

Social policy

Our statement

It is our priority to take care of our people and to ensure all work is conducted in a safe environment under fair conditions. We assess and monitor the social impacts of all our projects and are determined to continually improve our performance, complying with the following principles under the responsibility of the Organisation's managers:

We commit to comply and exceed all occupational health and safety regulations, and to constantly monitor our contractors' performance. We will choose world class suppliers and products in terms of safety.

We ensure equality of opportunities and reject any kind of discrimination on the grounds of age, race, colour, gender, religion, political opinion, sexual orientation, social origin or disability. Furthermore, we will look for opportunities to increase diversity among our employees.

We will communicate with our stakeholders regularly, taking into consideration their views and concerns, and will incorporate feedback received whenever possible into our operational systems and business decisions.

We pledge to respect and uphold human rights and freedoms recognised in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact.

We will encourage corporate volunteering among our employees and will ensure feedback and specific requests are taken into account in the organisation of activities.

We will report regularly on our performance regarding all social material aspects, in a transparent manner.

We will support career advancement of employees through training programs. We will promote internal cohesion by organising field trips to bring the office staff closer to our projects in the field, in particular, to the environmental aspects of our projects.

We will report and put in place remediation processes in case breaches of this policy occurs. The nature of these processes will be discussed and decided on a case by case basis by the Organisation's Management and Sustainability Committee.

We will communicate our social commitments and will make this document publicly available in our website. Internal training on the content of this procedure is provided.

Sustainability Committee
September 18th, 2019