

SOCIAL REPORT
2023



FONDAZIONE
ITALIA UGANDA

Per l'opera di padre Giovanni Scalabrini
Onlus



LETTER OF INTRODUCTION

Dear friends,

in one of the rare interviews about his missionary life in Uganda, father Giovanni said: "The mistake we often make is to make our life bureaucratic."

In the course of 2023, we were in awe of the opportunities we had to meet some extraordinary people who helped us continue the work of father Giovanni without formalities.

We think of Sister Lucy's smile as she cares every day for dozens of disabled children, the last of the last in Uganda; of the courage of Miriam who, seriously ill, can feed her children thanks to the Seeds of Hope project; or the joy of the headmaster of Elgon Primary School who can finally offer a safe place for girls thanks to an initiative as simple as Peacefeeding.

It is thanks to these encounters that the work of father 'John' continues.

Inside the Social Report, you can therefore find out all about the different activities that have been created and expanded to meet the needs of the community, one of which we feel it is important to mention here, also for its symbolic value. Following a number of particularly difficult years due to the Covid-19 pandemic (with an extended period of two years when schools in Uganda were shut) and inflation triggered by the war in Ukraine, work began in December 2023 on the construction of a multi-purpose building for our Bishop Cipriano Kihangire Primary School.

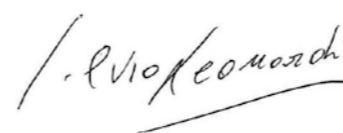
It is an intervention that father Giovanni had wanted since 2014, to make the school a more welcoming place for the hundreds of children who live there every day.

Behind this initiative lies the work of a host of different people: those like father John who, by being with the people, understand them and their needs; those who, having grown up with him, feel a responsibility to continue his work.

Behind this initiative are also the many supporters who have put their trust in these people: without their contribution the work could never have got off the ground.

Following these examples, we are in awe; eight years after his death, we are increasingly grateful for our friendship with father John.

Enjoy the reading,



Silvio Leonardi
Chairman of Fondazione Italia Uganda



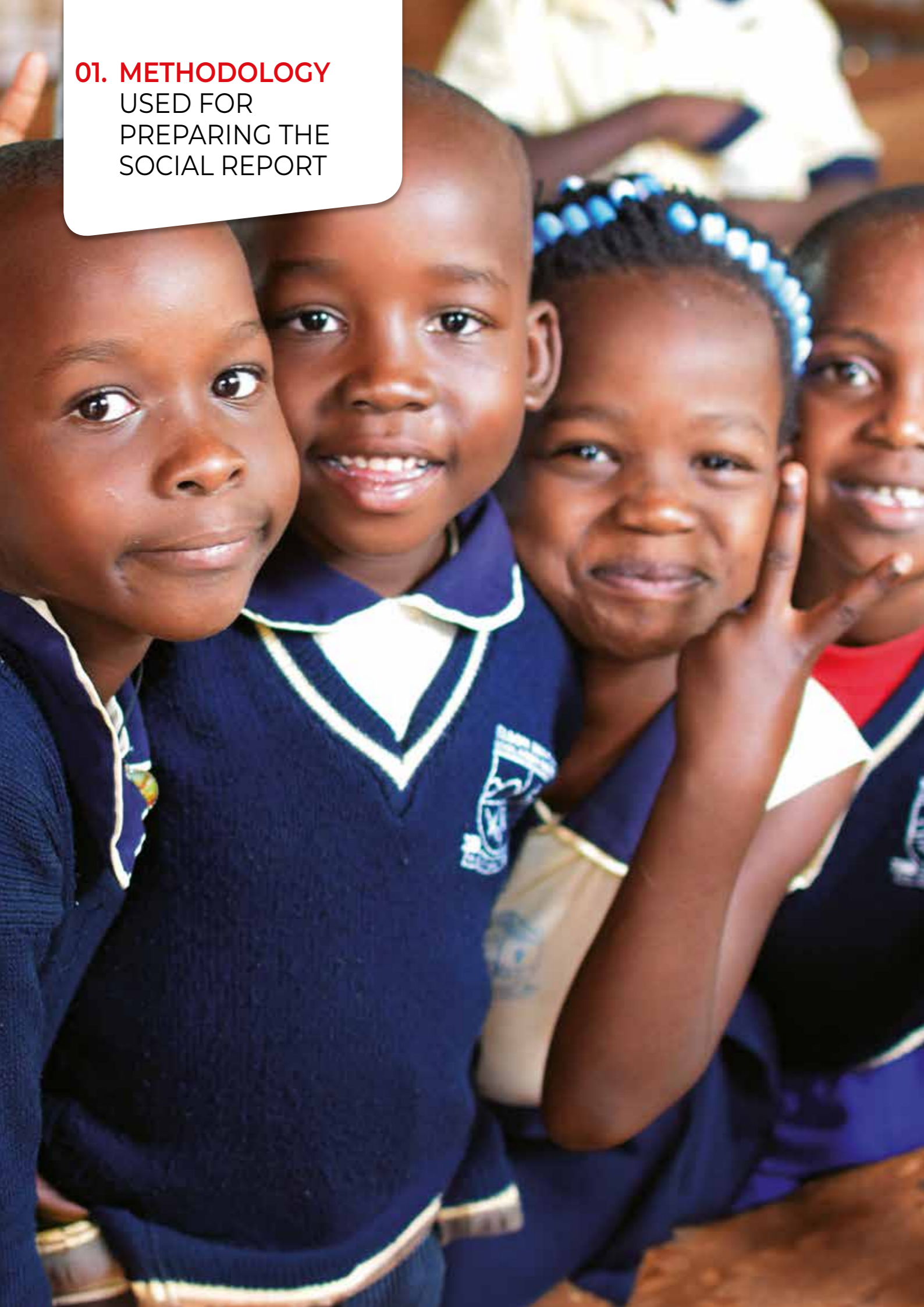
Daniele Valerin
General Manager of Fondazione Italia Uganda



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01. METHODOLOGY USED FOR PREPARING THE SOCIAL REPORT



METHODOLOGY USED FOR PREPARING THE SOCIAL REPORT

Fondazione Italia Uganda Onlus Social Report is based upon the principles of the **Global Reporting Initiative (GRI)** guidelines - the international standard of reference for non-financial reporting - in the GRI Standard version, in accordance with the 'Referenced' approach. With respect to the suggested structure, it was decided to reposition the 'GRI Table of Contents' at the end of this document, to improve the fluidity and completeness of the narrative. The Report is the annual tool for reporting on the pursuit of the Foundation's mission, focusing on the commitment, initiatives and continuous process of dialogue with and listening to stakeholders, primarily our beneficiaries and supporters. The scope of the Report consists of the activity performed by Fondazione Italia Uganda from 1 January 2023 to 31 December 2023.

In accordance with the GRI provisions, this edition of the Report is based upon the materiality analysis in defining the reporting topics most relevant to the Foundation and its stakeholders.

Finally, this Social Report is prepared in conformity with the **Guidelines for the preparation of the social report of Third Sector associations** adopted by the Ministry of Employment and Social Policies by decree on 4 July 2019.

02. GENERAL INFORMATION ABOUT THE ORGANISATION



HISTORY AND MISSION

Fondazione Italia Uganda Onlus was founded in 2000 to support the work of **father Giovanni 'John' Scalabrini**, a Catholic missionary who lived in Uganda for over 50 years, dedicating his life to supporting the people of Uganda.

Arriving in Uganda in 1964, he first worked in the north of the country, then in the capital Kampala where, with humble and hard-working faith, he built schools and colleges, a home for orphans, a hospital and several workshops around his mission; he ensured the education of thousands of children and young people from needy families, taught a trade to hundreds of young people and adults and gave the most vulnerable access to adequate healthcare.

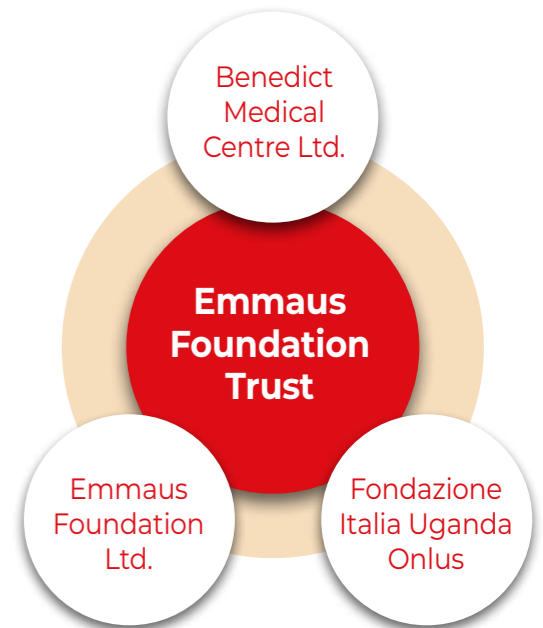
Following his passing in October 2016, the Foundation has continued his work, following in his footsteps by investing in children's education so that in time the community can become independent.

The *mission*: **"To continue the work of father Giovanni Scalabrini in Uganda, creating strong, responsible and independent communities thanks to its young people."**

The Foundation has its headquarters in Milan and operational office in Kampala.

The Foundation is a non-profit organisation and, based upon the teaching of the social doctrine of the Catholic Church, it carries out activities of general interest concerning: cooperation for development, in accordance with Italian Law no. 125 of 11 August 2014, as amended (see Art. 5, par. 1 of Italian Legislative Decree no. 117 of 3 July 2017, letter n); charity and distance support (see Art. 5, par. 1 of Italian Legislative Decree no. 117 of 3 July 2017, letter u). In particular, the Foundation aims to promote and support solidarity experiences on the African continent and, more generally, in developing countries, through education, training, assistance, cultural, social and social-health promotion, aimed at eradicating poverty and reducing inequalities, improving the living conditions of the populations and promoting sustainable development in line with what is established by the rules of international cooperation.

Fondazione Italia Uganda is not alone in pursuing the founder's *vision*: it has been part of the Emmaus Foundation Trust since 2009. Established at the behest of father Giovanni Scalabrini, the Trust consists of two other *Trustees*, both Ugandan non-profit organisations based in Kampala: Emmaus Foundation Limited and Benedict Medical Centre Limited. Together, the three *Trustees* pledge to follow the guiding principles left by father Giovanni and to ensure their implementation through their daily work. Each member is autonomous in its own operational management and is called upon to dialogue with the other entities, sharing the responsibility for continuing the work of the founder, over which the Trust plays a supervisory role. This model represents father Giovanni's most authentic legacy, as it expresses the foundations of his entire mission: autonomy, responsibility, dialogue.



SYSTEM OF GOVERNANCE

The Foundation for 2023 was governed by a Board of Directors consisting of five members, appointed on 28 April 2021 and in office for three financial years; the Board expired upon the approval of the 2023 financial statements. Article 9.8 of the Foundation's Articles of Association states that the work of the Board members is free of charge. The composition of the new Board of Directors appointed on 26 June 2024 was as followed:

- 1 Chairman:** Silvio Leonardi, *Gynaecologist, former Head of Obstetrics and Gynaecology in Novi Ligure and Acqui Terme hospitals and Director of the Maternal and Infantile Department at the Alessandria Local Health Authority*
- 2 Vice President and Representative of Fondazione Italia Uganda in Emmaus Foundation Trust:** Gianfranco Ugo, *formerly Private Banker at Pictet Wealth Management*
- 3 Director:** Beppi Fremder, *Chairman of FPM Fabbrica Pelletterie Milano*
- 4 Director:** Jane Galmarini, *Franchisee points of sale Tezenis - Oniverse group*
- 5 Director:** Edilio Somaschini, *former Director General of the Cabiato Produce Consortium.*

The Board of Directors determines the general lines of the Foundation's activity, makes strategic decisions, defines the priorities in terms of initiatives to be undertaken or financed, and exercises powers of extraordinary administration. In the course of 2023, five meetings of the Board of Directors were held, which the Directors regularly attended. The issues discussed refer primarily to the strategic management of the Foundation and to relationships with Ugandan partners.

