti-trafficking, freedom from harassment and non-retaliation
- Two 24-hour anonymous helplines for reporting any potential misconduct, one monitored by management and one monitored by the Chair of the Finance and Audit Committee
- One WhatsApp phone line managed by Abt's Director of Ethics and Compliance

4. Governance

- **102-18: Governance structure**



See **Our Ethics & Governance** section in the 2021 Mission Impact Report

Our Human and Reputational Capital Board Committee is updated quarterly on topics pertaining to social, environmental, and economic impacts.

Additional information on our governance structure can be found on our website: **abtassociates.com**

- **102-19: Delegating authority**

Accountability and direction for strategic issues—including those pertaining to economic, social and, environmental topics—are ultimately set by our Board of Directors, specifically the Human and Reputational Capital Committee. Chief executives then delegate oversight of actions accordingly to Vice Presidents, Directors, and Senior Managers, with regular reporting of progress and challenges to both executive and board-level leaders.

- **102-20: Executive-level responsibility for economic, environmental, and social topics**

Our Director of Strategy, Impact, and Sustainability regularly reports to our executive leaders and the Board of Directors on Abt's sustainability strategy, priorities, goals, and performance.

- **102-22: Composition of the highest governance body and its committees**

Associated SDGs: 5, 16

Abt's Board of Directors is comprised of twelve members, including the Chairman of the Board and Abt's CEO. Board members govern across four committees: Finance and Audit, Nominating and Governance, Human and Reputational Capital, and Compensation, and two sub-committees: ESOP and Operating Model.

- **102-23: Chair of the highest governance body**

Associated SDG: 16

Gary Perlin, retired Chief Financial Officer of Capital One Financial Corporation, currently serves as Chairman of the Board.

- **102-24: Nominating and selecting the highest governance body**

Associated SDGs: 5, 16

The Nominating and Governance Committee of the Board nominates Directors based on their independence and diversity, as well as their experience and expertise in a variety of areas including economic, environmental, and social topics. In evaluating each candidate, the Committee considers factors such as willingness and ability to devote sufficient time to his or her duties as a Director, willingness to leverage relationships to attract top and diverse talent, a confident personality, tolerance for ambiguity, and an informed and reasoned approach to complex business problems.

- **102-25: Conflicts of interest**

Associated SDG: 16

Annually, each Director updates his or her conflict of interest form. The Board Secretary works with Abt's General Counsel and Chief Ethics and Compliance Officer to ensure that mitigation plans are in place if conflicts of interest are identified.

- **102-26: Role of highest governance body in setting purpose, values, and strategy**

- ▶ See **Our Ethics & Governance** and **Our Environmental Responsibility** sections in the 2021 Mission Impact Report
-

Goals pertaining to reductions in greenhouse gas emissions are developed by Abt's Global Sustainability Program Operations Committee and approved by the executive leadership team.

- **102-32: Highest governance body's role in sustainability reporting**

Abt's sustainability reporting is formally reviewed and approved by our Chief Executive Officer, Kathleen Flanagan.

6. Reporting Practice

- **102-50: Reporting period**

This report spans multiple time frames depending on the topic in focus. This includes the 2020 calendar year, Abt's 2021 fiscal year (April 2020 to March 2021), and our clients' fiscal year designations. All relevant timeframes are noted throughout the report.

- **102-51: Date of most recent report**

Our last report, the **Mission Impact Report: 2020 Update**, was published in June 2020.

- **102-52: Reporting cycle**

We issue our Mission Impact Report on an annual basis in June.

- **102-53: Contact point for questions regarding the report**

Please send comments or questions about this Report to **impact@abtassoc.com**

- **102-55: GRI content index**

This document is organized by GRI Disclosures and serves as our GRI Content Index.

- **102-56: External assurance**

We do not engage in external assurance for GRI reporting at this time.

