

Corporate Sustainability Policy

At PIRON, we are committed to sustainable development. The three dimensions of sustainability are integral to the way we conduct our business.

We are committed to continual improvement in our endeavour from #GoodToGreat. We are guided by the SDGs both within the company and in our activities with customers, partners and stakeholders. We aspire to continuously contribute to the implementation of the 2030 Agenda and its 17 SDGs.

At PIRON, we are intentional about corporate sustainability.

PIRON Global Development is an international development agency in which:

- we approach sustainability holistically
- we are committed to gender equality, inclusion and diversity as part of our core principles
- we contribute to meaningful, at-scale impact
- we are committed to human resource development as our employees are our most valuable resource
- We contribute to creation of equal social and economic value for all
- we care for the environment and value cultural heritage
- we build sustainability into our day to day business
- we engage in continuous learning and improvement internally
- we support others who are protecting the environment
- we are guided by national and internationally recognised standards and frameworks

We believe in shared success by:

- working with our clients to contribute to sustainability through the development and use of appropriate skills and technologies respecting the principle of “Do No Harm”
- developing partnerships that focus on sustainable value for everyone

We communicate with, and engage employees, business partners, clients and other stakeholders to:

- build relationships based on integrity, excellence, sustainability, mutual trust and engagement
- share responsibility for meeting the requirements of this Policy

We will annually review and internally discuss our progress, and ensure this Policy remains relevant to the needs of all stakeholders especially our employees.



Matthias K. Boehning
Managing Director

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Corporate Sustainability Guidelines

Principles

At PIRON, we

1. **are intentional about sustainability:** We talk and act proactively and comprehensively about sustainability in all its dimensions. Our commitment to the three dimensions of sustainability is set out in writing in our Corporate Sustainability Policy, is applied as a basic requirement in the development and formulation of our corporate strategy and objectives, and is incorporated into the design and execution of our customer engagements and services. We are making sustainability a priority in every aspect of our business operations. To continuously improve our sustainability we maintain an action plan that defines clear responsibilities and monitored targets. We regularly monitor and discuss our progress in the PIRON Management Team and with our teams. The Corporate Sustainability Policy is also reviewed annually and adjusted if necessary.
2. **operate with integrity:** We do what we say. We respect our fundamental responsibilities in the areas of human rights, gender equality, diversity, labour, environment and anticorruption.
3. **partner with our employees:** We invest time and energy in training our employees with regard to the core principles of our sustainability orientation as well as all required practical fields of action. From #GoodtoGreat is reflected in our team culture and therefore a leadership principle in PIRON. With regard to PIRON's Corporate Sustainability Policy, full transparency is practiced within the company. We also focus on maximum participation and encourage every employee to proactively contribute to the implementation and further development of this policy. We listen carefully to staff appraisal and enhance our common understanding of all sustainability dimensions constantly.
4. **subject ourselves to external review:** To review the implementation status of our Corporate Sustainability Policy and gain new impetus for the further development of our sustainability orientation, we regularly participate in peer reviews and independent investigations.
5. **Are guided by existing frameworks:** We use ISO 26000 ("Guidance on Social Responsibility") as a continuous guideline for social responsibility and sustainability in our company. We comply with the ten principles of the United Nations Global Compact and regularly review the need for further action. We regularly measure our sustainability performance against the 20 criteria of the German Sustainability Code and identify further need for action.
6. **take sustainability criteria into account when selecting business partners and customers:** An intentional and comprehensive sustainability orientation is important to us not only with regard to our own business activities. It is also a criterion when reviewing and structuring existing and future business relationships with partners and customers.

I – Economic Sustainability

At PIRON, consideration of economic sustainability rests on three pillars:

1. Compliance
2. Corporate Governance
3. Risk Management

I.A Compliance

At PIRON, we are committed to all the laws and regulations related to all operations and services of our business. This includes – but is not limited to – laws and regulations regarding labour, advertising, customer care and environmental practices. Maintaining compliance helps us to ensure our business avoids legal trouble, our company builds a positive reputation and enjoys a good level of internal efficiency and transparency.

I.B Corporate Governance

At PIRON, our positive values of excellence, sustainability and integrity are reflected in our decision-making processes on all levels. We continuously seek to create a governance structure that operates in an efficient and ethical way and that helps to ensure the integrity of our business, the accuracy of our records and the honesty of all internal and external communication.

At PIRON, we have established an Ethics Committee to oversee compliance with our ethical guidelines in customer acquisition and order fulfillment, receive complaints and other guidance, and proactively develop the culture of ethics within our company.

