

19 February 2026

To our Stakeholders,

I am pleased to confirm that the **International Rice Research Institute (IRRI)** reaffirms 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 on 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. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely Yours,



Dr. Yvonne Pinto
Director General
International Rice Research Institute (IRRI)

IRRI aims to improve livelihoods and nutrition, alleviate poverty, hunger, and malnutrition among those who depend on rice-based agri-food systems. In doing so, IRRI's work protects the health of rice farmers and consumers, and the environmental sustainability of rice farming in a world challenged by climate change. IRRI's work promotes the empowerment of women and supports opportunities for youth in an equitable agri-food system.

IRRI is a member of CGIAR

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Part II. Descriptions of Actions made

During the reporting period 2024-2025, the **International Rice Research Institute (IRRI)** took the following actions in the areas of our **I. Strategy, II. Research Design and Delivery, and III. Organizational Policies and Operations** in support of the **UN Global Compact Principles** and **UN Sustainable Development Goals**:

I. IRRI's 2025-2030 Strategy

IRRI's 2025–2030 Strategy embeds sustainability, equity, and inclusivity across rice-based food systems by advancing climate resilience, improving nutrition security, promoting decent livelihoods, and strengthening partnerships; directly aligning with the UNGC's human rights, labour, environmental, and anti-corruption principles and supporting key SDGs such as zero hunger (SDG 2), climate action (SDG 13), reduced inequalities (SDG 10), and partnerships for the goals (SDG 17).

As the overall institutional strategy that underpins the relevant research and operational direction, priorities, and specific activities of IRRI, the **Descriptions of Actions Made** and **Measurement of Outcomes** for IRRI's 2025-2030 Strategy is outlined under the II. Research Design and Delivery, and III. Organizational Policies and Operations sections of this report.

II. Research Design and Delivery

Applied UNGC Principles: Environment

- Principle 8: Undertake initiatives to promote greater environmental responsibility;
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Aligned UN SDGs: Climate Action Goal 13, Life on Land Goal 15, Zero Hunger Goal 2

Descriptions of Actions Made

- The Reducing Methane Emissions from Rice (REMET-Rice) Project, a joint initiative between IRRI and Shell-India, rolled out to seven experimental sites during the 2024 dry and wet cropping seasons across five critical research areas including the

validation of proven mitigation technologies, screening for low-emission rice varieties, soil amendment evaluations, soil microbiome profiling, and process modeling for GHG reduction strategies.

- IRRI, in partnership with the Chinese Academy of Agricultural Sciences (CAAS), and with support from the Chinese Government and the Gates Foundation, launched the Green Super Rice (GSR) initiative. The program developed high-yielding, multi-stress tolerant rice varieties resilient to key abiotic stresses, including drought, floods, and salinity. These varieties also perform well under reduced fertilizer and pesticide use, lowering costs for farmers while protecting human health and the environment.
- Through IRRI's partnership with India's NARES, 31 high-performing rice varieties released in 2024 are now available for large-scale cultivation, supporting farmers in adapting to climate change and production challenges.
- Through the ScaleDirect project, IRRI introduced a comprehensive direct-seeded rice (DSR) package, including improved varieties, machinery, and best practices for weed management, to help farmers overcome climate risks, water scarcity, and labor constraints. These interventions provide a viable alternative to traditional transplanting, enabling farmers in Odisha's rainfed and lowland areas to adopt more resilient and resource-efficient rice production systems.

Aligned UN SDGs: No Poverty Goal 1., Zero Hunger Goal 2., Responsible Consumption and Production Goal 12., Partnerships for the Goals Goal 17, Gender Equality Goal 5.