GRI 200: ECONOMIC DISCLOSURES

GRI 201: Economic Performance

- **201-2: Financial implications and other risks and opportunities due to climate change**

Associated UNGC Principle: 6, 7

Associated SDGs: 8, 13

Abt continually assesses portfolio risks and opportunities, including market and reputational risks and opportunities related to climate change. Abt manages risks and opportunities by expanding capabilities, markets, and countries served and by winning more impactful work that helps our clients address their climate-related risks and opportunities. In 2018, Abt became a signatory of the United Nations Global Compact (UNGC) and submitted its inaugural Communications on Progress (COP). The COP demonstrates how we integrate the UNGC Ten Principles into our business operations and portfolio, including those addressing the environment. In addition, Abt publicly discloses our greenhouse gas emissions inventory annually to The Climate Registry and submits the Climate Change Questionnaire to the CDP.

At the operations level, Abt assesses the energy use of each of our leased facilities, analyzing intensity metrics including those calculated with leased square footage, occupied square footage, and office headcount and attendance. This provides Abt an opportunity to gauge office utilization, track energy use, and measure and monitor associated financial implications. Abt evaluates municipality and state climate vulnerability assessments to discern risk types and the level of vulnerability at each site. Reports are generated and discussed with the Senior Director of Corporate Services with the purpose of informing which leased assets should be prioritized for retrofits or moves. While leases are typically set in five-year or ten-year increments, it is vital to monitor changes in vulnerabilities year over year.

GRI 202: Market Presence

- **202-2: Proportion of senior management hired from the local community**

In FY21, 84% of our senior managers were hired from the local community. The local community is defined by Local Country National (LCN) status. LCNs are employees whose nationality is the same as the country in which the project office is located. Abt

emphasizes sourcing local talent to fill positions in our project offices to further support the communities in which we work.

	FY21	FY20
Percent of senior management hired from local community:	84%	83%

GRI 205: Anti-Corruption

- **205-1: Operations assessed for risks related to corruption**

Associated UNGC Principle: 10

Associated SDG: 16

We use an enterprise risk management (ERM) framework based on global risk management standards, including COSO and ISO 31000, to conduct an annual assessment process. Corruption risks are included in this assessment.

- **205-2: Communication and training about anti-corruption policies and procedures**

Associated UNGC Principle: 10

Associated SDG: 16

Abt’s Code of Conduct establishes standards of business conduct that are applied uniformly at all Abt Associates locations and followed by all employees. While businesses and customs vary—and each individual who works for Abt Associates is unique—certain standards and responsibilities are shared wherever we do business. This includes adhering to anti-corruption laws and competing fairly.

Employees receive annual ethics and compliance training to certify their understanding and compliance with the Code of Conduct. This training includes explicit guidance on working ethically with clients to ensure quality and integrity. Abt’s Code of Conduct and Ethics and Compliance Helpline are made available to all staff, as are detailed policies regarding bribery, business ethics and conduct, and more.

GRI 300: ENVIRONMENTAL DISCLOSURES

GRI 302: Energy

- 302-1: Energy consumption within the organization**

Associated UNGC Principles: 7, 8

Associated SDGs: 7, 8, 12, 13

CY2020 energy consumption includes energy consumed from Abt's telecommuting workforce during the pandemic. This accounts for Abt's increase in natural gas and electricity consumption from our employees' use.

Energy consumption within the organization:

U.S. Energy Consumption (MWh)	CY20	CY19	% Change (CY20/CY19)	Base Year (CY12)
Electricity	4,080	3,906	4%	7,067
Natural Gas (Heat)	2,028	1,291	57%	32
Gross Energy Consumption	6,109	5,197	18%	7,099

- 302-3: Energy Intensity**

Associated UNGC Principles: 8

Associated SDGs: 7, 8, 12, 13

CY2020 energy consumption includes energy consumed from Abt's telecommuting workforce during the pandemic. This accounts for Abt's increase in natural gas and electricity consumption from our employees' use.

Energy intensity ratio, U.S.-based:

U.S. Energy Intensity	CY20	CY19	% Change (CY20/CY19)	Base Year (CY12)
Energy Consumption (MWh)	6,109	5,197	18%	7,099
Regular Employees	1,381	1,391	-1%	1,072
Intensity Ratio	4.4	3.7	18%	6.6

- 302-4: Reduction of energy consumption**

Associated UNGC Principles: 8, 9

Associated SDGs: 7, 8, 12, 13

See Disclosure 302-1 for more information.