For the control body, Article 22 of the Articles of Association envisage the appointment of an Auditor or a Board of Statutory Auditors. On 28 April 2021 the **Auditor** was appointed in the person of Mr Damiano Zazzeron, Accountant and Statutory Auditor at Studio Zazzeron & Cameretti Associati. The appointment was confirmed for the three-year period 2024-2026. The Control Body is not attributed any statutory accounts auditing role in accordance with Article 31 of Italian Legislative Decree no. 117/20176.

In April 2020, the Head of Safety was appointed in the person of Mr Stefano Mauri, who continues to cover this role also for 2023. In February 2021 it was resolved to appoint Martina Pacilli as First Aid Manager and Daniele Valerin as Fire Prevention Manager.



MAPPING OF MAIN STAKEHOLDERS

| STAKEHOLDERS | TOPICS OF INTEREST | ENGAGEMENT METHODS |
|-----------------------------------|--|---|
| Beneficiaries | <ul style="list-style-type: none"> Responding to needs through effective use and efficient use of resources Fair allocation of resources Independence from conditioning extraneous to the mission Participation, respect for the individual, protection of personal data Transparency and completeness of information | Personal or group meetings, telephone calls, website and social media |
| Members of the Board of Directors | <ul style="list-style-type: none"> Pursuit of the mission Respect of values and legacy of the founder Effectiveness, efficiency and cost-effectiveness of management | Monthly face-to-face meetings or by videoconference, periodic updates, visits to Uganda |
| Employees | <ul style="list-style-type: none"> Enhancement of expertise and personal skills Professional growth Work-life balance Occupational safety Effectiveness, efficiency and cost-effectiveness in pursuit of the mission | Internal communication, training courses, refresher meetings, remote work, travel to Uganda |
| Volunteers | <ul style="list-style-type: none"> Contribution to project development Training experience (professional and human) | Training meetings and follow-up meetings, conference calls, testimonials to new volunteers, social media networks, magazine volunteers, social networks, 'Solidarietà per la Pace' magazine |
| Consultants and suppliers | <ul style="list-style-type: none"> Quality of the professional relationship Sharing of the mission | Personal meetings, conference calls, social report |

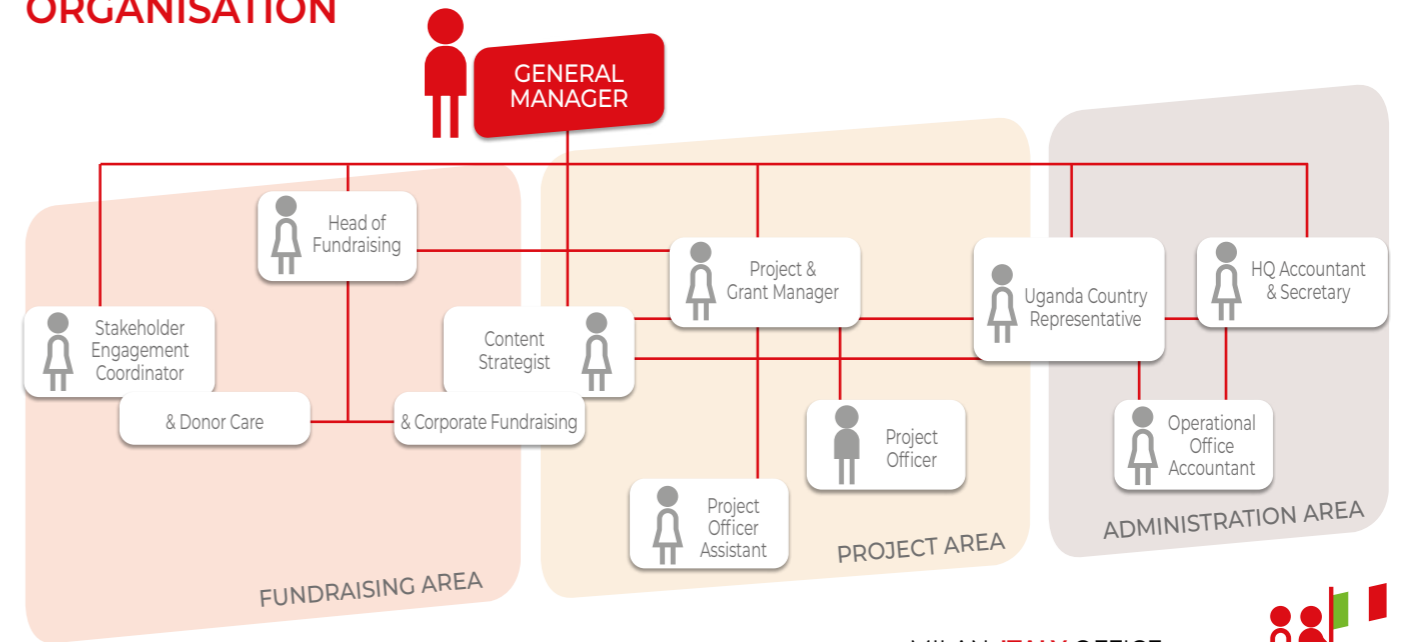
| STAKEHOLDERS | TOPICS OF INTEREST | ENGAGEMENT METHODS |
|-------------------------------------|---|--|
| Donors | <ul style="list-style-type: none"> Effective use of funds with respect to the mission Efficiency in economic management Transparency in information on management and the results achieved Personal data protection Recognition of the contribution | Direct mailing, personalised letters, 'Solidarietà per la Pace' magazine, social report, telephone contacts, website, newsletters and social media |
| Funding companies and organisations | <ul style="list-style-type: none"> Effective use of funds with respect to the mission Efficiency in economic management Transparency in information on management and the results achieved Personal data protection Involvement of the business community Image return Contribution to one's Corporate social responsibility | Conference calls, presentation and sharing of project proposals, refresher and reporting meetings, telephone contacts, social media, social report, travel to Uganda |
| University partners | <ul style="list-style-type: none"> Sharing of training paths Opportunity for growth for students Implementation of projects in partnership | Periodic videoconference meetings, 'Solidarietà per la Pace' magazine, social report, travel to Uganda |
| Public and religious institutions | <ul style="list-style-type: none"> Information on pursuit of the mission Impact on communities | Personal contacts, 'Solidarietà per la Pace' magazine, social report |
| Public opinion | <ul style="list-style-type: none"> Communication transparency Effective and efficient use of resources in pursuit of the mission | Social report, social media campaign, website, 'Solidarietà per la Pace' magazine, press relations and publications, advertising activity on various TV stations |
| Other Tertiary Sector organisations | <ul style="list-style-type: none"> Synergies and partnerships Development | Sharing of projects and activities, social report, 'Solidarietà per la Pace' magazine, conference calls and telephone contacts |



04. PEOPLE WHO WORK FOR THE ORGANISATION



PEOPLE WHO WORK FOR THE ORGANISATION



The Foundation applies equal opportunities policies that do not involve discrimination between men and women in terms of either salary or benefits, and its staff management policy allocates economic resources for **training** in particular, one employee attended an ongoing English language course with a mother-tongue teacher.

The **health and safety** of collaborators and volunteers receives particular attention with regard to travel in Uganda, with information being provided on the main health risks, for which the mandatory vaccination against yellow fever is recommended, along with anti-malarial prophylaxis; furthermore, health insurance cover is provided.

Employees of the Italian office also enjoy membership of Fondo Est, a supplementary healthcare organisation for commerce, tourism and related sectors. Lastly, the Foundation has decided to provide medical insurance to employees in Uganda.

Starting from March 2020, the Foundation activated remote work for all employees and collaborators, both Italian and Ugandan, sending specific safety information in accordance with Art. 22, paragraph 1 of Italian Law 81 of 22 May 2017. This continued in 2023 through the signing of individual fixed-term agreements for 'agile mode' work, supported by regular face-to-face meetings at the Foundation's premises.

MILAN, ITALY OFFICE

| Contract type | Middle Manager | | Office staff | | Total |
|--------------------------------|----------------|-------|--------------|-------|-----------|
| | Man | Woman | Man | Woman | |
| Permanent full time/ part time | 1 | | 3 | | 4 |
| Temporary full time/ part time | | | 2 | | 2 |
| Apprentice | | | 1 | | 1 |
| Intern | | | | | |
| Collaborator | | | 2 | | 2 |
| TOTAL | | | | | 10 |

The ratio between maximum and minimum gross annual remuneration of employees in Italy is **0.19**.

KAMPALA, UGANDA OFFICE

| Contract type | Middle Manager | | Office staff | | Total |
|--------------------------------|----------------|-------|--------------|-------|----------|
| | Man | Woman | Man | Woman | |
| Permanent full time/ part time | | 1 | | 1 | 2 |
| Temporary full time/ part time | | | 1 | 1 | 2 |
| Apprentice | | | | | |
| Intern | | | | | |
| TOTAL | | | | | 4 |

The ratio between maximum and minimum gross annual remuneration of employees in Uganda is **0.40**.





CONTEXT ANALYSIS

Father Giovanni 'John' Scalabrini arrived in Uganda for the first time in 1964 and remained there until his passing in 2016. He worked initially in Gulu, in the north of the country, and after 25 years moved to Kampala, the capital, where he spent the rest of his life.

From his very arrival, **he reconciled his missionary vocation with the search for entrepreneurial solutions** to make the communities in which he worked independent; as soon as he arrived on Ugandan soil, in fact, he built a mill that allowed the local population to start producing sunflower oil. Wherever he was in Uganda, his thoughts turned first and foremost to the children, convinced that an investment in their future would bring value to the whole community. "*Help us to educate our children*" was the first request he received from the faithful in his first parish in Awach, northern Uganda. From that moment on, in the 52 years of his life dedicated to the Ugandan population, father Giovanni provided thousands of children and young people with an education, building schools and paying for their studies, in the awareness that he was donating the most precious instrument to generate a more dignified future. This model is now taken forward by Fondazione Italia Uganda which, inspired by its founder, continues his work.

Africa boasts the youngest population on the planet; in fact, the 23 countries with the lowest average age are all on this continent. With over 48 million inhabitants in 2023, **Uganda has the second youngest population in the world, with an average age of 16.1 years** exceeded only by Niger. With a birth rate of 40.3 births per 1,000 people, about twice the world average, the population is expected to make significant and steady growth: by 2030 the population will reach 58.38 million and **more than 50% will be young people of school age**; by 2050 it will grow by 85% to 87.62 million. Life expectancy at birth is also expected to increase: in 2023 it was 64 years; it will rise to 65 years by 2030.

