



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

- File Number
- Corporate Name: (Required)
- The public benefit corporation's board of directors has reviewed and approved this report.
- 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)

5. 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.

Signature of Public Benefit Corporation's Chief Executive Officer

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:

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:

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 2023

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, exploitation, and abuse, HumanitarianHR was launched to eradicate the sexual exploitation, abuse, and trafficking of refugees, displaced people and other at-risk populations by those working in the humanitarian aid and development sector. HumanitarianHR has a diverse team of consultants helping organizations develop the highest standards to protect their staff and at-risk populations from sexual exploitation, harassment, 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 humanitarian aid and development organizations bolster their safeguarding work to protect the people they serve and their staff from sexual exploitation, abuse, harassment, human trafficking, and other harm 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 2023, HumanitarianHR SBC achieved a key milestone in completing its 5th anniversary of providing services to protect at-risk populations from sexual exploitation, abuse, and other harmful behavior in humanitarian settings. HumanitarianHR continued to provide most of its services through online and remote support, but also performed work on-site in international locations. The following services were provided in 2023, in conformance with HumanitarianHR's mission as a specific benefit corporation:

- Continued to conduct remote and on-site independent investigations into allegations of sexual exploitation, abuse, and harassment (SEAH) and other harm by aid workers against humanitarian and development aid recipients. Work was performed in Kenya, Democratic Republic of Congo, Uganda, Bangladesh, Nepal, Pakistan, Thailand, Somalia, Sierra Leone, and Colombia.
- Developed and conducted special training for Peace Corps' global security teams in conducting trauma informed communication with victims of sexual assault.
- Provided surge SEAH investigation support for the World Health Organization (WHO).
- Secured three contracts with the World Bank to provide support and training for their contractors in handling reports of SEAH.
- Supported 28 safeguarding and investigation experts globally in the implementation of HumanitarianHR's work.
- The Executive Director renewed her Private Investigator License with the State of Minnesota.

(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.

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

Colleen Striegel
Chief Executive Officer



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OFFICE OF THE SECRETARY OF STATE
FILED
03/28/2024 11:59 PM

Steve Simon

Steve Simon
Secretary of State