HumanitarianHR

HumanitarianHR, SBC
Annual Report
2025

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 sexual exploitation, abuse, and trafficking of refugees and displaced people by those working in the development and humanitarian sector, and sexual harassment and abusive behavior of staff by others in their organizations. HumanitarianHR focuses on helping organizations bolster their safeguarding work to protect their staff and the people they serve. Our team of professional global associates has extensive experience helping organizations develop the highest safeguarding standards to protect their staff and at-risk populations from sexual exploitation, abuse, and harassment (SEAH) and other workplace misconduct (bullying, discrimination, abuse of power). Many on our team are nationals in the regions where they work: Africa, Asia, Europe, the Middle East, and Latin America. HumanitarianHR is an agile organization, ready to adapt plans and respond to clients' needs in the evolving challenges they face—the key to success in our work.

HumanitarianHR services include:

• Safeguarding policy and practice development • Safeguarding training • Independent survivor-centered investigations • Workplace assessments • Safeguarding and protection risk assessments • Training, capacity building, and mentoring for investigators	• Development of SEAH investigation procedures • Development of prevention, response, and accountability mechanisms • Community-based complaint mechanisms • Safeguarding programs audits • SEAH accountability and compliance guidance for contractors and vendors • Prevention mainstreaming

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 2025, 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 2025, 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, Uganda, Haiti, Nepal, Jordan, Ukraine, and other international locations serviced by international clients.
- Continued to provided surge SEAH and other abusive misconduct investigation support for the World Health Organization.
- The Executive Director began conducting special quality assurance reviews of investigation reports for the World Health Organization.
- Conducted training sessions for international humanitarian and development NGOs in the areas of protecting aid recipients from abusive misconduct and responding to allegations of abusive behavior.
- Supported 15 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

Work Item 1640368100025
Original File Number 1018253300042

STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
03/30/2026 11:59 PM

Steve Simon
Secretary of State