On the one hand, these figures represent a great opportunity for the country to grow; on the other hand, they highlight the need to invest in education, health, training and job creation for young people. **Fondazione Italia Uganda thus reaffirms its mission, recognising that the future of the Ugandan community inextricably depends on the younger generations and leveraging their talents and skills.**

In 2023, Uganda's Human Development Index returned to show signs of a recovery following a two-year decline in 2021-2022, increasing from 0.52 to 0.55; according to the *United Nations Development Programme* Report, this **places Uganda among the Medium Human Development Countries** at position 159 out of 191 states. However, according to the Multidimensional Poverty Index, which measures deprivation through ten indicators divided into three equally weighted dimensions (health, education and standard of living), the **41.7% of Uganda's population lives in poverty, making Uganda the 17th poorest country in the world.**



UGANDA:
SECOND
YOUNGEST
POPULATION
IN THE WORLD

over
48
million
people

16.1 years
average age
of the population

IN 2030

over
58.38
million
people

over
50%
made up
of young people

IN 2050

over
87.62
million
people



Throughout the year, in fact, **the effects of global warming remained evident, directly affecting food insecurity in the country.** Although Uganda is less afflicted by the prolonged drought that affects the Horn of Africa, the northern and eastern regions have experienced a very erratic rainfall pattern; during the last rainy season, for example, rainfall fell by between 40% and 70%, which was far below average. This has disrupted the normal agricultural calendar, damaging crops and severely impacting food availability, especially for those who depend directly on agriculture for their livelihoods; in fact, **in 2023 they gathered just 8% of the expected harvest** while farmers employed in commercial farming only managed to harvest 30% of what was expected. All this led to an inevitable increase in the cost of food: the price of green cabbage rose by 10.3%, dried beans by 13.4% and carrots by 28.8%. As a result, **by 2023, almost 20% of the Ugandan population saw their income decline and their food situation worsen.**

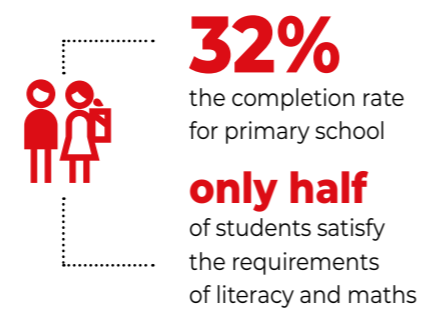
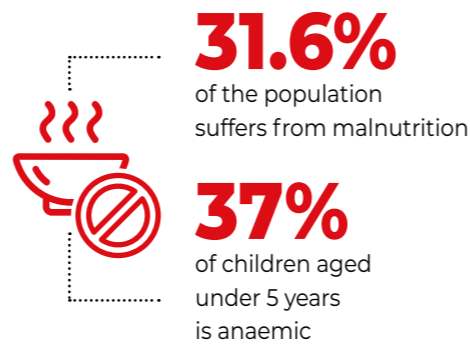
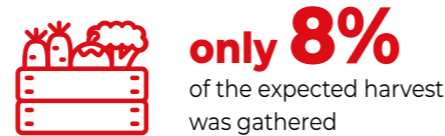
It is for all these reasons that, despite Uganda's considerable agricultural potential and its significant exports, the country's level of food insecurity persists in being classified as 'severe' by the Global Hunger Index 2023. It is estimated that, on average, the Ugandan population consumes 400 kcal less than their daily requirement, and that malnutrition is widespread throughout the country, particularly affecting children: **31.6% of the population suffers from malnutrition** and 25.4% of children under the age of five show growth retardation due to inadequate nutrition. In addition, **37% of children under the age of five are anaemic** with a real risk of failing to reach their full mental and physical development.

In the face of these challenges, Uganda has made significant progress towards stability and economic growth over the past year. GDP increased by 5.2%, up from 4.7% in the previous year, showing a positive trend, along with a recovery in private consumption and the tourism sector. **However, costs for educational and health services increased by 6.1% and 4.5% respectively,** directly affecting the well-being of women and children.

In particular, when it comes to the education sector, the *Uganda Bureau Of Statistics* noted a preschool enrolment rate of 9%, a **primary school completion rate of 32%** and a secondary school transition rate of 69%. Of these, **only 51% and 53% fulfil the literacy and numeracy requirements, respectively.** There are also significant disparities in access to education for **children with disabilities, of whom only 9% enrol in primary school and just 6% go on to complete it.**

In 2023, moreover, **a number of terrorist attacks aimed directly at schools have severely undermined the perception of schools as safe places to be.** On 16 June, for example, militants attacked a secondary school in Mpondwe, killing 41 people, including 38 students, and kidnapping six, mostly girls. Attacks like this have had profound consequences on families, students and teachers, leading to increased absenteeism and declining enrolment, and severely undermining the educational process.

Uganda's youth population is estimated at 9.3 million people and, **in the 18-30 age group, 41% of them are neither in education or training nor are they in employment** (NEET - *Not in Education, Employment, or Training*). Young people often lack essential literacy and numeracy

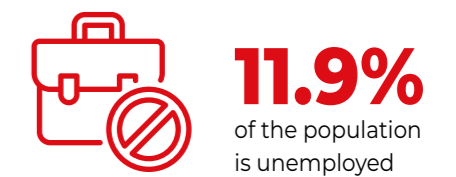
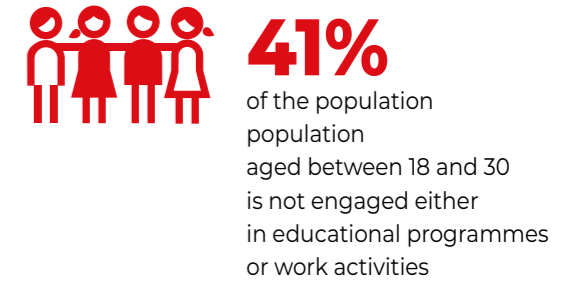


skills, and the mismatch between available skills and those required by the labour market prevents them from finding employment.

The country, moreover, records the **highest rate of early pregnancy in East Africa:** 25% of Ugandan girls aged between 15 and 19 have had a child and 34% were married before turning 18 years of age. These factors significantly affect school drop-outs, exacerbating the gender gap and affecting not only education, but also the mental health, working conditions and long-term income of Ugandan women and future generations.

In the health sector, Uganda faced several challenges during 2023, including infectious diseases, limited infrastructure and unequal access to care. Although the country has made progress in **combating and preventing HIV/AIDS over the years, the current prevalence rate of 5.1% among adults remains high.** The prevalence is higher among women (6.5%) than men (3.6%) and higher in urban areas (7.1%) than in rural areas (5.2%). **With over 5 million more cases than in the previous year, malaria remains a serious public health issue,** particularly in rural areas where access to health services and preventive measures is often limited. Tuberculosis is also a significant concern, with approximately 88,000 new cases per year and challenges in diagnosis and treatment contributing to the spread of the disease. Access to health services is hindered by a variety of factors, including geographical and socio-economic barriers, a shortage of health workers (with a ratio of **1 doctor per 25,000 people**), inadequate infrastructure and insufficient resources.

The latest projections indicate that 11.9% of the population in Uganda is unemployed and **92% are employed in the informal sector, which generates about 51% of the total economic output.** Informality is closely linked to gender inequality: according to ILOSTAT data, 83% of employed women perform informal work, while the same percentage for men is 72%. In addition, the prevalence of informality is an obstacle to sustainable development: 72% of small and medium-sized enterprises (SMEs) operate in the informal sector and struggle to create productive jobs; workers are employed through precarious conditions, receiving lower wages than their colleagues in the formal sector with comparable skills, and this wage inequality contributes to overall economic inequality, limiting the country's growth potential; finally, informal workers lack labour rights such as employment contracts, social security and health care, and are more vulnerable to poverty. These and other consequences also occurred within the community impacted by the activities of Fondazione Italia Uganda, **the Nakawa Division, home to over 20% of Kampala's population, including the capital's largest slums, with a total of 318,447 inhabitants, 51% of whom are women, and 84,793 families**





FUTURE LEADERS

“We all have the possibility of improving our lives. But to do it we have to give people responsibility, place our trust in them and recognise their abilities” (father Giovanni Scalabrini)

Fondazione Italia Uganda's intervention model is based on the spirit of charity and entrepreneurial charisma inherited from its founder. The “**Father John model**” is focused on **creating social value through the education of the younger generations** in order to build communities that are able to take responsibility for their future and actively participate in the development of their country.

In line with this approach, the Foundation pursues its *mission* in four action areas:

- CHARITY AND COMMUNITY BUILDING
- EDUCATION
- HEALTH
- VOCATIONAL TRAINING AND EMPLOYMENT

Through its work, the Foundation **contributes to the achievement of 10 Sustainable Development Goals (SDGs)**: eradicate poverty; eradicate hunger; health and well-being; quality education; gender equality; clean water and health services; dignified work and economic growth; make cities and communities sustainable; and partnership for the goals.

Moreover, Fondazione Italia Uganda undertakes to follow the **Kampala Principles**, published by the *Global Partnership for Effective Development Cooperation (GPEDC)* in March 2019, with the aim of guiding the actions of the world of cooperation to develop private sector engagement.

The five principles are:

- PRINCIPLE 1: INCLUSIVE COUNTRY OWNERSHIP**
Strengthening coordination, alignment and capacity building at the country level
- PRINCIPLE 2: RESULTS AND TARGETED IMPACT**
Achieving sustainable development outcomes through mutual benefits
- PRINCIPLE 3: INCLUSIVE PARTNERSHIP**
Fostering trust through inclusive dialogue and consultation
- PRINCIPLE 4: TRANSPARENCY AND ACCOUNTABILITY**
Measuring and disseminating sustainable development results for learning and replicating successful models
- PRINCIPLE 5: LEAVE NO ONE BEHIND**
Recognising, sharing and mitigating risks for all partners

SUSTAINABLE DEVELOPMENT GOALS

-  Ending poverty in all its forms, everywhere
-  Ending hunger, achieving food security and better nutrition, and promoting sustainable agriculture
-  Ensuring healthy living and promoting the well-being of everyone, across all age groups
-  Ensuring inclusive and equitable quality education, and promoting lifelong learning opportunities for all
-  Achieving gender equality and emancipating all women and girls
-  Ensuring the availability and sustainable management of water and hygiene services for all
-  Promoting sustained, inclusive and sustainable economic growth, full and productive employment and dignified work for all
-  Reducing inequalities within and between countries
-  Making cities and human settlements inclusive, safe, resilient and sustainable
-  Strengthening the implementation tools and revitalising the global partnership for sustainable development



CHARITY AND COMMUNITY BUILDING

In 2023, the commitment of Fondazione Italia Uganda continued to serve and stand by its community with the aim of supporting the poorest segments of the population, following the spirit of charity that has always guided the mission of father Giovanni Scalabrini. In particular, activities to strengthen food security in the slums of Kampala continued.

SUPPORT TO CAREHOMES

The socio-economic and food crisis that has hit Uganda in recent years has put a strain on several carehomes in Kampala that care for disabled, orphaned and abandoned children. These institutions, run by volunteers, survive solely on acts of charity or funds from Ugandan public institutions. In recent years, they have not received aid and have found themselves without enough food for all the children they host. In addition to food, there is also a lack of various basic necessities, which are indispensable for ensuring the children grow up in a clean and dignified place.

In 2023, **Fondazione Italia Uganda continued to support ten carehomes housing over 760 children**, periodically visiting them and delivering food parcels comprising maize flour, salt - which enable them to prepare *posho*, a very nutritious local dish - beans, rice, cooking oil, milk and sugar; personal care and hygiene items, including nappies, soap, mattresses, blankets, were also distributed. These meetings were an opportunity to deepen ties with people who had been attracted to the charisma of father Giovanni Scalabrini in the past; a chance to get to know their story and share the care and attention given to those most in need.

In 2023, the bond with Sister Lucy, who runs the Saint Lilian Jubilee Children's Home and whose tireless dedication is reminiscent of the love and commitment that drove father Giovanni throughout his missionary life, was particularly strengthened. Sister Lucy has taken 47 disabled and abandoned children into her home, but the facility in which they live is in a terrible state and does not have enough space to accommodate the many children on the waiting list. A larger, more decent house is available but requires a lot of work to be made habitable. Therefore, in December 2023, **Fondazione Italia Uganda helped build new beds at father Giovanni's mission workshops**, which will be used to equip the dormitory in their future home.



10
Carehomes



760
children



**Nakato Angela - founder
of the Noah's Ark children's home**

Our home opened its door to mainly the disabled children, abandoned, those who were being mistreated by their own parents due to their disability, those with HIV/AIDS, mentally retarded and even those who are orphaned. Just like its name, the home is the final shelter for these children and from it we build home for the future. I am determined to see them make a difference in their lives and those around them.