I.C Risk Management

At PIRON, we seek to forecast risk in all of the following six areas as good as we can:

1. Finances: Our policies, procedures and systems for handling money.
2. Strategy: Our objectives, mission, vision and goals.
3. External conditions: Broader economic conditions, weather and natural disasters.
4. Reputation: Our sense of values, ethics and integrity.
5. Compliance: Our dedication to following all relevant rules and regulations.
6. Operations: Our policies, procedures and systems for handling daily operations.

We are intentional about continuously monitoring and growing our capacity and ability to assess risks in each of these areas and manage risks through one or more of the following measures:

1. Avoiding risk
2. Transferring risk (e.g. through insurance)
3. Reducing risk
4. Accepting risk in an informed way

I.D External Review and Evaluation

We regularly obtain feedback within our teams as well as from our business partners and customers to compare our own image with that of others. This provides us with quantitative and qualitative data for reviewing our service quality and our overall performance with regard to the criterion of economic sustainability.

II – Environmental Sustainability

II.A In our offices

- are powered by electricity generated from renewable energy sources
- we avoid waste as much as possible
- we separate our waste
- participate in recycling systems wherever possible (especially for electrical appliances)
- use as little water as possible
- we check the possibility of buying used products (furniture and other equipment, appliances, IT, etc.) before making any purchases
- we use equipment with a good sustainability record wherever possible
- we buy only energy-efficient electronic devices
- we use the energy-saving mode of electronic devices wherever possible and sensible (automatic screen switch-off, etc.)
- we turn off the lights and (if appropriate) heating systems when we leave rooms
- switch off the standby function of electronic devices at the end of the working day wherever possible and reasonable
- we refrain from heating our premises unnecessarily

II.B In delivering on our assignments

- we use the sustainable search engine Ecosia by default
- we use videoconferencing wherever possible for contact with customers and partners to avoid unnecessary travel
- we try to avoid the use of paper as far as possible and use digital communication and presentation options

II.C When travelling

- we avoid air travel whenever possible (in particular, we avoid domestic flights)
- we offset the CO₂ caused by unavoidable air travel

II.D At our events

- we encourage our participants to avoid air travel wherever possible when traveling to and from the event
- we offer vegetarian meals as standard
- we try to avoid the use of paper as much as possible and use digital communication and presentation options
- combine on-site formats wherever possible with the digital connection of speakers for individual presentations, in order to avoid unnecessary travel

II.E As a company

- we keep our accounts with banks that have a strong sustainability orientation (currently: in Germany - Ethikbank, in Ghana - Access Bank)
- Wherever possible, we use cloud storage solutions and servers that are powered by electricity from renewable sources and also emphasize sustainability beyond that
- we strive to eliminate the use of paper business cards and use disposable electronic business cards made from sustainable materials
- we continuously review how our procurement and purchasing can be made even more sustainable
- we use electric vehicles as our own and rented vehicles wherever possible
- we are examining various alternatives with a view to publishing a publicly accessible report at regular intervals in the medium term with regard to our sustainability performance (options: Reporting in line with the National Action Plan on Business and Human Rights, reporting in line with performance indicators according to EFFAS, reporting in line with performance indicators according to GRI, reporting in line with the CSR-RUG)

III – Social Sustainability

III.A Principles

We are committed to adhering to the following principles:

- Compliance with recognized labor law standards (no child labor, no forced labor, no discrimination).
- Compliance with occupational safety and health protection
- Appropriate remuneration, fair conditions at the workplace, diversity, and opportunities for training and continuing education
- Freedom of trade union and assembly
- Equal requirements for companies in the supply chain
- Inclusive project work and contract performance, consideration for the interests of stakeholders and social minorities

III.B Labor Standards

We observe the core labor standards of the International Labor Organization (ILO) in our own business activities. We draw the attention of our business partners, suppliers and customers to the importance of complying with these standards and monitor their performance in this respect as far as we are able.

III.C Non discrimination and diversity

At PIRON, we value all employees and job candidates as unique individuals, and we welcome the variety of experiences they bring to our company. As such, we have a strict non-discrimination policy. We believe everyone should be treated equally regardless of race, sex, gender identification, sexual orientation, national origin, native language, religion, age, disability, marital status, citizenship, genetic information, pregnancy, or any other characteristic protected by law and the Universal Declaration of Human Rights.

PIRON has a zero-tolerance policy for sexual harassment or discrimination, racial harassment or discrimination, or any other form of harassment and discrimination (religious, language, sexual orientation, et cetera). Sexual harassment includes unwanted sexual or romantic overtures, inappropriate sexual jokes, or comments regarding sexual activities.

If anyone of our staff feels that they have been discriminated against, they can refer to PIRON Global Development's Ethics Committee as soon as possible. Every complaint will be appropriately investigated.

At PIRON, every employee has the right to work in a professional environment where their knowledge, skills, and abilities are the critical factors in their success. PIRON expects all employees to maintain standards of propriety, promote equal opportunity, treat everyone professionally, and act without bias.