



# SUSTAINABLE DEVELOPMENT CHARTER

**PREAMBLE**

This Charter defines the commitments ECS Group undertakes with regard to environmental responsibility and sustainable development.

We seek to integrate the sustainability principles in this Charter into our business strategies, leadership principles, daily operations, activities and investments (hereinafter “business activities” or “activities”).

**PURPOSE**

This Charter responds to environmental pressures and megatrends challenging growth and development.

It is founded on the belief that we can continue to grow our economies and support societal development if we implement and adhere to the below principles (hereinafter the “Principles”).

We strive to build a track record and reputation for successfully implementing sustainability according to the individually relevant contexts of our business.

Specifically, this Charter seeks to provide a path and basis toward our sustainable business success by:

- Raising awareness, promoting the exchange of knowledge and best practices and stimulating dialogue;
- Clarifying and creating a framework for the concept of sustainable development; and
- Identifying areas of potential growth in our advancements and contributions to sustainable development.



## **PRINCIPLES**

We seek to develop in a sustainable way and are committed to the following principles:

1. Sustainable Development as a Business Priority (hereinafter “Corporate Priority”)
2. Environmental Responsibility and Management
3. Innovation for Sustainability
4. Improving Sustainability Governance (hereinafter “Sustainability Governance”)
5. Human Rights
6. Discrimination and Harassment
7. Diversity, Inclusion and Equal Opportunity
8. Health and Safety
9. Social Responsibility and Ethics
10. Development of Local Communities (hereinafter “Local Communities”)
11. Transparency and Stakeholder Engagement

### **1. CORPORATE PRIORITY**

This Charter formalizes our commitment to sustainable development and recognizes environmental management as among the highest corporate priorities as a key determinant to sustainable development.

The Charter describes various focus points of our policies, programs and practices for conducting operations in an environmentally sound manner and in particular, for orienting our clients, employees and business partners.

## **2. ENVIRONMENTAL RESPONSIBILITY AND MANAGEMENT**

In recognition of our role in the preservation of the environment, we undertake to monitor, communicate and continually improve our environmental standards.

We are committed to assessing the environmental impacts associated with our business activities and implementing an effective environmental management system to minimize actual and potential adverse environmental impacts.

We aim to monitor and adapt our consumption habits on a continual basis. Specifically, we are committed to maximizing the resource efficiency of all natural resources, particularly water, air, energy and soil. We are also committed to “reducing, reusing and recycling” waste material.

Employees and Consultants shall be familiar with and comply with all environmental standards and regulations that relate to their work and shall respect and preserve the environment.

## **3. INNOVATION FOR SUSTAINABILITY**

We undertake to focus our efforts on realizing sustainable innovation and finding solutions to meet future sustainability challenges.

## **4. SUSTAINABILITY GOVERNANCE**

We are committed to building on our knowledge of measuring our own sustainability performance to improve comparability and share results among ourselves and with clients and broader stakeholders.

## **5. HUMAN RIGHTS**

We recognize that human rights are the fundamental rights, freedom and standards of treatment to which all human beings are entitled.

We are committed to respecting the Principles and Recommendations reflected in the European Convention on Human Rights, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the International Labour Organisation (ILO) Conventions, the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, including the three (3) pillars of the Protect, Respect and Remedy Framework, and shall apply this commitment by practicing ethical business practices.

## **6. DISCRIMINATION AND HARASSMENT**

We are committed to creating and maintaining within each company of ECS Group a positive and professional work environment free of discrimination and abusive conduct and will not tolerate any discrimination, moral or sexual harassment, violence or threatening behaviour of any kind.

Employees and Consultants shall be entitled to and expected to create and preserve a positive and professional work environment and shall not engage in any type of psychological or physical harassment or discrimination of other Employees and/or Consultants, our clients and business partners.

We shall not discriminate on the basis of origin, nationality, ethnicity, culture, appearance, language, religion, race, sex or gender identity, sexual orientation, age, political affiliation and social, economic, immigration or relationship status.

## **7. DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY**

We recognize the integrity of each employee and support the right to equal opportunity regarding recruitment, hiring, training, salaries, career evolution and all other employment conditions and advantages.

Our decisions concerning all employees' jobs shall be based on professional qualifications, independent of the age, origin, nationality, ethnicity, culture, appearance, language, religion, race, sex or gender identity, sexual orientation, political affiliation and social, economic, immigration or relationship status.

## **8. HEALTH AND SAFETY**

We are committed to maintaining a clean, safe and healthy workplace by following the safety and health rules and regulations in effect and observing appropriate standards of conduct.

Employees and Consultants undertake not to work under the influence of any illegal drugs or alcohol.

## 9. SOCIAL RESPONSIBILITY AND ETHICS

We recognize the importance of our responsibility toward people and societies. In this regard, we undertake to respect and follow human rights guidelines, to foster skill development for our workforce, and to understand and define the societal impact of our activities across all aspects of our business.

In accordance with our Code of Ethics and Business Conduct, we remain committed to governing our business with integrity, developing best practices in any relevant area of work, and promoting ethical conduct, including fighting corruption.

## 10. LOCAL COMMUNITIES

We are committed to demonstrating social responsibility by promoting initiatives that show respect for the people and local businesses of the diverse communities in the countries in which we operate.

## 11. TRANSPARENCY AND STAKEHOLDER ENGAGEMENT

We seek to build the necessary awareness and understanding among our Employees, Consultants, clients, and other relevant stakeholders. We are committed maintaining open and active reporting and communication of progress through the most relevant channel(s) relative to the size, scope, sector and geography of the business and in accordance with the availability of resources.

We engage with other organizations and partners to encourage implementation of sustainable development commitments according to their individually relevant contexts.