Seeds of Hope arose from the experience of a six-month pilot project developed in 2021 to improve the food security of families in the slums of Kampala. The objective of the intervention is to guarantee food for the beneficiary families through an urban agriculture project that promotes autonomy through empowerment. **In 2023, due to the results achieved, the project was extended from 280 to 530 families, with a total of 3,169 family members.**

The geographical area of intervention includes the slums of Kitintale, Kinawataka, Banda, Acholi Quarters and Mutungo. The age of the participants is between 18 and 90 years, but most are in the 35-55 age bracket; there are 50 young people aged between 18 and 25, and ten older people aged between 70 and 90. **98% of the beneficiaries are women, highlighting the crucial role of women in family food security.** This is particularly significant considering that 34% of the women involved are heads of single-parent households.

The slums in which the project is developed are areas of informal urban settlements and as such, do not have enough land and space to cultivate. Therefore, Seeds of Hope is developed as an *urban farming* project where **fruits and vegetables are grown inside easy-to-find recycled materials** on the streets, such as boxes, pipes, bags, bottles, plastic cans. In doing so, the little space available is optimised and the rubbish that accumulates daily on the streets of the slums as waste becomes a resource. The project was established precisely with this aim: **to build resilience based upon local resources.**

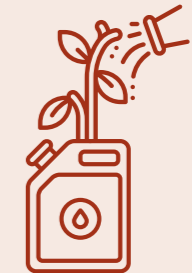
To strengthen cohesion and facilitate involvement, the 250 new beneficiaries were divided into five clusters, of 50 people each, created on the basis of several factors, including language spoken, geographical proximity and tribal structures. **This approach allows them to support each other and face any difficulties together, finding a community solution.** In fact, 13 different languages are spoken within the target communities and any language barriers would limit complete understanding; geographical proximity allows members to cooperate with one another, and grouping by the existing social structures resolves some tribal differences that could hinder the progress of the project: for example, some participants are forbidden to cultivate certain vegetables for cultural reasons.

As in previous years, **theoretical and practical training courses were organised for all new beneficiaries** to enable them to acquire the necessary skills to start their own home-grown crops. The practical training took place in Fondazione Italia Uganda's community garden, started in 2021 by the beneficiaries of the pilot phase and then expanded over subsequent years. **Each participant then received soil, various recycling materials and up to 13 types of seeds,** including onions, tomatoes, spinach, carrots, peppers and various local vegetables. In the months after the training, the beneficiaries were supported in the process of seeding, cultivation and harvesting through **monitoring and support** visits. The presence of beneficiaries from previous years proved to be an invaluable resource in this process. Thanks to the experience gained and the refresher course received in 2023, they were able to work alongside the new participants, and share valuable advice and best practices with them, having the opportunity to **give back some of the good they had received and putting it back into servicing the community.**



530 families have been involved

totalling **3,169 people**



Urban Farming project



up to 13 types of seeds that are grown inside recycled materials



Subsequently, thanks to the collaboration with a nutritionist, two sessions were held on dietary education, which were developed based on requirements that emerged from an in-depth needs analysis conducted among the beneficiaries before the start of the project. The training focused particularly on maternal, child and adolescent nutrition. In addition, during the last quarter of the year, a training course in entrepreneurial skills, marketing and business management was held for all participants to promote the sustainability of the initiative within the household, promoting urban agriculture as a source of income.

In light of the challenges caused by drought and climate change, which in recent years have led to an unprecedented decrease in rainfall, disrupting the normal agricultural calendar, the Seeds of Hope project has included access to safe water sources for irrigation among its operations. To this end, nine taps were installed in the slums involved, connected to the national water network. This aspect is essential in order to ensure the continuity and planning of harvests, as well as to improve the hygiene conditions in the community, strengthened by the transfer of skills and good practices through training courses and campaigns to raise awareness.

Finally, one last innovative aspect introduced into the project in 2023 concerns leadership training offered to local leaders and representatives of the different clusters on topics such as communication, active listening, conflict management and group dynamics, problem solving and change management. All fundamental aspects for becoming a positive reference point capable of driving a process of



community growth.

At the end of the project, the results were astonishing: **95%** of the beneficiaries adopted the urban farming techniques learnt and, thanks to these **90.7% of participants have vegetables available throughout the year**; this allows 80% of the families to have enough food to fight malnutrition and 71.7% to be able to eat two meals a day; moreover **50.5% of the beneficiaries generate income from the sale of their garden produce** and this figure is even more significant if we consider that only 1% of the participants are employed in a formal job; finally, it is relevant to note the high replicability potential of the Seeds of Hope model: in 2023 there were **341** people who benefited from the spontaneous dissemination of knowledge by members, a sign that the project's impact in the community is even greater.

Seeds of Hope continues to reflect the great desire of father Giovanni Scalabrini to make Africa sprout, carrying out the *small agricultural revolution* he started, never to be stopped again.

Special thanks in the realisation of this project go to **Fondazione Giuseppe e Pericle Lavazza Onlus**, who have always believed in its great potential, and to the local partner, **Sawa World**, whose skills and professionalism add immense value to Seeds of Hope.



2023 RESULTS:

71.7% of beneficiaries are now able to consume 2 meals a day

50.5% generate income from the sale of their garden produce

341 people have benefited from the spontaneous dissemination of knowledge





Omony Alex – President of the Local Council:

This project has not only impacted on food production, but it has also united very many people. When people call themselves “Seed of Hope group members” you see a lot of pride in them. I am very happy that what started small has become an identity of the community.





EDUCATION

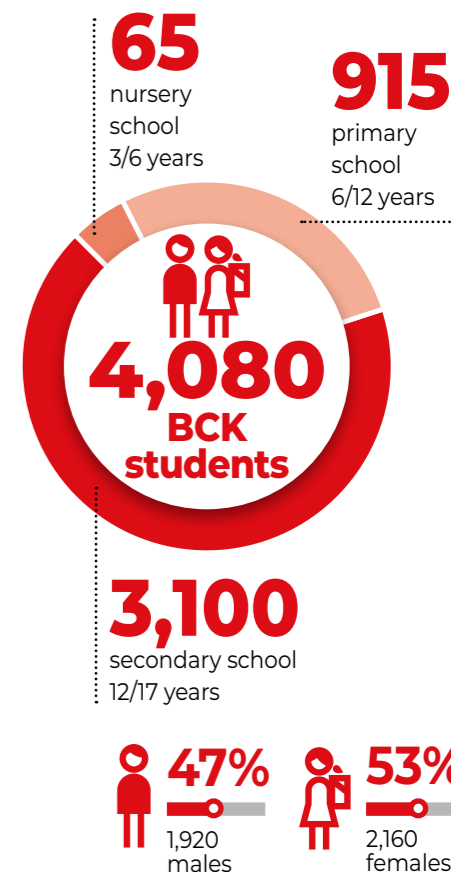
The word educate derives from the Latin *educere*, "draw out", and for Fondazione Italia Uganda this means, firstly, drawing out the talents and abilities of each person and, secondly, giving to children and young people the tools to free themselves from the situations of poverty and misery in which they often live, becoming agents of change for their families and communities. A fundamental role is played in this context by the Bishop Cipriano Kihangire (BCK) schools, founded by father Giovanni in Kampala. Due to their educational offer and level of teaching, the BCK schools are considered among the best in the whole of Uganda and this represents a major opportunity for the future of the boys and girls who attend them.

During the 2023 school year, Bishop Cipriano Kihangire schools hosted a total of **4,080 students**.

- **65** in nursery school;
- **915** in primary school;
- **3,100** in secondary school.

BCK schools reaffirm **their commitment to gender equality in access to education, welcoming 2,160 girls and 1,920 boys**. In addition, they provide numerous jobs: there are a total of **273** people who make up the school staff, including 155 teachers and 118 administrative, secretarial, school lunch staff, cleaners, drivers and nurses.

To ensure access to quality education even for those from remote areas of Uganda and those living in difficult family environments, BCK schools offer their students the opportunity to stay in the student halls of the various school complexes. This accommodation consists of a Hostel and two dormitories, known as 'Boarding sections', one for primary school and one for secondary school. In 2023, these facilities housed a total of **2,283** children and young people.

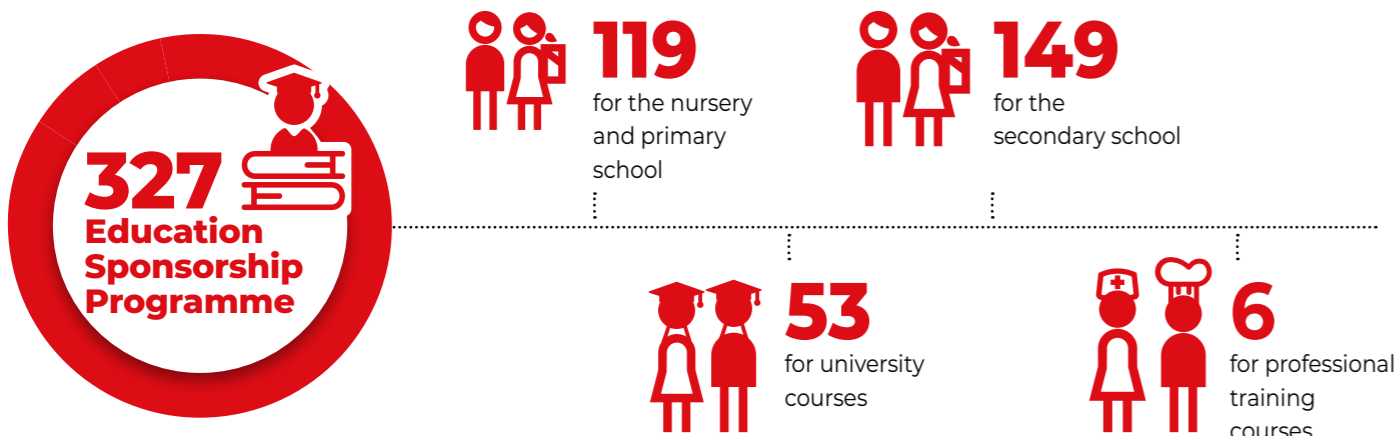


Thanks to the 'Safer school, safer future' project, work began in December 2023 on the construction of a **multi-purpose building for the Bishop Cipriano Kihangire Primary School**. Upon completion, the facility will include a 420-square-metre dining hall on the ground floor and, on the upper floors, new classrooms, a computer lab, a library and additional toilets. This will bring numerous benefits to the students: the availability of a safe place to eat their meals will not only ensure better hygiene and sanitary conditions, but also promote healthy eating habits, contributing to their psychological well-being; the possibility of attending classes in less crowded classrooms will provide each child with the space to better express their abilities and needs; access to technology and additional teaching resources will reduce educational inequalities and better prepare young people to face the future challenges that await them. A safer school for a safer future.