GRI 305: Emissions

- 305-1: Direct (Scope 1) GHG emissions

Associated UNGC Principles: 7, 8

Associated SDGs: 3, 12, 13, 14, 15

Emissions by Scope:

Total Emissions (MT CO ₂ e)	CY20	CY19	% Change (CY20/CY19)	Base Year CY12
Scope 1	540	315	72%	224
Scope 2 (location-based)	821	1,084	-24%	2,673
Gross Scope 1 & 2	1,362	1,399	-3%	2,897
Scope 3	1,069	2,921	-63%	5,682
Gross MT CO ₂ e	2,431	4,320	-44%	8,579
Renewable Energy Credits	(107)	(77)	39%	N/A
Net MT CO ₂ e	2,324	4,243	-45%	8,579

Direct (Scope 1) GHG emissions:

Scope 1 Emissions (MT CO ₂ e)	CY20	CY19	% Change (CY20/CY19)	Base Year CY12
Natural Gas	185	235	-21%	168
Refrigerants	355	80	345%	55
Gross Scope 1	540	315	72%	224

- 305-2: Energy indirect (Scope 2) GHG emissions

Associated UNGC Principles: 7, 8
Associated SDGs: 3, 12, 13, 14, 15

Indirect (Scope 2) GHG emissions:

Scope 2 Emissions (MT CO ₂ e)	CY20	CY19	% Change (CY20/CY19)	Base Year CY12
Direct Electricity (location-based)	821	1,084	-24%	2,673
Renewable Energy Credits	(107)	(77)	39%	N/A
Net Scope 2	715	967	-26%	2,673

- 305-3: Other indirect (Scope 3) GHG emissions**

Associated UNGC Principles: 7, 8
Associated SDGs: 3, 12, 13, 14, 15

Other indirect (Scope 3) GHG emissions:

Scope 3 Emissions (MT CO ₂ e)	CY20	CY19	% Change (CY20/CY19)	Base Year (CY2012)
Air Travel	352	1,876	-81%	3,814
Employee Commuting	202	872	-77%	1,867
Indirect Electricity—Data Colocations	97	173	-44%	N/A
Indirect Energy—Telecommuting	418	-	-	N/A
Gross Scope 3	1,069	2,867	-63%	5,682

- 305-4: GHG emissions intensity**

Associated UNGC Principles: 8, 9
Associated SDGs: 13, 14, 15

GHG emissions intensity ratio, Scope 1+2 MT CO₂e per employee:

GRI 300: ENVIRONMENTAL DISCLOSURES

Scope 1+2 GHG Emissions Intensity	CY20	CY19	% Change (CY20/CY19)	Base Year CY12
Scope 1+2 Gross MT CO ₂ e	1,362	1,399	-3%	2,897
Regular Employees	1,381	1,391	-1%	1,072
Intensity Ratio	1.0	1.0	-2%	2.7

GHG emissions intensity ratio, Scope 3 MT CO₂e per employee:

Scope 3 GHG Emissions Intensity	CY20	CY19	% Change (CY20/CY19)	Base Year CY12
Scope 3 Gross MT CO ₂ e	1,069	2,867	-63%	5,682
Regular Employees	1,381	1,391	-1%	1,072
Intensity Ratio	0.8	2.1	-62%	5.3

- **305-5: Reduction of GHG emissions**

Associated UNGC Principles: 8, 9

Associated SDGs: 13, 14, 15



See **Our Environmental Responsibility** section in the 2021 Mission Impact Report

Abt adheres to the Greenhouse Gas Protocol, including CO₂, CH₄, and N₂O in our emission inventory and measures our emissions in Scope 1, 2, and 3.

We are committed to externally verifying our emissions inventory on a biennial cycle and publicly report our inventory to The Climate Registry. Abt's GHG inventories for years 2012 through 2018 have been externally verified to reasonable assurance standards for Scope 1 and 2 emissions and to limited assurance standards for Scope 3 emissions. Emissions for 2019 and 2020 will be verified in 2021.

In 2020, our total emissions were 2,431 MT CO₂e, representing a 44.5% year-over-year reduction from 2019 and a cumulative reduction of 71.7% from the 2012 base year. COVID-19 had a significant impact on our emissions for 2020, as we stopped non-essential business air travel and employee commuting from March-December, continuing into 2021. Abt began accounting for emissions from telecommuting in our 2020 emissions inventory, as this source became material in the wake of the pandemic.

