

Human Resources Policy

At PIRON, we are committed to sustainable development. To ensure PIRON achieves its business strategy through:

- an organization model that facilitates business objectives and alignment;
- an environment that promotes high performance and enables employees to reach their full potential;
- consistent and well-communicated policies and procedures.

At PIRON, with regards to human resource management,

- we are committed to human resource development as our employees are our most valuable resource,
- we contribute to the creation of equal social and economic value for all,
- we engage in continuous learning and improvement internally,
- we are guided by national and internationally recognised standards and frameworks,
- we are building relationships based on integrity, excellence, sustainability, mutual trust, and engagement,
- we operate a performance management system supported by process of Appraisal Interviews.
- we 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 our needs.

Bonn/Accra, February 2022



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Human Resources Guidelines

Principles

At PIRON, 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 our supply chain
- Inclusive project work and contract performance, consideration for the interests of stakeholders and social minorities

Labor Standards

We observe the International Labor Organization (ILO) core labor standards 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.

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.

Code of Conduct

Our togetherness at PIRON is governed by our Code of Conduct which is binding for all employees.

Leadership Feedback Mechanisms

At PIRON, we provide the opportunity for structured, transparent feedback to PIRON's senior management twice a year. The annual appraisal interviews in Q4 of each year include as a fixed component a discussion about the interaction between employees and leadership. In addition, in Q2 of

each year, all employees of the company have the opportunity to provide anonymous and transparent feedback to leadership in the form of a staff survey.

Job Descriptions

Each position at PIRON has a clear and written job description. This can be further developed in a mutual exchange between leadership and employee, depending on evolving internal and external requirements.

Annual Appraisal Interviews

At PIRON, we believe in the importance and relevance of regular appraisal interviews to enable structured and transparent feedback between leadership and employee, conduct a thorough performance review discussion, and jointly set goals for each employee's progressional individual development to increase employability. These discussions are held in Q4 each year.

Continuous training and education

Each employee at PIRON is provided with annual education and training budget of EUR 500. The identification and selection of training and education measures are the primary responsibility of each employee. However, the planning of measures is also the subject of the annual employee appraisals. Leadership at PIRON ensures that employees make use of the budget and undergo adequate further training under the evolving internal and external requirements for their position.