EDUCATION SPONSORSHIP PROGRAMME

To tackle illiteracy and school abandonment, every year through the **Education Sponsorship Programme (ESP)**, Fondazione Italia Uganda offers the opportunity to study and cultivate talents to hundreds of Ugandan children and young people from across the country living in vulnerable conditions. In 2023, **327 study scholarships were provided.**

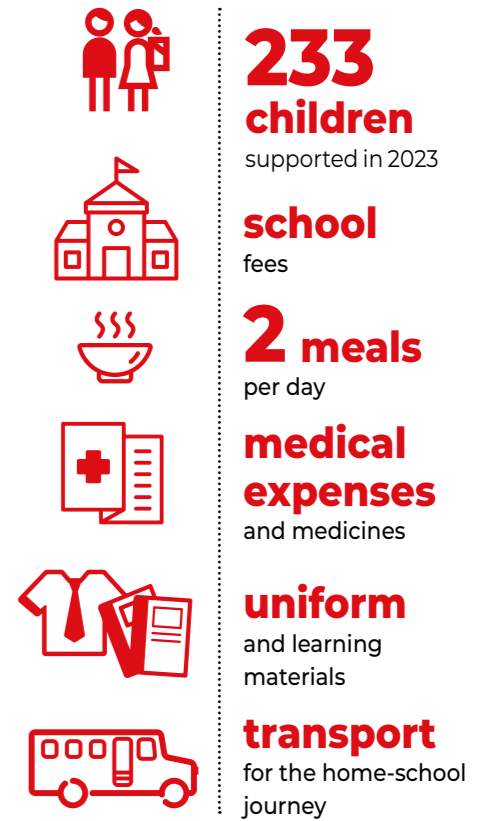


DISTANCE SUPPORT

The poorest children and young people are not only supported by the ESP Programme, but also thanks to numerous supporters who choose to activate a distance support. During 2023, distance support was activated for **233** children. The children and young people included in the programme all come from very difficult situations and are selected without any discrimination on the basis of race, gender, religious belief or group affiliation; distance support allows them to spend a peaceful childhood around school desks, learning and taking their first steps towards a better future.

The supporter's contribution not only guarantees that the cost of school fees are covered, it also ensures the student gets two hot meals a day, basic medical expenses, medicines, a uniform, learning materials and transport for the home-school journey. Accompanying the student on their school journey, the supporter receives report cards, photographs, videos and any news and updates about the child via **the digital platform Praise**, designed and developed by Fondazione Italia Uganda to make the distance support experience even more engaging. Thanks to Praise, the supporter can communicate with the child they are supporting at any time via the message board: here, with the mediation of the Foundation staff, the two can get to know each other better and feel closer, in spite of the distance.

The experience of digital distance support continues to generate enthusiasm and involvement: increasing numbers of supporters, including **six companies and one school**, are choosing to take part in this project. At the end of 2023, **182 supporters were registered with Praise, of which 12 were new members.** Fondazione Italia Uganda holds this initiative close to its heart as it allows two worlds which are geographically and culturally distant to come together, facilitating dialogue, the cornerstone of its identity.



FAIRPLAY

The FAIRPLAY project - *Foster Accessibility Inclusion and Respect, Promoting Life skills Among Young people* was established with the aim of **promoting social inclusion through sports education for the most vulnerable children in Uganda**, promoting gatherings where everyone can be free to express their talents and nurture their passions in a protected environment.

The project builds on the experience gained through the Sport for Change initiative in 2022 when, in order to foster educational moments of social interaction, a number of sporting activities at Bishop Cipriano Kihangire schools were enhanced, garnering great enthusiasm and participation from the students. In the course of 2023, the results not only confirmed the enthusiasm but also broadened the involvement: **the school established its first girls' football team with an initial enrolment of 44 girls, which became 92 within just a few months!** In addition, sports equipment was upgraded and professional training was provided to 12 physical education teachers and four coaches.



2023 RESULTS:

92 girls

registered with the female football team

12 physical education teachers trained

4 trained football coaches



Immaculate – player in the women's BCK team:

When I told my parents about my interest in football, they were surprised but very happy. My dad loves football too and he was happy to know I understand the football language very well. He encourages me to watch games with him and that's my first motivation factor. Boys who used to stop me from playing with them now call me to join the games and play with them. They are very supportive, and I am proud of my community.



Through sport, students were able to nurture their passions, set goals for personal growth, acquire skills and fundamentals such as the importance of striving for a goal, teamwork, discipline, being motivated and knowing how to motivate one's teammates. **On the one hand, this allowed them to achieve important results in the inter-school championships:** the men's team came second, while the women's team was not only the first to be admitted to this competition, but also the first to win a trophy in their category; **on the other, it represented an opportunity for human enrichment, fostering the growth of responsible, respectful and supportive people, becoming a powerful vehicle for inclusion, aggregation and participation.**

None of this would have been possible without **Milan Foundation Onlus**, which supported the project in 2023, providing its decades of experience in making sport an inclusive tool allowing every child to develop their talents.



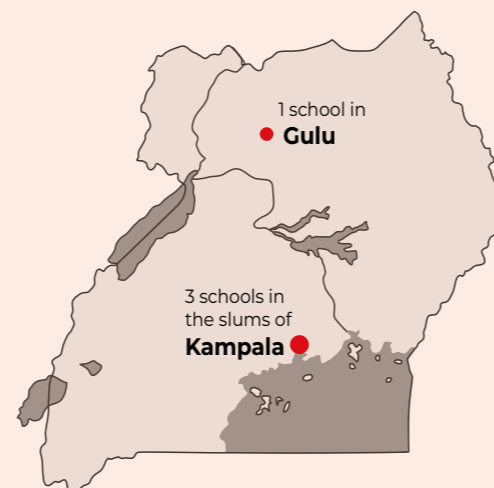


Faced with the worsening food situation in the country, in 2023 the **Peacefeeding project, which aims to promote school attendance and participation among Uganda's most vulnerable children by supporting the feeding programmes in four community schools**, three in the slums of Kampala and one in Gulu, in the north of the country, supporting a total of **2,039 students**:

- Father Raphael School in Bari, based in Awach, Gulu, **300** students
- Elgon Primary School, based in Kasokoso, Kampala, **879** students
- Side View College, based in Mbuya, Kampala, **330** students
- MK Learning Centre, based in Bweyogerere, Kampala, **530** students

The schools included in the project are defined as 'community' in that they are created and managed entirely by local communities, which establish the schools in order to meet the educational needs of the areas in which they are located, often remote, such as rural areas, or difficult to access, such as slums. They depend solely on the support of

 **2,039 students supported**



the community and the contribution of parents both financially and organisationally, and are frequently unable to sustain their activities and are forced to close, depriving the children in the community of their only opportunity to access education. Economic challenges also affect the quantity and quality of food these facilities are able to provide for their students, and in the absence of adequate food supplies, parents find themselves forced to withdraw their children.

This is why the Peacefeeding project was created, to support these schools in their efforts to promote school attendance among the most vulnerable Ugandan youth, **with the conviction that education and training can make every human being freer and more responsible, a builder of peace** as father Giovanni Scalabrini always showed us, aware that peace is built day by day, through concrete gestures and actions.

Fondazione Italia Uganda has therefore chosen to support these institutions by supporting school feeding programmes (*School Feeding Programme - SFP*), recognising that **a simple gesture such as donating food is of immense value**: it improves the physical health and nutritional state of the children, enhances their ability to concentrate and promotes superior cognitive and learning outcomes, increases enrolment and school attendance, and contributes to the local economy by transferring the value of the meals to the families, increasing their income. A simple gesture that fuels peace.

In 2023, a total of **11,160 kg of maize flour and 11,950 kg of beans were distributed, providing 2,039 children with one meal a day for an entire school year**. In addition, a **food education programme for all classes, accompanied by two nutrition screenings for each child**, conducted by an expert nutritionist, to assess the individual state of their health and take charge of students at risk of malnutrition. Thanks to the Peacefeeding project, the four schools involved recorded an unprecedented attendance rate: **in the first quarter they reported 98% attendance, in the second quarter 97.5% and in the third quarter 98%**. Finally, there was also a significant increase in the number of children enrolled in school: **at the start of the project there were 2,039, while at the end of the school year the number had risen to 2,174**.

The Father Raphael di Bari nursery school and primary school in Awach, supported through the Peacefeeding project, was founded by father Giovanni Scalabrini, who named it after his dear friend father Raphael di Bari, who was killed while carrying out his missionary work during the uprisings in northern Uganda. During the first years of their mission, between 1968 and 1975, father Giovanni and father Raphael carried out many projects on behalf of the people: together, they introduced mills to grind wheat, multiplied schools and provided scholarships for many young people. To honour his memory and continue the work of the founder, in December 2023 Fondazione Italia Uganda undertook renovation work on the building, creating two additional classrooms and a dormitory, equipped with beds, mattresses, blankets and mosquito nets.



2023 RESULTS:

98%

of attendance recorded during the year

2,174 students

enrolled at the end of the school year



Sister Aciro – Educational Director at the Father Raphael School in Bari:

We experienced one of the best attendances by the learners. Daily attendance increased in the schools which is a sign that hunger was a leading cause of children missing school. This is because in the past, there are days we would have no food to feed the children and the children would not show up the next day or the children would not have meals at home and still they wouldn't turn up. Feeding our children has changed even the image of our school.



HEALTH

Founded by father Giovanni Scalabrini in Kampala in 2007, initially as a clinic dedicated to students of the BCK schools and later expanded and opened to the whole community of Luzira and the Nakawa area, Benedict Medical Centre (BMC) now has **63** staff members and offers the following services:

- a health centre for check-ups
- radiology, maternity, surgery departments, gynaecology and dentistry
- a pharmacy
- a lab for analyses
- a day hospital
- an inpatient clinic

In 2023, Fondazione Italia Uganda purchased some machinery and equipment to renovate the operating theatre at Benedict Medical Centre with the aim of enabling emergency surgeries to be performed safely and effectively. **In particular, the following were purchased: an adjustable operating table, high-intensity surgical lights and an advanced anaesthesia system.** The new devices will ensure precision and safety during surgery, contributing significantly to saving lives in the slums of Kampala.

SOME NUMBERS FOR 2023:



17,968
patients
visited



318
natural and
caesarean
births



4,113
vaccinations



2,452
ultrasound
scans



1,641
x-rays



In order to make medical care accessible to all and to reach even the poorest families living in the most extreme suburbs of Kampala, the **Community Outreach** project was launched in 2018, at the suggestion of two young Ugandan doctors. On specific days of the year **the medical staff of Benedict Medical Centre leave the clinic walls and set up a field hospital in the capital's various slums to offer free medical care to thousands of people.** The care offered includes tests for HIV, malaria and tuberculosis, general medical examinations, dental, gynaecological and ophthalmological services, distribution of medicines, personal hygiene kits, mosquito repellents and mosquito nets. In addition, there are organised **training sessions on topics such as personal hygiene, the prevention, treatment and recognition of symptoms of major endemic and sexually transmitted diseases.** Finally, involving the local communities, the staff are engaged in cleaning the houses and streets in the slums, where much lies in disrepair.

The Community Outreach model is based on community mobilisation, made possible by the involvement of local practitioners, the *Village Health Teams*, who go from door to door in slum dwellings to inform and invite the people there to participate in outreach days. The activities are divided into several phases: identification and registration of participants, training sessions, administration of diagnostic tests and medical examinations, immediate management of the cases deemed most critical by the field staff, taking care of patients at the BMC who tested positive, and follow-up checks at six and 12 months to monitor the state of their health over time.

In 2019, Fondazione Italia Uganda, as a partner of Università Cattolica del Sacro Cuore, lead institution, and Benedict Medical Centre, local partner, submitted the project 'Community Outreach as a model to serve women in the *slums* of the Kampala urban area: improvement strategies for the prevention and clinical management of HIV, TB and malaria' to the Global Fund 5% call issued by the Italian Agency for Development Cooperation (AICS), obtaining the funding. As of January



2021, the grant obtained enabled four Community Outreach days to be organised: 24 September and 25 November 2021, and 26 June and 1 October 2022.