GRI 400: SOCIAL DISCLOSURES

GRI 401: Employment

- **401-1: New employee hires and employee turnover**

Associated UNGC Principle: 6

Associated SDGs: 5, 8

In FY20 we updated our methodology to calculate hire and turnover rates more accurately, measuring the number of hires or turnovers per category and dividing by average headcount. Therefore rates will not add up to 100%.

As Abt wins more international-based projects, our rate of international hiring will increase. Depending on the country, this will have implications for male/female rates by country.

Hire rates, Abt U.S.:

Age Group	FY21	FY20
Under 30	38%	37%
30-50	20%	23%
Over 50	9%	13%

Sex	FY21	FY20
Female	21%	20%
Male	19%	24%

Region	FY21	FY20
Domestic	14%	15%
International	24%	28%

Hire rates, Abt Australia and Britain:

Age Group	FY21	FY20
Under 30	41%	55%
30-50	22%	27%
Over 50	30%	21%

Sex	FY21	FY20
Female	26%	31%
Male	30%	25%

Region	FY21	FY20
Domestic	42%	43%
International	22%	26%

Turnover rates, Abt U.S.:

Age Group	FY21	FY20
Under 30	14%	18%
30-50	7%	9%
Over 50	6%	8%

Sex	FY21	FY20
Female	8%	14%
Male	7%	7%

Region	FY21	FY20
Domestic	8%	15%
International	7%	7%

Turnover rates, Abt Australia and Britain:

Age Group	FY21	FY20
Under 30	20%	11%
30-50	11%	10%
Over 50	9%	13%

Sex	FY21	FY20
Female	14%	12%
Male	11%	10%

Region	FY21	FY20
Domestic	27%	18%
International	8%	10%

- **401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees**

Associated SDG: 8

- ▶ See **Our Employee Wellness** section in the 2021 Mission Impact Report for updated benefits during COVID-19

Abt Associates is committed to providing a comprehensive suite of benefits for the health and wellness (physical and financial) of our employees and their eligible dependents/family members.

Our U.S.-based employees who regularly work 30 hours or more each week are eligible immediately to participate in our comprehensive benefits package, which includes company-subsidized medical and dental insurance plans, company-funded life insurance, disability plans and leave plans, business travel accident insurance, and an employee assistance plan. Employees can choose from a variety of employee-paid benefits offered through payroll deductions, including flexible spending plans, supplemental life and disability insurance, and vision coverage. Employees are also eligible for parental leave—which provides 100% base salary replacement for up to five days in their first year of employment and up to ten days after one year of employment—following the birth of an employee’s child or the placement of a child with an employee in connection with adoption. Abt will contribute a certain percentage of its profits each year to eligible employees (U.S. citizens and permanent residents) via the employee stock ownership program (ESOP) as well as provide a generous matching contribution to the employee’s 401K.

Abt’s Expatriate and Third Country National employees enjoy the same benefits as our U.S.-based employees.

- **401-3: Parental leave**

Associated UNGC Principle: 6

Associated SDGs: 5, 8

Per Abt's Parental Leave Policy, all employees working 30 hours or more are entitled to parental leave, regardless of sex. New parents can receive ten days of full paid leave when they welcome a new child into their life, through birth or adoption. Through our Adoption Assistance benefit, Abt will reimburse \$5,000 in costs associated with an adoption process.

See Disclosure 401-2 for more information.

GRI 402: Labor/Management Relations

- **402-1: Minimum notice periods regarding operational changes**

Associated UNGC Principle: 3

Associated SDG: 8

Abt's standard practice is to ensure that employees are well-informed in advance of operational and procedural changes. Our company was founded on participatory principles, and we have maintained that practice throughout our company's history. From a corporate planning perspective, we conduct a five-year strategic planning process with annual updates. In general, all major operational changes are decided and announced during this process, thereby providing employees between one to five years notice. Of course, changes may be required within the course of a year, in which case the decision is announced directly to staff affected by the change(s).

Our approach is to provide the "what, how and when" for employees and then involve staff and/or collect input from staff to inform decisions and direction based on employee feedback. Ideally, employees are included in the design and implementation processes, thereby maximizing their input. For example, changes in our annual performance review process reflected employee feedback on the existing process and included a six-month notice period. The decision to implement a new enterprise resource planning (ERP) system was announced a year in advance and included employee representatives on implementation teams. The decision to move office locations and design new office space was announced five years in advance and included employee visioning sessions and employee input and feedback throughout the process.

