



UNITED NATIONS GLOBAL COMPACT

COMMUNICATION ON ENGAGEMENT

Inter Futura SRL unique shareholder, running Inter Campus project on behalf of F.C. Internazionale Milano, is pleased to reaffirm its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours.

This report covers both actions at an organizational level, and outcomes we have seen through our project work.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

More information about our work can be found on our website.

WE SUPPORT





DESCRIPTION OF THE ACTIONS

Inter Futura srl unique shareholder, on behalf of F.C. Internazionale Milano, runs Inter Campus project since 1997.

Born as an expression of the ethical values and the spirit of brotherhood on which the Club is funded, **Inter Campus** formalizes flexible and long-term collaboration agreements with selected NGOs and institutions throughout the world.

Inter Campus supports their social programs in favor of children in need, using football as an educational tool. It offers free technical clinics to adults, restores the **Right to Play** to kids and favors the development of local communities, while respecting their needs and contextual characteristics.

Inter Campus believes that Playing is a Right for every child. Active in four continents, the program constantly involves thousands of boys and girls aged 6 to 13, as well as hundreds of educators and local volunteers. Inter Campus supports the communities it works in, giving back children the opportunity to play, to develop their personality, to integrate and participate proactively in social life. Every year, each participant receives as a gift the official Inter kit (jersey and short), as a symbol of belonging to the Nerazzurri family.

Continuity and flexibility are two key elements for the success of Inter Campus, that proposes consistent and custom programs based on the different social context and the local necessities. Inter Campus also establishes partnerships with international organization and institutional entities, with the aim of improving and increasing the impact of its intervention. The project concretely collaborates with several UN Agencies and it has been invited many times to the United Nations Headquarters in New York City to witness its social commitment in the world. In 2016, thanks to Inter Campus, FC Internazionale Milano has been the first Football Club to be hosted with the whole squad at UN.

Global Compact

Inter Futura srl unique shareholder has been a signatory of the United Nations Global Compact since 2020 and is committed to respecting its ten principles in the areas of:

- Human Rights;
- Labour;
- Environment;



- Anti-corruption;

By integrating sustainability into its Mission, Inter Campus strives to contribute to the UN Sustainable Development Goals within its scope of influence, also promoting UNGC approach toward its partners

Dissemination

Action networks are useful in mobilizing resources, building partnerships and creating awareness, spurring tangible results in support of the local communities, scaling up existing initiatives or catalyzing new commitments and actions. Using sport on a daily basis to promote peace and development, Inter Campus aims at building a global movement that fosters and intensifies international and national initiatives by governments, multi-laterals, the private sector and civil society to address the major health and education challenges facing children and adolescents around the world, to improve their well-being and to bring about the transformative change needed to shape a more prosperous and sustainable future.

Inter Campus creates new development opportunities and supports projects that contribute to future generations and local communities' positive transformation.





TEN PRINCIPLES

Inter Campus respects and elevates the UN Global Compact ten principles not only making Human Rights the core of an evolutionary project built with devotion throughout the recent decades, it also ensure the philosophy to be applied among its employees and collaborators.

Human Rights

Inter Campus struggles for protecting Human and Children Rights abused or neglected. Using sport as an educational tool, the project aims at diffusing a culture of respect and awareness at any level of society: youth, minorities, families and representatives. Culture is key within the resilience process.

Referring to **UN Global Compact** and the **UN Convention on the Rights of the Child (UNCRC)**, together with the recent **Guiding Principles on Business and Human Rights** promoted by the Office of the High Commissioner on Human Rights, football is used as a lever to motivate, inspire and include.

According to the **Olympic Charter** on sport principles, taking into higher consideration the **International Charter Of Physical Education, Physical Activity and Education** and absorbing **Kazan Action Plans** guidelines in matter of sport, Inter Campus vision aims at promoting physical activity as a fundamental, unalienable feature of human beings. Not only considering sport as a tool, but as a Right *per se*.

Inter Campus **Charter of Value**, together with its **Corporate Policy on Children**, regulates employees and collaborators behavior, driving everyone to upstanding attitudes and steady commitment to improvement. In line with our own sustainability ambitions, we expect our stakeholders to agree with our Chart of Values as Code of Conduct. No misconduct is accepted.

Labour

Social and cultural cohesion is built everyday through integrity and transparent management. Employees have the right to work in a respectful environment where their safety and dignity are priority. Dialogue is not only possible, but is incentivized.

Risk assessment procedures have been activated, especially in terms of health and wellbeing, before and after COVID-19 diffusion.

We aim to create a safe and motivating environment for our employees. We are continuously developing skills to ensure the professionalism and employability of our staff, and to achieve the best results for our mission.



Discrimination is not tolerated within the company. Equal and fair opportunities are granted to everyone working for Inter Campus, in the full respect of each own inclinations, capabilities, passions.

Inter Campus carries out awareness-raising initiatives, requiring training for its employees on human trafficking, to help them identify at-risk situations and take immediate action against this form of international organized crime, comparable with modern-day slavery. Forced labor or crime, sexual exploitation, illegal adoption or forced marriage, child soldiers, organ trafficking or other forms of human and child exploitation, unfortunately persistent on earth, are strictly condemned by Inter Campus, that pushes employees to report any unethical behavior.

Environment

We aim to reduce our environmental footprint by improving our operations and processes.

The new workspace, recently modernized, is an example of sustainable architecture, reducing emissions through applied, innovative technologies, such as internal temperature self-regulators, water distributors, automatic sinks, air purifiers.

Contributing to the green transition and moving to a carbon negative business, compensative policies have been adopted, ensuring lower levels of CO² emissions and direct involvement of the personnel on a sensitive topic.

Anti-Corruption

No corruption is permitted, neither bribery or other forms of extortion.

Governance: Sustainable Development Committee

Sustainable Development governance is ensured by the management who approves the strategic orientations and monitors their implementation:

- within the Board of Directors, the Sustainable Development Committee, established in 2021, assists in reviewing risks audit and policies, by issuing recommendations and ensuring ESG are taken into consideration when defining strategy, reviews and long-term goals.

The Sustainable Development Committee is in charged of the spread and respect of the Charter of Value: administrators, personnel and collaborators, local, Institutional or Business Partners, together with children participating in our projects must accomplish with its guidelines.



MEASUREMENT OF OUTCOMES

Inter Campus is a model that provides coaches, social workers, educators, and other helping professionals with resilience-focused practical tools for developing and planning psychosocial interventions through football, with children who have been victims of violence and other traumatic experiences, protecting vulnerable minors against risk and promote positive development by flexibly delivering content that builds children's health (physical, mental and social).

Inter Campus is committed toward a sustainable future, with particular attention to Children Rights and wellbeing. Measurement is part of a self-evaluation, cyclical process that aspires to a steady improvement and transparency, in the supreme interest of the Child.

While internal auditing on Human Rights is at embryonic phase, external evaluation of the activity is a pillar of Inter Campus vision. Outputs are monitored and reported since the very beginning of the project and outcomes have been yet involved into a social impact analysis recently started. A higher detail level has been achieved through:

- the scientific support of personality development protocols according children vulnerabilities and resources;
- international and standard parameters, focusing on life-skills and resilience;
- *ad hoc* and third party run researches.

Multi-stakeholder dialogue is still the key for enhancing and innovating; however, cultural and social needs of populations under stress are one of the main objectives of our analysis; it is crucial to consider local cultural and social processes when designing prevention tools and mental health services in humanitarian settings.