At the end of three years of the project, the results achieved are extraordinary. **A total of 2,462 people participated in Community Outreach days, of whom 2,078 were women and 1,311 of whom were pregnant.** Follow-up examinations of patients seen in 2022 were completed in 2023, and of the total of 1,581 people, 169 returned to the clinic for follow-up examinations. Thanks to the training sessions, **the project managed to increase the beneficiaries' knowledge and understanding of preventive measures and the transmission of different diseases from 10% to 50%**, making a significant impact on reducing the risk of contagion to others. Finally, **a total of 6,828 tests were administered, with an average positivity rate of 3.42%.**

Tests and examinations administered over three years of the project:

- Malaria: 1,805, of which 52 tested positive
- HIV: 1,707, of which 87 tested positive
- Syphilis: 1,638, of which 46 tested positive
- Hepatitis B: 1,624 of which 42 tested positive
- Tuberculosis: 54, of which 2 tested positive

To celebrate and share achievements, **two events were held in 2023: the first took place in Uganda in April and the second in June in Italy.** These meetings were an opportunity to reflect on the positive impact generated by the initiative, also by listening to the direct testimony of some beneficiaries, and to discuss the future development of the project, with the aim of making medical care increasingly accessible to the most vulnerable communities.



2023 RESULTS:

2,462 people participated in Community Outreach days



2,078 women



of which **1,311** were pregnant





When organising Community Outreach days, special attention is paid to pregnant women, who account for more than 50% of participants. Many of these women arrive at the birth without ever having had an ultrasound or check-up and, by the time they are admitted to Benedict Medical Centre, they often have complications such as pre-eclampsia, urinary tract infections, cervical insufficiency and uterine rupture which, if left untreated, can develop into serious infections and lead to preterm labour. Many give birth in their own homes, inside slums, where hygiene conditions are inadequate, exposing themselves to serious risks to their own health and that of their child.

Through the Becoming a mother in Uganda project, Fondazione Italia Uganda promotes maternal and neonatal health and provides pregnant women with access to medical care. **In 2023, the project cared for 399 women who had started their antenatal care in 2022, supporting 16 of them through to the birth of their babies.** Each of them was provided with antenatal and postnatal check-ups, ultrasound scans to monitor the baby, blood and urine tests, tests for malaria, HIV, syphilis and hepatitis B, medication for infections such as candidiasis and vaginosis, anti-malaria prophylaxis, deworming, folic acid and iron supplements.

BMC health staff also provided them with information and guidance on how to behave during pregnancy and the warning signs to check for, as well as social, emotional and psychological support. Finally, they were given the opportunity to give birth in safety, in the presence of qualified gynaecological, obstetrical and health personnel, to receive the necessary care up to 24 hours after birth and check-ups at six days and six weeks after delivery.



16
women
530
accompanied
at childbirth



**Florence – beneficiary
of Becoming a mother in Uganda:**

I was at the gate by 7:00 am in the morning, I entered, and the people were very many. The health workers from Benedict welcomed me with a lot of joy and I was given health care services that I actually did not expect. At that time, I was 7 months pregnant. They gave me care including malaria treatment, I was tested for HIV and also screened for TB. I was given mosquito nets as a preventive measure against malaria, and I was educated on how to prevent TB. I never expected to be in such a facility and that there is somebody paying all my bills without me knowing. I thank Italia Uganda together with Benedict Medical Centre for such help that she rendered for the people.





VOCATIONAL TRAINING AND EMPLOYMENT

Following the entrepreneurial charisma of its founder, Fondazione Italia Uganda offers employment and job training opportunities to young people from vulnerable backgrounds to start small income-generating activities (IGAs), allowing them to support themselves, maintain their families and bring value to the community to which they belong.

This is achieved through the activities carried out at **14 workshops**, which were started by father Giovanni Scalabrini himself and are where dozens of workers living in the Luzira district can find employment and an opportunity for vocational training. The workshops contribute to the broader vision of self-sustainability that characterises the whole project, producing what is needed to maintain it and, in particular, for the schools to function: the carpentry workshop makes desks, chairs and furniture; the bakery prepares the food that is distributed in the canteens; the tailoring workshop makes the school uniforms; and so on.

Thanks to the significant reorganisation that took place from 2020, which included renovation work and the purchase of new machinery, the workshops' production activities began to consolidate, reaching full stability in 2023. With the start of the academic year in January 2023, the tailoring and embroidery workshop resumed production of uniforms for Bishop Cipriano Secondary School, employing up to **22 people** full time: each uniform is completely made-to-measure and is customised with the embroidery of the student's name and surname, as well as the school's name and logo. The mechanical carpentry focused on repair



work in schools and the manufacture of objects to improve their facilities, such as table supports, chairs, benches, screens, beds and trolleys, providing stable work for **five workers**. Thanks to the employment and labour of **four people**, the carpentry workshop produced doors, windows, tables, chairs and shelves for the secondary school and for some external customers, such as restaurants and medical clinics, for which it produced high-value furniture items; this opportunity allowed the company to explore in greater depth the demand of the furniture sector in Uganda, improving the quality of its production. Finally, the food centre continued its activities, faithfully preparing and supplying bread and other food products for schools each day, and providing regular employment to **11 people** throughout the year.

| WORKSHOP | PRODUCTION 2023 PRODUCT | QUANTITY |
|--|-------------------------|----------|
| Tailoring and embroidery (Total prod.) | Shirts | 3,802 |
| | Skirts | 2,950 |
| | Trousers | 2,975 |
| | T-shirts | 1,539 |
| | Sports uniforms | 1,114 |
| | Sweatshirts | 1,122 |
| | Ties | 1,134 |
| | Blankets | 70 |
| | Mosquito screens | 2,500 |
| Mechanical carpentry (Total prod.) | Chairs | 600 |
| | Tables | 145 |
| | Beds | 22 |
| Carpentry (Total prod.) | Doors | 20 |
| | Tables | 146 |
| | Stools | 202 |
| | Shelves | 7 |
| | Beds | 7 |
| Food centre (Monthly prod.) | Chapati | 19,930 |
| | Doughnuts | 18,045 |
| | Large sandwiches | 9,707 |
| | Small sandwiches | 61,224 |

-  **22 jobs**
-  **5 jobs**
-  **4 jobs**
-  **11 jobs**



FATHER JOHN SCALABRINI VOCATIONAL INSTITUTE



The most ambitious project in the 'Vocational Training and Employment' area, as well as the final wish of father Giovanni Scalabrini, is the development of an innovative professional training hub for the Ugandan tourism and hospitality sector: the **Father John Scalabrini Vocational Institute**. Development activity in recent years has focused on the search for and creation of key strategic partnerships with local and international institutions and bodies, in order to give the project maximum prestige based on the mapping of local needs; in 2023, in particular, planning was implemented and adapted to fit the new post-pandemic Ugandan environment, which, although showing signs of recovery, has changed dramatically. **The aim of the project is to provide training opportunities for learning practical skills and to facilitate the employment of young people**, with a significant impact on the employment rate and the local tourism sector.



2,650 m²
vocational school
spread over 3 floors



OUR PARTNERSHIPS

- **Università Cattolica del Sacro Cuore:** the University has been the Foundation's partner since 2009. The collaboration began with the Foundation's participation, as a partner, in the **Charity Work Program**, an international volunteering programme that promotes scholarships for 3-8 weeks of experience aimed at students from all faculties of the university. In 2023, after the interruption caused by the pandemic, the programme restarted, allowing two students from Education Sciences and five from Medicine and Surgery to gain a learning experience in Uganda aimed at enhancing and strengthening their professional and human growth. Moreover, the partnership with Università Cattolica del Sacro Cuore was further strengthened thanks to the partnership project submitted to the Global Fund 5% call issued by the Italian Agency for Development Cooperation (AICS): "*Community Outreach as a model serving women in the slums of the urban area of Kampala: improvement strategies for the prevention and clinical management of HIV, TB and malaria*". This started in 2021 and will end in September 2023, reaching a total of 2,462 people, of whom 2,078 are women.
- **Università degli Studi di Milano-Bicocca (UNIMIB):** in 2023, the university approved a framework agreement with the Foundation and five other Italian international cooperation organisations to work jointly on a permanent observatory on global health, called the '**Global Health Centre**'. In this context, the partnership aims to better develop and organise the potential of scientific research and training. The main objectives are: to train future health professionals on global health issues; to involve experienced clinical staff for training, clinical work and research; and to promote collaboration with university and health facilities in the countries involved. The Foundation plans to use this collaboration, in particular, to facilitate the exchange of student experiences through the activation of training placements.
- **Università IULM (Libera Università di Lingue e Comunicazione):** launched in 2022, the partnership with IULM University in Milan aims to develop joint international cooperation projects in the fields of research, study, knowledge, valorisation and dissemination, particularly in the **tourism and hospitality sector in Uganda**. As part of the collaboration, an agreement is in place to launch apprenticeships.
- **ConTe.it:** **ConTe.it Assicurazioni** has been a partner of **Fondazione Italia Uganda** since 2018 and since then it has been supporting educational projects to allow **access to education** to children and young people from vulnerable backgrounds. In 2023, ConTe.it confirmed its commitment **by supporting five students at a distance through the Praise digital platform** guaranteeing them the opportunity to attend school.



- **Fondazione Renato Corti:** the partnership with Fondazione Corti has been in place for some years now and continues to guarantee **access to university education for Ugandan young people**. With this goal, in 2023 Corti Foundation supported 53 scholarships for university students at faculties such as Economics and Finance, Statistics, International Relations, Education, Social Sciences, Medicine and Surgery, Pharmacy and Law, offering them a real opportunity for their future.
- **Fondazione Giuseppe e Pericle Lavazza Onlus:** launched during 2020, the partnership with Fondazione Lavazza is a source of great pride for Fondazione Italia Uganda. It was thanks to this close cooperation that the pilot project of **Seeds of Hope** was launched in 2021; in 2023 the involvement of Fondazione Lavazza helped expand the project, guaranteeing food security for 530 families in the slums.
- **Fondazione Mediolanum:** launched in 2021, the collaboration with Fondazione Mediolanum enabled the immediate implementation of educational projects. In 2023, in particular, it supported the **Peace-feeding project**, which aims to nurture peace by combating school drop-out in four community schools in the country that cater for a total of 2,039 children.
- **Fondazione Milan Onlus:** launched in 2022, the partnership with Fondazione Milan has made it possible to strengthen sports activities at the Bishop Cipriano Kihangire schools, by upgrading their equipment and providing training for children, teachers and coaches. Furthermore, in 2023, thanks to Fondazione Milan's support of the **Fairplay project**, which aims to promote inclusion through sport, the first BCK school girls' team was established, involving 92 girls.
- **Fondazione Museke Onlus:** shares the charitable principles of father Giovanni's work and Fondazione Italia Uganda's effort to support the most fragile. For the past three years, it has stood by Fondazione Italia Uganda's side, enabling it to better meet its health challenges. In 2023, the support of Fondazione Museke made it possible to **renovate the operating theatre at Benedict Medical Centre** ensuring the safe management of obstetric emergencies and surgeries and contributing significantly to saving lives in Kampala's slums.
- **SISTERR:** Fondazione Italia Uganda is a member of the SISTERR association (Sistema Territoriale Pavese per la Cooperazione Internazionale), made up of Local Authorities and public, private and non-profit associative actors, with the aim of creating an area network for the **promotion and practice of decentralised cooperation** and sustainable human development. The members are committed, starting at the local level, to building a model of development that is socially, economically and environmentally fair, based on dialogue, respect, equality and solidarity between the peoples and countries.

FONDAZIONE
GIUSEPPE E PERICLE LAVAZZA ONLUS



OUR VOLUNTEERS

Volunteers are the added value of Fondazione Italia Uganda's projects because, in fully sharing the *mission* they decide to invest their time and skills serving the community, making their own personal contribution and receiving so much back from the discovery a different culture and the opportunity for personal and professional growth.

Having overcome the pandemic, 2023 finally marked the real resumption of volunteer work for Fondazione Italia Uganda: during the year we welcomed **13 volunteers** including eight young students from Università Cattolica del Sacro Cuore, as part of the Charity Work Program.