- The Tanzania Official Seed Certification Institute (TOSCI) officially launched the Seedcast app in the African nation as part of the Accelerated Genetic Gain in Rice (AGGRi) Alliance project. Originally developed for South Asia, the Seedcast app is being introduced in Africa as a digital hub connecting farmers, suppliers, and policymakers, creating linkages between seed supply and demand and encouraging the adoption of high-quality seeds.
- An opportunity for women to become seed producers through paddy seed production is demonstrated by the achievements of five women led Farmer Producer Companies (FPCs) in Odisha, Telangana and Andhra Pradesh, India. These collectives enable women to access inputs and engage with market actors with higher bargaining power. The FPCs are thriving financially, with farmers who previously focused on traditional paddy cultivation now shifting to seed production.
- IRRI and the Government of Indonesia, alongside its partners, launched Inpari IR Nutri Zinc, the country's first zinc-biofortified rice variety. Stunting remains a critical public health issue in Indonesia, and enhancing dietary zinc is vital for addressing

this challenge. In partnership with the Indonesian Center for Rice Research (ICRR) and HarvestPlus, IRRI conducted multi-location trials which facilitated the release of Inpari IR Nutri Zinc.

Aligned UN SDGs: Climate Action Goal 13. Take urgent action to combat climate change and its impacts and Partnerships for the Goals Goal 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development

- IRRI news on multistakeholder and regional efforts for environmental sustainability:
 - [ASEAN Nations, IRRI call for accelerated shift to low-emission rice production](#)
 - [International Sustainable Rice Forum 2025](#)
 - [IRRI signed an MoU with Uttar Pradesh to scale climate-resilient rice systems](#)
 - [IRRI is a partner of the Climate & Clean Air Coalition, supporting methane reduction and sustainable agriculture](#)

III. Organizational Policies and Operations

Applied UNGC Principles: Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Descriptions of Actions Made

For Policies

- 2025 Update and Board approval of relevant policies such as **Prevention of Harassment, Bullying, and Discrimination, Conflict of Interest**, and the **Code of Conduct**; providing staff with clear guidance to uphold human rights, fairness, and ethical behavior across all operations.
- **IRRI's Whistleblowing & Anti-Retaliation Policy** ensures staff can report concerns safely, supporting a respectful, fair, and accountable work environment in line with human rights principles.
- The official IRRI.ORG website was updated to include a link allowing external parties to report misconduct or potential harm from our activities.
- New investigations guideline outlines how reported cases are reviewed and clarifies the rights and responsibilities of all participants in the process.

- Reinforcement of an institutional Performance Enablement Framework grounded in fairness, equity, transparency, and accountability.
- Performance discussions conducted with care, candor, and fairness, reinforcing dignity and respect.
- Shift from subjective evaluations to objective, data-driven assessments, reducing bias and promoting fair treatment.
- Institutional emphasis on ethical professional behaviors aligned with IRRI values and culture.

Applied UNGC Principles: Labour

- Principle 5: The effective abolition of child labour; and
- Principle 6: The elimination of discrimination in respect of employment and occupation

Descriptions of Actions Made

- IRRI's internship program ensures a safe, structured, and high-quality learning experience that is educational, voluntary, age-appropriate, and under institutional oversight. Placements are coordinated closely with partner academic institutions to align expectations, verify eligibility, and provide meaningful academic and professional development.
- Launched **Safeguarding Children and Vulnerable Persons** Policy establishing clear standards and reporting protocols with zero tolerance for misconduct.
- The Job Framework addresses inequities in roles and titles by promoting equity, clear expectations, and alignment with organizational goals. Standardized job descriptions, a competency model, and transparent performance metrics support consistent, fair, and accountable workforce management.

Applied UNGC Principles: Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Descriptions of Actions Made

- IRRI upholds the highest standards of integrity and ethical conduct, supporting global observances such as the International Anti-Corruption Day led by the UN Office on Drugs and Crime (UNODC). Staff are guided to avoid giving or receiving gifts that could create obligations, in line with the **Code of Conduct** and **Personnel Policy**. The **Ethics and Business Conduct (EBC) office** maintains a **Gift Registry** to ensure all gifts are promptly recorded, promoting transparency, accountability, and impartiality.
- Additional policies enforced such as **Procurement, Anti-Money Laundering and Combating the Financing of Terrorism Policy**, and **Conflict of Interest** establish accountability and safeguard IRRI from financial and ethical risks, reinforcing anti-corruption standards.