GRI 403: Occupational Health and Safety

- **403-1: Occupational health and safety management system**

Associated SDG: 8

An occupational health and safety management system has not been implemented at this time.

Abt had one reportable Occupational Safety and Health Administration (OSHA) injury in CY20. The injury was due to long periods of computer work which caused wrist and arm pain.

- **403-2: Hazard identification, risk assessment, and incident investigation**

Associated SDGs: 3, 8

The vast majority of U.S. domestic employees are working in an office environment and work-related hazards are minimal. Most injuries are either slip and falls or related to wrist strain due to typing. Our Human Resources (HR) and Benefits team meets on an annual basis with our workers compensation carrier to review claims and identify patterns that would require intervention. Recommendations are reviewed for potential implementation at this time. Additionally, in the U.S., Abt must comply with the Occupational Safety and Health Administration (OSHA) regulations around worker safety.

Employees have many avenues for reporting a work-related injury: they can contact the HR Service Center, report to Facilities in the office in which they work, report to their manager, or contact the HR and Benefits team directly. All reports come to Benefits for reporting to our workers compensation carrier. Abt's Non-Retaliation Policy protects workers from retaliation for good-faith reporting of any possible improper activity.

Abt employees have resources in place to raise issues about their work situation either directly to their manager or to HR. They can also contact Abt's Employee Advisory Council if they are not satisfied with the response from their manager or HR.

For repetitive stress injuries, we use our workers compensation carrier to perform ergonomic assessments to identify adjustments to workstations that will allow an employee to work without discomfort. The carrier may recommend changes to the workstation, or equipment that will reduce discomfort (such as a natural keyboard) that Abt will provide.

- **403-3: Occupational health services**

Associated SDGs: 3, 8

Abt's workers' compensation carrier performs ergonomic assessments to minimize the risk of repetitive stress injuries at employees' request. Employee access is facilitated by

sharing information on Abt's intranet, required postings in all offices and communicating process for reporting accidents and injuries during new employee orientation. Abt secures personal health information and ensures that information on employee work-related injuries is not used for favorable or unfavorable treatment by keeping access to this information restricted to Benefits staff.

- **403-4: Worker participation, consultation, and communication on occupational health and safety**

Associated SDG: 8

Abt does not have a process for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system.

- **403-5: Worker training on occupational health and safety**

Abt does not provide training beyond informing employees about the reporting process noted in Disclosure 403-2.

- **403-6: Promotion of worker health**

Abt provides medical coverage to all employees working at least 30 hours per week and subsidizes approximately 70% of the cost. Employees also have access to free flu shots, subsidized exercise classes, chair massages and a bike subsidy to encourage exercise. On-site benefits were paused due to COVID-19 beginning in March. Abt anticipates restarting these benefits when employees return to the offices.

Abt offers many voluntary health promotions, including gym discounts, steps and weight loss challenges, onsite gyms in two offices, and Weight Watchers membership. We also offer supplemental health insurance programs that are employee funded. Our Work/Life Assistance Plan offers various seminars on topics such as stress relief, depression, marital conflict, and financial issues. Employees also have access to counselors at no cost.

- **403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships**

Abt publishes suggested desk setup for ergonomic comfort and provides ergonomic assessments for employees who request assistance.

See Disclosure 403-2 for more information.

- **403-8: Workers covered by an occupational health and safety management system**

No employees are excluded from this disclosure.

- **403-9: Work-related injuries**

Work-related injuries:

Fatalities as a Result of Work-Related Injury	0
High-Consequence Work-Related Injuries	0
Recordable Work-Related Injuries	1
Main Types of Work-Related Injury	Repetitive motion injury
Work-Related Hazards that Pose a Risk of High-Consequence Injury	None
Actions Taken or Underway to Eliminate Other Work-Related Hazard	None
Workers Excluded from Disclosure	None

The sole injury reported in CY20 was due to long periods of computer work which caused wrist and arm pain.