In order to make the experience as safe as possible, each volunteer is supported by the team of Fondazione Italia Uganda throughout the entire preparation process prior to departure, throughout their stay in Uganda and upon their return to Italy. In the months leading up to the trip, the volunteer is given help to **process and manage of all of the travel documents**, including their passport, visa, health insurance, air tickets, local transport and accommodation; they are registered on the 'Dove Siamo nel Mondo' portal of the Ministry of Foreign Affairs



and International Cooperation, a preventive action that can be crucial during their period abroad. Each person is also required to read and sign some specific documents to guarantee their privacy and protection, as well as that of the beneficiaries of the projects they come into contact with; in this regard, special attention is paid to the Foundation's Code of Ethics, as well as to the production and sharing of photo and video materials, to ensure compliant behaviour and protect confidential information and sensitive data.

In addition to the documentation, volunteers are also provided with **extensive mandatory training on several key issues** in order to adequately prepare them for their departure to Uganda. The training is outlined below:

- **Personal health and safety:** information on compulsory and recommended vaccinations, such as yellow fever, hepatitis A and B, and malaria prophylaxis; preventive measures for endemic diseases, such as malaria, typhoid and dengue; guidelines on how to avoid dangerous situations and protect one's personal safety, especially during the management of leisure time; transmission of local emergency numbers, of contact persons on the spot and in Italy, and an indication of procedures to be followed in the event of an emergency.
- **Culture and local context:** support in understanding local customs, values and social norms in order to better integrate into the community; knowledge of laws and regulations to avoid illegal or inappropriate behaviour; in-depth look at the history and characteristics of father Giovanni Scalabrini's work.
- **Psychological preparation:** discussion of expectations and realistic aspirations and strategies for dealing with possible personal difficulties related to cultural adaptation or homesickness to ensure that the experience is both rewarding and emotionally sustainable.

Afterwards, each volunteer is asked to indicate which professional, technical or practical skills they would like to put to use in service to the community and the projects in Uganda; there can be a wide variety of skills, including medical, health, educational, engineering, artistic and other. Individual interviews are conducted to explore them in depth and assess how they can be applied to the Ugandan context. Then, together with the contact persons in Uganda **a project and programme of activities is drawn up with clear objectives, ensuring that interventions are culturally appropriate** and respond to the real needs of the population.

Throughout the experience, volunteers maintain a constant point of contact with the office in Italy and Uganda for regular updates and a mutual exchange of feedback. Finally, on their return, they organise **return meetings to reflect together on their experience**. These meetings are a valuable opportunity for Fondazione Italia Uganda to listen and carefully consider any aspects that need to be improved to ensure an increasingly authentic and rewarding experience in Uganda.



Michela Valentini - Volunteer at Benedict Medical Centre:

If I have to think of the experience that affected me the most, I will certainly never forget the first labour I witnessed. When I entered the delivery room Florence was already at an advanced stage, by now it was thought to be a matter of minutes before birth. Everything seemed to be normal and only a midwife was with her, ready to deliver the baby as soon as it was time. So I changed, put on the sterile gloves and the apron and I got ready to lend a hand. Unfortunately, however the minutes passed, Florence pushed with all her might with each contraction, but the baby could not get out. Something was wrong, the gynaecologist had to be called in because the position in which the baby found itself did not allow for a natural birth and an emergency caesarean section was required.

So, suddenly, I found myself alone with Florence, while the midwife was trying to track down the doctor. She was tried, she was in pain, she was writhing, screaming, crying and asking me for help with her eyes, she was afraid for her child, but I could do nothing but stay with her, let her hold my hand when the pain became unbearable and try to reassure her by hiding my own concern.

Finally, after an hour or so, the anaesthetist, who was on the other side of town, arrived. We took her to the operating theatre and a perfectly healthy baby girl came into the world.

I visited Florence over the next few days during the ward rounds, but on the day of her discharge, she visited me. It was a Friday morning and I was helping the nurses administer vaccines: "I have decided on a name; I want to name her after you, Michela."





FUTURE GOALS

In order to respond effectively to the new needs expressed by the community in Uganda, work has been done during 2023 on the creation of principals that facilitate planning, ensure clarity in the pursuit of objectives, and a continuous monitoring of activities. This work will continue in 2024.

Accreditation initiatives were then launched with institutional stakeholders with the aim, among other things, of facilitating the medium- to long-term planning of activities in Uganda through the differentiation of revenue sources, traditionally linked to fundraising from direct mailings in Italy. Over the course of 2024, this process will develop, through consolidation and the creation of new partnerships, both in Italy and Uganda.

In 2023, processes related to generational change in the governance of the partners of Emmaus Foundation Trust were also initiated. The reorganisation of governance will continue in 2024 with support given to partners to find and engage in new skills and expertise.

In parallel, the Foundation will work alongside its Ugandan partners to clarify the roles and responsibilities of each trustee in the pursuit of the Trust's statutory principles, as expressed by father Giovanni.

Finally, with the easing of restrictive measures imposed during the pandemic, voluntary work, a valuable tool for bringing new contacts to the Foundation's mission and to the figure of father Giovanni, has resumed at full speed. The work will continue through partnerships with universities, focusing in particular on the younger generation.



CHARITY AND COMMUNITY BUILDING:

- Responding to basic needs in the weaker segments of the population, also by providing them with the skills and capability to be agents of change within their own communities (single parent families, children in poverty, people with disabilities), with a focus on initiatives that ensure gradual autonomy for beneficiaries.



VOCATIONAL TRAINING AND EMPLOYMENT:

- Continuation of workshop reorganisation, further strengthening networking in order to foster the development of skills and increase in the number of orders, thereby boosting the number of jobs; remodelling and implementation of the father John Scalabrini Vocational Institute project.



EDUCATION:

- Strengthening the educational environment through initiatives aimed at improving the quality of teaching, student welfare and the creation of safe and appropriate learning environments, with a focus on Bishop Cipriano Kihangire schools.



HEALTH:

- Effective response to the health needs of the community, fostering the activation of partnerships to provide technical support for project development and the training of health personnel, with a focus on Benedict Medical Centre clinic.



06. ECONOMIC AND FINANCIAL SITUATION



BALANCE SHEET

| ASSETS | 31/12/2023 | 31/12/2022 |
|---|--------------------|--------------------|
| A) MEMBERSHIP FEES OR CONTRIBUTIONS STILL DUE | | |
| B) FIXED ASSETS | | |
| II - TANGIBLE FIXED ASSETS | | |
| Land and buildings | € 15,000 | € 0 |
| Plants and machinery | € 592 | € 944 |
| TOTAL | € 15,592 | € 944 |
| TOTAL FIXED ASSETS | € 15,592 | € 944 |
| C) CURRENT ASSETS | | |
| II - RECEIVABLES | | |
| Tax receivables | € 1,082 | € 770 |
| From others | € 172,005 | € 14,352 |
| TOTAL | € 173,087 | € 15,122 |
| III - FINANCIAL ASSETS THAT ARE NOT FIXED ASSETS | | |
| Other securities | € 194,717 | € 195,413 |
| TOTAL | € 194,717 | € 195,413 |
| IV - LIQUID ASSETS | | |
| Bank and postal deposits | € 1,391,239 | € 1,575,032 |
| Cash at bank and in hand | € 134 | € 238 |
| TOTAL | € 1,391,373 | € 1,575,270 |
| TOTAL CURRENT ASSETS | € 1,759,177 | € 1,785,805 |
| D) ACCRUED INCOME AND PREPAID EXPENSES | € 33,041 | € 176,551 |
| TOTAL ASSETS | € 1,807,810 | € 1,963,300 |
| LIABILITIES | 31/12/2023 | 31/12/2022 |
| A) NET ASSETS | | |
| I - ORGANISATION'S ENDOWMENT FUND | € 100,000 | € 100,000 |
| II - RESTRICTED ASSETS | | |
| Restricted reserves by decision of the institutional bodies | € 158,746 | € 250,648 |
| III - AVAILABLE EQUITY | | |
| Reserves of profits or operating surpluses | € 1,445,799 | € 1,444,369 |
| Other reserves | € 1 | € 1 |
| IV - SURPLUS/DEFICIT FOR THE FINANCIAL YEAR | € -38,041 | € 1,433 |
| TOTAL | € 1,666,505 | € 1,796,451 |
| B) PROVISIONS FOR RISKS AND CHARGES | | |
| Others | € 0 | € 0 |
| TOTAL | € 0 | € 0 |
| C) STAFF SEVERANCE PAY | € 59,014 | € 47,739 |
| D) PAYABLES | | |
| Payables due to banks | € 3,141 | € 2,993 |
| Payables due to suppliers | € 17,496 | € 58,588 |
| Tax payables | € 6,104 | € 8,319 |
| Payables to social security institutions | € 11,354 | € 9,639 |
| Payables to employees and collaborators | € 1,394 | € 1,374 |
| Other payables | € 3,757 | € 2,611 |
| TOTAL | € 43,246 | € 83,524 |
| E) ACCRUED EXPENSES AND DEFERRED INCOME | € 39,045 | € 35,586 |
| TOTAL LIABILITIES | € 1,807,810 | € 1,963,300 |



MANAGEMENT ACCOUNTING

| EXPENSES AND COSTS | 31/12/2023 | 31/12/2022 | INCOME AND REVENUE | 31/12/2023 | 31/12/2022 |
|---|--------------------|--------------------|---|--------------------|--------------------|
| A) Costs and expenses from general interest activities | | | A) Revenues, rents and income from activities of general interest | | |
| Services | € 25,685 | € 21,991 | Charitable donations | € 222,618 | € 10,700 |
| Staff | € 399,857 | € 376,392 | Proceeds from the 5 per thousand | € 110,736 | € 116,913 |
| Fund disbursement | € 604,357 | € 686,371 | Other income, revenues and earnings | € 1,954 | € 848 |
| Allocation to restricted reserve by decision of the | € 95,658 | € 0 | | | |
| Use of restricted reserve by decision of the institutional bodies | € -187,560 | € -221,237 | | | |
| TOTAL | €937,997 | €863,517 | TOTAL | € 335,308 | € 128,461 |
| | | | Surplus/deficit general interest activities (+/-) | € -602,689 | € -735,056 |
| B) Costs and expenses from different activities | | | B) Revenues, income and proceeds from different activities | | |
| TOTAL | € 0 | € 0 | TOTAL | € 0 | € 0 |
| | | | Surplus/deficit different activities (+/-) | € 0 | € 0 |
| C) Costs and expenses from fundraising activities | | | C) Revenues, income and proceeds from fundraising activities | | |
| Expenses for regular fundraising | € 481,259 | € 395,242 | Proceeds from regular fundraising | € 1,210,388 | € 1,298,909 |
| TOTAL | € 481,259 | € 395,242 | TOTAL | € 1,210,388 | € 1,298,909 |
| | | | Surplus/deficit general of fundraising (+/-) | € 729,129 | € 903,667 |
| D) Costs and expenses from financial and capital assets | | | D) Revenues, income and proceeds from financial and capital assets | | |
| On banking relations | € 15,509 | € 14,864 | From banking relations | € 7,225 | € 563 |
| TOTAL | € 15,509 | € 14,864 | TOTAL | € 7,225 | € 563 |
| | | | Surplus/deficit general and capital assets (+/-) | € -8,284 | € -14,301 |
| E) General support costs and expenses | | | E) Proceeds from general support | | |
| Raw materials, subsidiaries, consumables and goods | € 1,096 | € 1,183 | Other proceeds from general support | € 45 | € 24,782 |
| Services | € 106,226 | € 136,143 | | | |
| Use of third party assets | € 26,713 | € 25,722 | | | |
| Depreciation and amortisation | € 351 | € 351 | | | |
| Other charges | € 21,809 | € 13,947 | | | |
| TOTAL | € 156,195 | € 177,346 | TOTAL | € 45 | € 24,782 |
| TOTAL EXPENSES AND COSTS | € 1,590,960 | € 1,450,969 | TOTAL INCOME AND REVENUES | € 1,552,966 | € 1,452,715 |
| | | | Surplus/deficit for the year before tax (+/-) | € -37,994 | € 1,746 |
| | | | Taxes | € 47 | € 313 |
| | | | Surplus/deficit for the year (+/-) | € -38,041 | € 1,433 |

COMMENT ON THE 2023 FINANCIAL STATEMENTS

In 2023, total income and revenues amounted to EUR 1,552,966, an increase of 6.5% compared to 2022; this increase is mainly related to the item 'charitable donations' (A.4), which went from EUR 10,700 in 2022 to EUR 222,618 in 2023.

