



CORPORATE SOCIAL RESPONSIBILITY POLICY





SAEDI Consulting (Barbados) Inc.

Corporate Social Responsibility (CSR) Policy

Purpose and Scope

Our company recognizes that its existence is not isolated; it is part of a larger system that includes people, values, other organizations, and nature. As such, our social responsibility extends beyond profit-making. This Corporate Social Responsibility (CSR) policy outlines our commitment to ethical practices, environmental protection, and community support.

This policy supports SAEDI Consulting (Barbados) Inc. in its commitment to *The Ten Principles of the UN Global Compact¹, as a member*, as well as the company's goal "to promote and build a critical mass of work, thought, and action that eliminates the silo-ing of gender justice from environmental and climate-related justice issues". It also supports its gender equality, disability and social inclusion commitments within its practice as well as within the *Women's Empowerment Principles*, of which the company is also a signatory.

Throughout our work, we will work to ensure minimum negative impacts on the environment, promote the sustainable use of natural resources, increase opportunities for gender equality and women's empowerment, and actively encourage the meaningful representation and active participation of indigenous and tribal peoples, people with disabilities, the LGBTQIA+ community, and other marginalised and vulnerable groups in natural resource management (NRM), environmental and climate change projects, strategies and policies as agents of change and beneficiaries. We will also promote learning and knowledge exchange between marginalized groups, between marginalized groups and duty-bearers and between marginalized groups and individuals and non-marginalized groups and individuals.

The CSR policy will be implemented in conjunction with our [Stakeholder Engagement](#) and [Environmental and Social Safeguard](#) policies. The implementation of the policy is the responsibility of all employees, associates, and contractors, as SAEDI Consulting works to reduce risks, discrimination and inequality, and promote gender equality, social justice and environmental sustainability.

Policy Elements

1. Compliance

We strive to be a responsible business that upholds the highest standards of ethics and professionalism. As an equal opportunity employer, our aim is to provide our employees and associates with safe and rewarding careers, with a commitment to adequate and sustained compensation, while providing our clients with high quality professional services as well as effective execution and implementation of their projects.

Our operations will always be guided by adherence to laws, upholding moral and ethical standards, relevant norms while practicing non-discrimination. We will protect the health and well-being of our team members and also promote learning and professional development.

¹ <https://unglobalcompact.org/what-is-gc/mission/principles>

a. Legal Compliance

- We ensure that all our business operations are in keeping with the laws, standards and statutory obligations of the jurisdictions within which we operate.
- We commit to transparency and accountability with all of our employees, associates, clients and other stakeholders.

b. Business Ethics

We will:

- conduct business with integrity and respect for human rights.
- promote safety, fairness, and respect for all stakeholders.
- not engage in bribery or other forms of corrupt practices and activities.
- take a zero-tolerance approach to Sexual Exploitation Abuse and Harassment and encourage diversity in our recruiting and contracting processes.
- always seek to guide our clients in the best practices that ensure no or minimal harm to people or the environment as we execute our work. No type of physical harm will be tolerated.

2. Proactiveness

As we work, we seek to positively contribute to the gender equality, social development and environmental sustainability:

a. Protecting the Environment

Recognizing the need to safeguard the natural environment, we will

- ensure that we undertake projects that promote environmental sustainability and climate change adaptation as well as mitigation.
- endeavour to follow best practices in the use of eco-friendly technologies, approaches and those measures with a long-term sustainable development impact.

b. Protecting People

Ultimately SAEDI Consulting works at the nexus of gender-environment-climate change, with a vision of creating socio-environmental solutions to build a more sustainable and inclusive world.

We therefore commit to:

- always prioritizing the health and safety of our employees, associates and the communities within which we execute our projects.
- avoiding actions that harm local and Indigenous populations.
- ensuring that all stakeholders including People with Disabilities will be given equal access to opportunities to learn and benefit from our projects

3. Community Support

SAEDI Consulting, through the *Cynthia Gonzalez Norzagaray Award*, will provide small grants to women owned and operated organisations and projects working in the areas of:

- Women's leadership in environmental sustainability
- Gender equality and women's empowerment in Disaster Risk Management, and
- Gender equality and women's empowerment in climate adaptation
- Socially-minded and or focused climate change mitigation interventions

Where and when possible, SAEDI Consulting will encourage the use of indigenous technologies, and partnerships with micro- and small businesses, social and community enterprises and local suppliers, in keeping with our standards and policies, and to promote sustainable relationships for development.

In addition, SAEDI Consulting will support the improvement of practice, and the work for a just society by providing unpaid internship opportunities for young professionals in the areas of gender, the environment, climate change adaptation and mitigation, as well as disaster risk management. These internships are intended to provide young and emerging professionals with an opportunity to gain tangible experience that prepares them for their professional journey.

4. Policy Review & Revision

This policy is subject to review and revision (as necessary) 24 months after implementation.

<i>Policy Development Process</i>	
Action	Date
Approved and implemented	January 2025
Review date	January 2027