- **403-10: Work-related ill health**

Work-related ill health:

Fatalities as a Result of Work-Related Ill Health	0
Cases of Recordable Work-Related Ill Health	0
Main Types of Work-Related Ill Health	N/A
Work-Related Hazards that Pose a Risk of Ill Health	None
Workers Excluded from Disclosure	None

GRI 404: Training and Education

- **404-2: Programs for upgrading employee skills and transition assistance programs**

Associated SDG: 8

Abt provides learning and development opportunities for staff through LinkedIn Learning, which offers over 10,000 diverse courses. LinkedIn Learning content, along with dedicated time to learn, allows Abt staff to meet just-in-time needs as well as accomplish long-term goals. With the 2020 pandemic moving most of Abt staff to remote work, our virtual learning platforms have become even more critical to how we learn, be it self-paced or in teams or cohorts. Abt also supports continued education/training through our professional development assistance program, which helps cover the cost of expenses incurred while pursuing a degree or professional certification. Internal courses, brown bags and workshops are hosted throughout each year on a wide variety of topics. Access to technical on-demand training is available for staff. Abt is highly supportive of on-the-job learning and has created tools and an environment where stretch assignments and internal mobility opportunities help staff develop new skills. Finally, Abt is committed to developing a more equitable and inclusive culture and in 2021 has begun to roll out Equity, Diversity, and Inclusion training and learning opportunities.

- **404-3: Percentage of employees receiving regular performance and career development reviews**

Associated UNGC Principle: 6

Associated SDGs: 5, 8

Performance Review Evaluation Plan (PREP) is Abt's annual performance evaluation process in which all employees—in all locations worldwide—are provided with feedback, a rating for goals and competencies and the opportunity to create a professional development plan. 100% of Abt staff who were hired by December 31st of the previous year participate in our annual PREP review process. All staff also participate in our Continuous Performance Management program throughout the year. This program allows for timely, concise feedback that can be used in real time.

GRI 405: Diversity and Equal Opportunity

- **405-1: Diversity of governance bodies and employees**

Associated UNGC Principle: 6

Associated SDGs: 5, 8

Diversity of governance bodies:

GRI 400: SOCIAL DISCLOSURES

Governance Body	Age Group			Sex	
	Under 30	30-50	Over 50	Female	Male
Board of Directors	0%	0%	100%	33%	67%
Executive Leadership	0%	30%	70%	40%	60%

Diversity of employees, Abt U.S.:

GRI 400: SOCIAL DISCLOSURES

Region	Employee Category	Sex	FY21	FY20
Domestic	<i>Senior Management</i>	Female	60%	57%
		Male	40%	43%
	<i>Non-Senior Management</i>	Female	65%	66%
		Male	35%	34%
International	<i>Senior Management</i>	Female	27%	28%
		Male	73%	72%
	<i>Non-Senior Management</i>	Female	31%	32%
		Male	69%	68%

Location	Employee Category	Age	FY21	FY20
Domestic	<i>Senior Management</i>	Under 30	0%	0%
		30-50	43%	43%
		Over 50	57%	57%
	<i>Non-Senior Management</i>	Under 30	30%	24%
		30-50	52%	57%
		Over 50	18%	19%
International	<i>Senior Management</i>	Under 30	0%	0%
		30-50	53%	54%
		Over 50	47%	46%
	<i>Non-Senior Management</i>	Under 30	7%	8%
		30-50	79%	76%
		Over 50	14%	16%

Diversity of employees, Abt Australia and Britain:

GRI 400: SOCIAL DISCLOSURES

Region	Employment Category	Sex	FY21	FY20
Domestic	<i>Senior Management</i>	Female	50%	38%
		Male	50%	62%
	<i>Non-Senior Management</i>	Female	73%	66%
		Male	27%	34%
International	<i>Senior Management</i>	Female	53%	60%
		Male	47%	40%
	<i>Non-Senior Management</i>	Female	49%	48%
		Male	51%	52%

Location	Employee Category	Age	FY21	FY20
Domestic	<i>Senior Management</i>	Under 30	0%	0%
		30-50	38%	81%
		Over 50	63%	19%
	<i>Non-Senior Management</i>	Under 30	12%	8%
		30-50	77%	50%
		Over 50	11%	42%
International	<i>Senior Management</i>	Under 30	0%	0%
		30-50	61%	50%
		Over 50	39%	50%
	<i>Non-Senior Management</i>	Under 30	8%	9%
		30-50	75%	64%
		Over 50	17%	27%

GRI 410: Security Practices

- **410-1: Security personnel trained in human rights policies or procedures**

Associated UNGC Principle: 1**Associated SDG: 16**

We have a strict, zero-tolerance policy for sexual misconduct of any kind. We require all Abt Associates U.S. employees and international field staff to complete training modules on human rights, trafficking, child protection, preventing sexual exploitation and abuse, reporting harassment, investigations, and retaliation. In FY21, 100% of Abt Associates U.S. staff completed training on all modules.

