

Corporate Sustainability Policy

Preamble

As an international development agency with the vision for “joint action through sustainability-oriented thinking”, we, at PIRON Global Development, are strongly committed to promote and practice sustainable development.

Sustainable development at PIRON is understood holistically as caring for the needs and demands of the company and its various stakeholders without compromising on the future development of PIRON, its stakeholders and our planet Earth. We believe that it is our calling as human beings to be stewards of the earth and to tend to it and care for it (Gen 2:15).

We are committed to follow this calling in all our activities and with customers, partners and stakeholders. We consider the global Sustainable Development Goals (SDGs) our guiding framework and aspire to continuously contribute to the implementation of the 2030 Agenda.

We acknowledge that promoting and practicing sustainable development comes with target conflicts that are not always resolvable. We are committed to do our best to continuously reduce the harmful impact of our actions on the planet (our global footprint) and improve our performance in corporate sustainability.

Corporate sustainability at PIRON, is driven by PIRON’s core values sustainability, integrity, togetherness, impact and faithfulness. It focuses on the three core dimensions: environmental, social and economic sustainability. Within these dimensions we establish sustainable measures and practices that become integral to the way we conduct our business and engage with clients.

Guiding Principles

Our corporate sustainability efforts are guided by the following principles:

- **We embrace complexity:** We consider sustainability in all its dimensions for context-sensitive application.
- **We focus on process:** We engage in continuous learning and improvement to find the best solutions and practices for sustainability.
- **We recognize urgency:** We are proactive and ambitious (rather than reactive and compliant) because we are aware of the crucial state of our planet and its inhabitants.
- **We practice stewardship:** We manage resources wisely and reduce, reuse, and recycle whenever we can.
- **We value each other:** We treat everyone with dignity and respect; everyone is encouraged to contribute with all that they are without fear of discrimination or exclusion.
- **We think of tomorrow:** We take responsibility for the outcomes of our actions and consider their mid- and long-term impact.
- **We seek flourishing:** We work towards sustainable solutions that allow planet and people to thrive.

Our Strategy

We make sustainability a priority in every aspect of our business operations.

We implement sustainability in our business operations by focusing on the three dimensions: environmental, social and economic sustainability as our **fields of action**.

Within each dimension and together as a team, whether located in a PIRON office or through remote work stations:

- we identify and define sustainability-friendly practices and procedures,
- regularly monitor and review our efforts and
- develop concrete action plans to improve our performance.

Our goal is to continually grow in our understanding of sustainable development, develop workable solutions for our day-to-day business that reduce the negative impact wherever and whenever possible, and generate positive and lasting impact for our planet and its people.

We recognize and respect our fundamental responsibilities in the areas of human rights, gender equality, diversity, labour, environment and anti-corruption.

We do this together as a team and with our business partners, clients, and other stakeholders by building strong and lasting relationships based on integrity, impact, mutual trust and engagement. We encourage them to share in the responsibility for meeting the requirements of this policy and support them along the way.

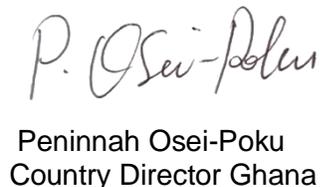
We invest time and energy in training which covers the core principles of our sustainability orientation as well as all required practical fields of action.

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

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Fields of Action

Economic Sustainability

Goals:

- Securing a positive long-term economic development of PIRON
- Managing potential negative impacts of economic activities on social, cultural and environmental aspects
- Contributing to a fair and just economic system

Key Areas of Concern:

1. Anti-Corruption (see CoC)
2. Financial Management / Investment
3. Business Continuity
4. Economic Risk Management
5. Common Good

Environmental Sustainability

Goals:

- Supporting the responsible long-term management/usage of resources (at PIRON)
- Minimizing environmentally harmful emissions and pollution and reducing overall consumption of natural resources
- Contributing to a diverse and flourishing eco-system (creation care)

Key Areas of Concern:

1. Maintenance of offices and remote work stations
 - a. Energy
 - b. Waste
 - c. AC / Heating
2. Business Procedures
3. Procurement
 - a. Technological Equipment
 - b. Material for clients + assignments
 - c. Office Supplies
 - d. Food & Drinks
4. Mobility / Travel
 - a. Traveling for Clients/Assignments
 - b. Air travel
 - c. Sustainable Mobility Incentives
5. Events
 - a. Venue
 - b. Catering
 - c. Procurement
 - d. Participant management
6. Biodiversity / Ecosystem Care / Creation Care

Social Sustainability

Goals:

- Building strong and reciprocal (mutually beneficial) long-term relationships with clients and partners
- Supporting the well-being and personal development of PIRONEers
- Contributing to healthy and thriving communities/societies

Key Areas of Concern:

1. Human Resource Management and Development, including fair compensation
2. Human Rights
3. Gender Equality
4. Diversity and Inclusion
5. Health and Safety
6. Ethical Integrity
7. Quality of Life / Employee Well-Being
8. Corporate Volunteering

Corporate Governance

Corporate Governance is a cross-cutting priority for PIRON serving all fields of action.

Key Areas of Concern:

1. Management Team Diversity and Competency
2. Ethical Leadership, including Transparency and Participatory Decision Making
3. Compliance
4. Transparency and Reporting
5. Stakeholder Engagement