For Operations:

Applied UNGC Principles: Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: Undertake initiatives to promote greater environmental responsibility; and
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Descriptions of Actions Made

Sustainable facilities and operational practices:

- Workspace improvements, such as adaptive lighting, decentralized AC units with fresh-air intake, direct-solar corridor lights, and replacement of old refrigerants, prioritized energy efficiency and sustainability.
- Increased use of eco-friendly materials; many recycled to reduce costs and environmental impact.
- **Environmental Compliance & Risk Management**
 - Conducted an Initial Environmental Examination (IEE) project report, resulting in the issuance of an Environmental Compliance Certificate (ECC) while simultaneously pursuing a Memorandum of Agreement (MoA) with the

Environmental Management Bureau of the Philippine Department of Environment and Natural Resources (DENR).

- **Hazardous & Solid Waste Management**
 - Continued management and proper disposal of hazardous wastes through a DENR-accredited third-party provider.
 - Implemented disposal of solid wastes through a DENR-accredited sanitary landfill.
 - Secured an online Hazardous Waste Generator ID enabling digital processing of Permits to Transport, replacing the Institute's previous manual system.
- **Environmental Monitoring & Stewardship**
 - Conducted monthly effluent water quality monitoring to ensure compliance with environmental standards.
 - Carried out catch-and-release activities for wildlife (snakes, bats, owls, monitor lizards, etc.) that enter facilities, research fields, and housing areas, supporting biodiversity protection.
- **Environmental Governance & Integration**
 - Included environmental concerns and updates as a standing agenda item in quarterly Occupational Safety and Health (OSH) Committee Meetings to strengthen cross-unit environmental governance.
- **Ongoing Improvement Initiatives**
 - Implementing an Environmental Compliance Project aimed at enhancing hazardous and solid waste management, waste disposal systems, and effluent water and air quality management.
 - Exploring the revival of the IRRI-cycle program to further improve solid waste management and recycling practices.

Part III. Measurement of Outcomes

In relation to the actions IRRI carried out in support of the UN Global Compact Principles and SDGs, the following outcomes were recorded across IRRI's research and operations during this reporting period:

II. Research Design and Delivery

Measurement of Outcomes (Source: [2024 IRRI Annual report](#))

- In Indonesia, more than 9,500 farmers leveraged IRRI-backed digital tools, boosting their yields by up to 10% and increasing earnings by \$90 per hectare.
- In Burundi, over a ton of improved rice seed was introduced
- In Indonesia, 160 regions embraced healthier rice to combat stunting.
- IRRI introduced several climate-resilient hybrid rice varieties:
 - Mestiso 149 and DRRH-5: world's first coastal salinity-tolerant hybrid,
 - Mestiso 120, the first low-methane hybrid
- Through the GSR initiative, IRRI and partners have released 78 varieties covering 44 million hectares.
 - These stress-tolerant varieties deliver higher yields under low-input conditions.
 - In the Philippines, NSIC Rc 480 (GSR8) is grown on 0.7 million hectares, with yields rising from 4.4 to 8.3 t/ha.
 - Over 3,000 farmers worldwide have received training in GSR seed production and crop management.
- In 2024, the high-impact rice varieties include that are:
 - Higher-yielding and stress tolerant– 10–30% more than traditional varieties under drought or flood (CR Dhan 808, Malaviya Manila Sinchit Dhan-1, CR Dhan 811, CR Dhan 804);
 - Resource-efficient and sustainable – DSR-suitable varieties (CR Dhan 108, Sabour Pratap Dhan, Swarna Purvi Dhan-5) reduce water use by 30%, cut labor by a third, and lower GHG emissions; and
 - Resilient options – Non-GM, herbicide-tolerant, drought-resilient variety CR Dhan 807 supports climate-smart farming.
- The Ministry of Agriculture, through the Directorate General of Food, spearheaded a program to expand the cultivation of Inpari IR Nutri Zinc, prioritizing regions with high stunting rates.

