

Corporate Social Responsibility Policy

Linpico SARL

Policy Document



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Social Responsibility Policy

Linpico Corporate Social Responsibility Policy

Linpico will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters.

This Policy applies to activities undertaken by or on behalf of Linpico SARL (France) and Linpico India including project-specific offices. All Linpico employees and contractors, including experts and the staff of subcontractors/ consortium partners working on Linpico assignment, will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Acknowledgement of, and agreement to comply with, this policy forms part of each person's offer letter or contract of engagement. Linpico senior staff will act as role models by incorporating those considerations into decision-making in all business activities. Linpico senior staff will ensure that appropriate organisational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our activities.

Corporate Social Responsibility Policy

At Linpico, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights;
- Engaging, learning from, respecting and supporting the communities and cultures with which we work; and
- Preventing harm to the people affected by our work, including protection from sexual exploitation, abuse and harassment.

These areas reflect existing and emerging standards of Corporate Social Responsibility, upon which our policy is built.

Business Ethics and Transparency

Linpico is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems. Linpico will conduct its business in an open, honest, and ethical manner. Linpico will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

Linpico maintains a Code of Conduct and Ethics setting out the standards of behaviour required of all persons covered by this policy. Personnel will comply with the laws of the countries in which they work and with the rules, regulations and procurement standards of the funding agencies and clients for whom the work is performed.

Personnel will declare in writing any actual, potential or perceived conflict of interest, including those arising from prior or concurrent engagements with the same institution, from relationships with officials of client governments, or from any personal or financial interest in an entity affected by Linpico's advice. Declared conflicts will be managed and, where necessary, the person concerned will be excluded from the affected work.

Personnel will protect the confidentiality of client, government, personal and commercial information obtained in the course of their work; will use it only for the purpose for which it was provided; and will comply with applicable data protection law, including the EU General Data Protection Regulation. These obligations continue after the engagement ends.

Stakeholder Relations

Linpico will engage stakeholders clearly, honestly, and respectfully. Linpico is committed to timely and meaningful dialogue with all stakeholders, including funding agencies, clients, beneficiaries, employees, our experts, indigenous peoples and governments, among others.

Employee Relations

Linpico will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. Linpico will apply equal employment practices, while respecting the national and local laws of the countries and communities where we operate. Linpico will not engage in or tolerate unlawful workplace conduct, including discrimination, bullying, intimidation, or harassment of any kind, including sexual harassment. This applies in all Linpico and client offices, on project sites, in project accommodation, during travel, and in all work-related communications, including online. Sexual harassment and sexual misconduct are addressed under the Safeguarding and PSEAH section below.

Sustainable Business Practices

Linpico aims to follow and promote sustainable practices and to create sustainable business value for our stakeholders to achieve their sustainability goals. We believe that environmentally-sustainable business operations will empower us to create a sustainable future.

Environment Health & Safety

Linpico is committed to protecting the health and safety of all individuals affected by our activities, including our employees, experts and our clients. Linpico will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement. Linpico is committed to environmental protection. Linpico recognises that pollution prevention, biodiversity and resource conservation are key to a sustainable environment and will effectively integrate these concepts into our business decision-making. We have also implemented a programme to reduce waste and control our water and electricity consumption. Eco-responsible purchases are encouraged: recycled paper, internal paper recycling, and limitation of printing in particular. Staff are also financially encouraged to use public transport. In our projects, we also try to reduce the printing of reports, which can often be exchanged electronically.

Human Rights

Linpico recognises that governments have the primary responsibility to promote and protect human rights. Linpico will work with governments and agencies to support and respect human rights within our sphere of influence. Linpico will not tolerate human rights abuses, and will not engage or be complicit in any activity

that solicits or encourages human rights abuse. Linpico will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

Safeguarding and Protection against Sexual Exploitation, Abuse and Harassment

Linpico is committed to ensuring that no person is harmed as a result of contact with Linpico, its personnel or its work, and operates a policy of zero tolerance of sexual exploitation, sexual abuse and sexual harassment, and of zero tolerance of inaction where a concern is raised. This commitment applies to all persons covered by this policy, at all times during an engagement, and Linpico will require equivalent commitments from its partners, subcontractors and suppliers.

Community Investment

At Linpico, we emphasise collaborative, consultative, and partnership approaches in the implementation of our projects. We integrate Community Investment considerations into decision-making and business practices, and assist in local capacity building to develop mutually beneficial relationships with communities. Our goal is to contribute to our host communities' quality of life by supporting programmes in health, education, social services and the environment, as well as cultural and civic projects. We also strive to provide employment and economic opportunities in the communities where we operate. We offer job opportunities in the region, whether for administrative, financial, or project management positions, and support the local economy by choosing suppliers from the region. Whenever possible, we extend this practice to our technical assistance projects, when they require the provision of services or goods, with a focus on local companies.

Diversity, Equity and Inclusion

Linpico is dedicated to delivering value through equality and to fostering and advocating for human diversity throughout its programmes. We consider diversity to be an important driver of innovation, productivity and growth. Linpico also focuses on gender equality issues, not only in its international development activities, but within its own company. In 2022, we became signatories to the **UN's "Women's Empowerment Principles" (WEP)**. These principles also apply to our projects; In recent years, we have developed a certain expertise in gender-sensitive public financial management, for example; and always seek to promote a certain parity in our intervention teams. Linpico supports balanced gender representation across our business. We promote an inclusive work culture of creating a supportive professional environment that promotes trust, empathy, and mutual respect. It has long been a focus.

We are committed to ensuring that our business not only achieves economic success, but also makes a positive impact on society and the environment. Our policies and practices are designed to promote sustainability, diversity and inclusion, and environmental protection for a better future. All persons covered by this policy are responsible and accountable for creating a safe working environment, fostering safe working attitudes, and operating in an environmentally responsible manner; and reporting any breach of this policy. Failure to report a known breach is itself a breach of this policy. Breaches may result in disciplinary action up to and including dismissal or termination of contract.