Income from regular fundraising (C.1) amounting to €1,210,388 refers to donations received during the year mainly (about 75%) generated by direct marketing campaigns targeted at private donors (11 campaigns in 2023).

Total charges and costs rose from EUR 1,450,969 in 2022 to EUR 1,590,960 in 2023, an increase of 8.8%.

The resumption of activities in Uganda that had been interrupted during the Covid-19 pandemic was consolidated in 2023: the Foundation disbursed part of the restricted reserves by decision of the institutional bodies in the years 2020-2022 for a total of EUR 187,560 (A.10).

Other operating expenses relate to the disbursement of the funds collected (A.7). The target areas were: Health (18%), Education (50%), Charity and Community building (16%), General Support (16%).

Considering that liquidity makes up about 76% of the Foundation's assets and short-term investments (Loans, non current assets) cover the remaining 24%, the Foundation's ability to meet short-, medium- and long-term financial needs is evident.



INFORMATION ON FUNDRAISING ACTIVITIES

The relationship activity with individuals who have supported Fondazione Italia Uganda for years relies mainly on the tool of Direct Mailing on paper. Digital was added in 2018 and this continues to grow. The **direct mailing** is sent periodically to lists of contacts extracted from a database of **over 182,000 people** which constitute the wealth of relationships cultivated by the Foundation over the years, thanks to which the main activities in Uganda can be supported. During 2023, **ten fundraising campaigns and one 5x1000 awareness campaign** were carried out. These actions made it possible to respond to the needs that emerged in Uganda and to finance the following projects in particular:

- **Charity and community building:** Seeds of Hope, Support for carehomes;
- **Education:** Education Sponsorship Programme, Renovation of the Father Raphael School in Bari, Awach.
- **Health:** Community Outreach, Becoming a mother in Uganda.

During 2023, **16,750** people chose to support the Foundation's activities by making a financial contribution. The relationship with our donors is strengthened through the regular sending of personal thank-you notes as well as the delivery of the six-monthly magazine **'Solidarietà per la Pace'**, a tool for storytelling and reporting on project progress, enriched by stories and testimonies coming directly from the field from local staff and beneficiaries.

In 2023, thanks to **Corporate Fundraising**, Fondazione Italia Uganda strengthened its relations with the business world, involving various corporate and institutional organisations in its projects, with which it established important strategic partnerships. These partnerships not only brought crucial resources and expertise to the implementation of initiatives in Uganda, they also fostered a shared commitment and social responsibility, amplifying the impact generated.

During 2023, Fondazione Italia Uganda continued to consolidate and grow its **digital communication and fundraising** confirming the growth trend that characterises the channel. In particular, the number of users who visited the institutional website in 2023 was **50,989**, a growth of **57%** over 2022. Total donations transacted online also showed a significant increase, **+41.79%** over the previous year, of which almost **60% came exclusively from digital activities**. The campaigns carried out are manifold and made it possible to finance the following projects in particular: Seeds of Hope, Becoming a mother in Uganda, Renovation of the Father Raphael school in Awach, Distance Support, Support for carehomes. The number of followers who continue to be part of the community of Fondazione Italia Uganda is also growing steadily, reaching **9,737** on Facebook, **365** on LinkedIn and **248** on Instagram. Finally, contact acquisition campaigns carried out during 2023 achieved a result of **+114% contacts compared to the previous year**, a great opportunity for the Foundation to talk about its activities and tell the story of father Giovanni Scalabrini. In particular, during 2023 **25** e-mail communications were sent out, with increasingly refined segmentation and personalisation leading to an average open rate of **26.2%**.

 **182,000** contacts



 **16,750** donors



50,989 users visited the site

Finally, thanks to the **commercial** of Fondazione Italia Uganda, first aired in 2022, it was possible to convey father Giovanni Scalabrini's message to more and more people: put children first by guaranteeing education, the safest lifeline. The commercial was broadcast on several TV stations: Class Tv, Mediaset channels, Rai, La 7, Sky and others. The feedback received was very positive and brought results in terms of visibility and notoriety, but above all it made new people discover and become attached to the work of father Giovanni Scalabrini.

Most recently, in 2023 the **documentary entitled 'From the Cape to the Equator'**, made by documentary filmmaker Paolo Emilio Landi for the programme Casa Italia, aired on Rai Italia and on-demand on Raiplay. During 2022, the journalist travelled through several countries in southern Africa on a 12,000 km-long journey. In Uganda, he retraced the story of father Giovanni Scalabrini, visiting his places and meeting and interviewing the people who make up his community and continue his work. A valuable opportunity to make the commitment of Fondazione Italia Uganda known and keep the memory of its founder alive.



PROTECTION OF PRIVACY AND MANAGEMENT OF CORPORATE LIABILITY

Fondazione Italia Uganda has taken steps to align its structure with the principles and rules contained in Regulation (EU) 2016/679 - on the "protection of natural persons with regard to the processing of personal data and on the free movement of such data" - and in Italian Legislative Decree 196 of 30 June 2003, as amended and supplemented by Italian Legislative Decree no. 101 of 10 August 2018. In this context, the Foundation has adopted appropriate technical and organisational measures to guarantee adequate data processing security levels, with particular attention to information provided to donors. Over the years, no breaches of data stored by the Foundation have been recorded.

In addition, Fondazione Italia Uganda has established an Organisation, Management and Control Model in accordance with Italian Legislative Decree no. 231 of 8 June 2001. It has also prepared a Code of Ethics which defines the fundamental values and principles of conduct valid for all those who come into contact with the Foundation. Finally, Fondazione Italia Uganda has appointed a Supervisory Body to monitor the effective application of the Model and to guarantee its adequate update in line with the main organisational changes and regulatory interventions that amend from time to time the contents of Italian Legislative Decree 231/2001 and during 2023 no criticalities were identified.



07. MONITORING CARRIED OUT BY THE GOVERNING BODY



MONITORING CARRIED OUT BY THE GOVERNING BODY

Pursuant to Art. 30, par. 7 of Italian Legislative Decree 117/2017, during the financial year, the Sole Auditor monitored the compliance of Fondazione Italia Uganda per l'opera di padre Giovanni Scalabrini Onlus (Foundation) with its civic, solidarity and socially useful purposes, with particular regard to the provisions contained in Article 10 of Italian Legislative Decree 460/97 in relation to the Foundation's non-profit status.

The audits revealed the following:

- all institutional activities of the Foundation have been carried out in compliance with the articles of association's purposes and in accordance to the provisions contained in Art. 10 of Italian Legislative Decree 460/97;
- the Foundation did not carry out any directly related activities to the institutional ones referred to in Art. 10 para. 5 of Italian Legislative Decree 460/97;
- the Foundation carried out fundraising activities respecting principles of truthfulness, transparency and fairness in its relations with supporters and the public;
- the Foundation pursues non-profit making purposes, including subjective ones, and complied with the ban on distribution, even indirectly, of profits, operating surpluses, funds and reserves to founders, workers and collaborators, administrators and other members of corporate bodies pursuant to of para. 6 of Art. 10 of Italian Legislative Decree 460/97;
- assets, including all its components, such as revenues, rents, proceeds and income however denominated, is intended exclusively for the performance of articles of association's activities.

| GRI STANDARD INDICATOR CODE | INDICATOR DESCRIPTION | REFERENCES / NOTES | PAGE |
|-----------------------------------|---|--|-------|
| 1. Profile of organisation | | | |
| 102-1 | Name of organisation | General information on the organisation | 7 |
| 102-2 | Activities and projects | Objectives and activities | 19-49 |
| 102-3 | Location of organisation's headquarters | General information on the organisation | 7 |
| 102-4 | Location of the main operational activities | Context Analysis | 15-17 |
| 102-5 | Ownership and legal form | General information on the organisation | 7 |
| 102-6 | Markets served (including geographical analysis, sectors served, type of clients and beneficiaries) | Objectives and activities | 15-49 |
| 102-7 | Size of the organisation | People who work for the organisation | 13 |
| 102-8 | Information on employees and other workers | People who work for the organisation | 13 |
| Strategy | | | |
| 102-15 | Description of the main impacts, risks and opportunities | Objectives and activities | 15-49 |
| Ethics and integrity | | | |
| 102-16 | Description of the organisation's mission, principles, values and rules of conduct | General information on the organisation | 7 |
| Governance system | | | |
| 102-18 | Governance structure of the organisation, including committees responding to the highest governance body | Structure, governance and administration | 9 |
| Stakeholder engagement | | | |
| 102-40 | List of stakeholders | Mapping of main stakeholders | 10-11 |
| 102-43 | Organisation's approach to the stakeholder engagement activity | Mapping of main stakeholders | 10-11 |
| 102-44 | List of key themes that emerged from stakeholder engagement activities and description of how the organisation responds | Mapping of main stakeholders | 10-11 |
| Reporting formalities | | | |
| 102-50 | Reporting period | Methodology used for preparing the social report | 5 |
| 102-52 | Reporting frequency | Methodology used for preparing the social report | 5 |
| 102-53 | Useful contact details for requesting information about the report and its contents | Methodology used for preparing the social report | 59 |
| 102-54 | Conformity with GRI Guidelines | Methodology used for preparing the social report | 5 |
| 102-55 | Reporting requirements | Methodology used for preparing the social report | 5 |

| GRI STANDARD INDICATOR CODE | INDICATOR DESCRIPTION | REFERENCES / NOTES | PAGE |
|---|--|---|-------|
| 2. Economic performance indicators | | | |
| Economic performance | | | |
| 201-1 | Economic value generated, distributed and retained | Economic and financial situation | 51-53 |
| 4. Social performance indicators | | | |
| Employees | | | |
| 401 | Management approach disclosures | People who work for the organisation | 13 |
| 401-1 | Number and rate of new hires and turnover by age and gender | People who work for the organisation | 13 |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | People who work for the organisation | 13 |
| Occupational health and safety | | | |
| 403 | Management approach disclosures | People who work for the organisation | 13 |
| Training and education | | | |
| 404 | Management approach disclosures | People who work for the organisation | 13 |
| Diversity and equal opportunities | | | |
| 405-1 | Subdivision of the highest corporate governing body by gender and breakdown of the workforce by gender | Governance system, People who work for the organisation | 9, 13 |
| 4. Social performance indicators | | | |
| Local communities | | | |
| 413 | Management approach disclosures | Future leaders | 19 |
| 413-1 | Activities with local communities, assessment of impacts and programme development | Objectives and activities | 19-49 |
| Donors' privacy | | | |
| 103-2 | Management approach | Protection of privacy and management of corporate liability | 55 |
| 418-1 | Violation of privacy and loss of data | Protection of privacy and management of corporate liability | 55 |

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“ I am very happy that what started small has become an identity of the community.”

Omony Alex

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**FONDAZIONE
ITALIA UGANDA**

Per l'opera di padre Giovanni Scalabrini
Onlus