- By 2024, Inpari IR Nutri Zinc cultivation grew from 10,000 hectares in 2020 to 200,000 hectares (over 2% of Indonesia's rice area), making it the 8th most cultivated rice variety in just three years.
- The number of participating regions increased from 34 in 2020 to 160 in 2023.
- Additionally, other zinc biofortified rice varieties were released, including Inpago 13 Fortiz for upland areas in 2020, and Inpara 11 Siam HiZinc and Inpara 12 Mayas for swampy areas in 2022.
- Under ScaleDirect, 15 local host farmers evaluated new hybrid and inbred rice varieties under uniform DSR conditions.
- Hybrid variety AZ-8455DT produced 5.5 t/ha and inbred PR-126 yielded 5.4 t/ha, demonstrating the potential of DSR technologies to deliver higher yields, greater resilience, and sustainable farming solutions in the region.

III. Organizational Policies and Operations

Measurement of Outcomes

For the Performance Enablement Framework:

- As a first milestone, the Performance Achievement and Career Enhancement (PACE) application was launched in August 2025.
- To date, 35% of staff globally have entered goals aligned with institutional Key Performance Indicators (KPIs). Developed in-house, PACE represents a significant evolution, from subjective assessments to objective, data-driven evaluations using weighted goals, measurable KPIs, and transparent metrics.
- The system embeds accountability through mandated workflows for self-ratings, manager reviews, and audit logs, ensuring that performance conversations are consistently completed and documented. What was once a disconnected compliance exercise has now become a continuous management discipline.

For the Job Framework:

At this pre-implementation stage, the following deliverables have been completed:

- 20 job families designed across CGIAR
- 110 standardized job descriptions developed using the Birches methodology

- Developed a comprehensive Competency Framework featuring four core competencies, two leadership competencies, and functional competencies
- An online tool is now hosting standardized job descriptions
- Standard Operating Procedures developed to guide application and governance

For Ethics and Staff Policies:*

Strengthened Ethical Conduct and Awareness

- Staff show clearer understanding of expected behaviors; managers experience fewer ambiguities; confidence in IRRI's ethical standards increases.
- Completion of mandatory ethics and safeguarding trainings; fewer clarification requests; increased use of standardized HR tools.

Improved Reporting Culture and Psychological Safety

- Staff feel safer raising concerns; greater trust in reporting and case-management processes.
- Initial rise in reports (reflecting trust); more cases resolved within timelines; fewer anonymous submissions.

Enhanced Safeguarding of Children and Vulnerable Persons

- Staff demonstrate stronger grasp of safeguarding risks and escalation duties.
- Completion of safeguarding risk assessments; increased staff/partner training; wider adoption of safeguarding checklists and protocols.

Strengthened Anti-Corruption and Financial Integrity Controls

- Staff and budget holders show better adherence to transparent processes; increased donor confidence.
- Complete conflict-of-interest declarations; improved procurement compliance; fewer deviations; more favorable audit ratings.

Positive Shifts in Organizational Culture

- Stronger alignment with integrity and respectful workplace norms; more visible leadership messaging.
- Upward movement in culture survey indicators; greater participation in ethics events; higher learning hours in compliance topics.

** The above stated new and updated policies were instituted in late December of 2025. Outcomes outlined in this report are anticipatory and will be updated following actual 2026 results; to be included in the next COE.*

For Operations:

- Utility scale rooftop solar installed in 5 buildings (Service bldg., Khush, Swaminathan, PGF, GRF) including parking areas such that it already meets 25% of the peak energy requirement of the Institute. These measures have contributed to the reduction of grid-electricity usage by around 3 million kilowatt hours of energy per year. The reduction is equivalent to 2 million kilograms of CO₂.
- Ensured compliance with environmental regulations, helping maintain IRRI's strong reputation as a responsible environmental steward.
- Improved the efficiency of hazardous waste disposal processing and facilitated the timely acquisition of waste disposal certificates, which are required for purchasing regulated research chemicals.
- Increased management awareness and support for continual improvement initiatives.