



Office of the Minnesota Secretary of State
Minnesota Public Benefit Corporation / Annual Benefit Report
Minnesota Statutes, Chapter 304A



Read the instructions before completing this form
 Must be filed by March 31
 Filing Fee: \$55 for expedited service in-person, \$35 if submitted by mail

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.
 Notice: Failure to file this form by March 31 of this year will result in the revocation of the corporation's public benefit status without further notice from the Secretary of State, pursuant to Minnesota Statutes, Section 304A.301

1. Corporate Name: (Required) HumanitarianHR, SBC

2. The public benefit corporation's board of directors has reviewed and approved this report.

3. In the field below, enter the information required by section 304A.301 subd. 2 or 3 for the period covered by this report, (see instructions for further information): Note: Use additional sheets if needed. (Required)

Please see attached.

4. I, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the secretary of state for filing, and that this document is current when signed. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

Colleen Striegel

Signature of Public Benefit Corporation's Chief Executive Officer

March 15, 2022

Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing)

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

colleen@humanitarianHR.org

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

Colleen Striegel 612-282-6126

Contact Name

Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?

Yes No

HumanitarianHR

HumanitarianHR, SBC Annual Report 2021

Background on HumanitarianHR

HumanitarianHR was established as a Specific Benefit Corporation (SBC) on May 24, 2018 to prevent and protect vulnerable people from sexual exploitation, abuse, and trafficking.

In tandem with the global movement to end impunity for sexual harassment and exploitation, HumanitarianHR was launched to eradicate the sexual exploitation, abuse, and trafficking of refugees and displaced people by those working in the development and humanitarian sector. HumanitarianHR has a diverse team of consultants helping organizations develop the highest standards to protect affected populations from sexual exploitation and abuse, safeguarding dignity and restoring hope for those silenced in global development and aid settings.

HumanitarianHR services provided include:

<ul style="list-style-type: none">• Safeguarding policy and practice recommendations• Independent safeguarding investigations and recommendations• Development of safeguarding investigation procedures• Protection from sexual harassment, exploitation, and abuse (PSHEA) training for staff and managers• Training for safeguarding investigators and focal points	<ul style="list-style-type: none">• Development of prevention, response, and accountability mechanisms, including community-based complaint mechanisms• PSEAH prevention mainstreaming• Auditing of safeguarding programs• PSEAH accountability and compliance guidance for contractors and vendors• Ombudsman support for survivors• Protective accompaniment for vulnerable people
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HumanitarianHR focuses exclusively on helping organizations bolster their safeguarding work to protect the people they serve from sexual exploitation, abuse, harassment, and human trafficking by humanitarian actors.

- (i) The ways in which the corporation pursued and created the specific public benefit stated in its articles and
- (ii) The extent to which that specific public benefit purpose was pursued and created

In 2021, HumanitarianHR, SBC continued to provide all of its services through online and remote support because of the restrictions imposed on travel due to the global pandemic. The following services were provided in 2021, in conformance with HumanitarianHR's mission as a specific benefit corporation:

- Conducted remote independent investigations into allegations of sexual exploitation, abuse, and harassment by aid workers against humanitarian aid recipients in Kenya,

Uganda, Liberia, Guinea, Sierra Leone, South Sudan, Nigeria, Haiti, Peru, Nicaragua, Malawi, Madagascar, and Afghanistan.

- Conducted remote safeguarding training for humanitarian and development aid staff working in Africa, Latin American, and the Middle East.
- Completed a three year consultancy with the World Bank with the development of training on receiving and handling allegations of sexual exploitation, abuse and harassment. Comprehensive training modules with facilitator manuals were developed in French and English.
- Completed a training package for facilitators to teach prevention and response to sexual exploitation and abuse for an international NGO membership organization. The training materials will be accessible online to humanitarian aid and development organizations throughout the world.
- Conducted a sexual exploitation, abuse, and harassment safeguarding survey and assessment for a major international aid organization headquartered in Rome, Italy, with 250 partners worldwide.
- Conducted a safeguarding assessment of a major British NGO for a European Foundation that was providing funding for the NGO in Cambodia.
- Conducted a safeguarding assessment for an Australian NGO for one of its partners in Nepal.
- Secured a monthly retainer agreement to provide safeguarding and investigation services for a major US NGO with global operations.
- Secured a two year contract with UNICEF to provide safeguarding investigation training to its staff and partners worldwide.
- Hired new consultants located in Nicaragua, Malawi, and Nepal

(iii) Any circumstances that hindered efforts to pursue or create the specific public benefit

Nothing hindered HumanitarianHR, SBC's efforts to pursue or create its specific public benefit. We were able to successfully move to online and remote support for our clients in response to travel and other restrictions imposed by the global pandemic.

CERTIFICATION BY THE BOARD OF DIRECTORS

The undersigned, being all the directors of HumanitarianHR, SBC, hereby acknowledge and certify that we have reviewed and approved this Annual Benefit Report for a Specific Benefit Corporation.

Colleen Striegel

Colleen Striegel

SUBMISSION

I, the undersigned, certify that I am the Chief Executive Officer of this Specific Benefit Corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the Secretary of State for filing, and that this document is current when signed. I further certify that I have provided all the required information and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury set forth in Section 609.48 as if I had signed under oath.



Colleen Striegel
Chief Executive Officer



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OFFICE OF THE SECRETARY OF STATE
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Steve Simon

Steve Simon
Secretary of State