The Abt Associates Institutional Review Board (IRB) ensures that relevant staff take training on research integrity and protection of human research participants every three years. This is a three-hour on-line training, which is available in ten different languages. The training is further supplemented with online role-based training on various topics, such as privacy laws (e.g., HIPAA) open data policies (e.g., USAID's) and ethical issues specific to a methodology (e.g., qualitative research with vulnerable populations). Of staff engaged with research participants, 100% are trained in these topics at all times.

GRI 412: Human Rights Assessment

- **412-1: Operations that have been subject to human rights reviews or impact assessments**

Associated UNGC Principle: 1

Our researchers study some of the most important and relevant questions facing the world today, from the effects of Post-Traumatic Stress Disorder, to evaluating the effectiveness of strategies to reduce barriers to family planning services. Social, behavioral, and educational research can pose risks to privacy and confidentiality as well as ethical challenges, especially studies involving vulnerable populations. As part of our commitment to conducting research that meets the highest ethical standards, Abt Associates maintains our own Institutional Review Board (IRB) to safeguard research participants' rights and welfare and to protect their personal information.

The IRB review typically includes assessment of: 1) the informed consent process and research design; 2) compliance with country or state privacy laws; 3) a safety plan that includes, if relevant, referrals to resources (e.g., helplines for veterans), instructions for mandated reporting (e.g., potential neglect or abuse of children), and/or procedures for mitigating COVID-19 risks for face-to-face data collection; 4) a detailed data security plan and data agreements; and 5) certificates of confidentiality or privacy certificates to protect participants' sensitive research data.

Abt had zero reported human rights abuses through any of our employees, clients, suppliers, or research participants in FY21.

See Disclosure 410-1 for more information.

- **412-2: Employee training on human rights policies or procedures**

Associated UNGC Principle: 1

In 2020, Abt conducted our annual all staff Ethics and Compliance training, which covered human rights policies and procedures. This training takes 45 minutes on average. 100% of employees completed the training, including modules on human rights, trafficking, child protection and preventing sexual exploitation and abuse.

- **412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening**

Associated UNGC Principle: 2

Abt is compliant with all of its U.S. Government contracts containing the Federal Acquisition Regulations (FAR) clause found at FAR 52.222-50, titled “Combating Trafficking in Persons.” Additionally, upon issuance of a subcontract under a U.S. Government prime contract, Abt includes this same FAR clause and ensures compliance by its subcontractors. Our work performed under agreements with the U.K. Foreign, Commonwealth and Development Office (FCDO) requires that we likewise adhere to and be compliant with relevant anti-trafficking and human rights policies.

Our work for the Australian Government’s Department of Foreign Affairs and Trade (DFAT) strictly adheres to the Environmental and Social Safeguard Policy. Abt Associates Australia implements a robust child protection policy in compliance with DFAT’s stringent requirements driving adherence to international child safeguarding standards. In accordance with a “do no harm” approach, a number of key safeguarding requirements are implemented as part of our operations and program activities, including rigorous recruitment and screening measures, comprehensive child protection training for staff and partners, dedicated child protection resourcing across programs, detailed risk management processes and partner capacity building.

GRI 415: Public Policy

- 415-1: Political contributions

Associated UNGC Principle: 10

Associated SDG: 16

Abt makes no political contributions.



**BOLD
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IMPACT**

Abt Associates uses data and bold thinking to improve the quality of people's lives worldwide. From increasing crop yields and combatting infectious disease, to ensuring safe drinking water and promoting access to affordable housing—and more—we partner with clients and communities to tackle their most complex challenges. <http://www.abtassociates.com>

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Send feedback to impact@abtassoc.com