



REEDS Corporate Social Responsibility Policy

Policy brief & purpose:

Our Corporate Social Responsibility (CSR) an organizational policy refers to our responsibility toward our environment. Our organization's existence is not lonely. It's part of a bigger system of people, values, other organizations and nature. The social responsibility of a development and humanitarian working is to give back to the world just as it gives to us.

What is corporate social responsibility?

Our Corporate social responsibility (CSR) refers to the moral and ethical efforts made by an organization for the betterment of the society in some way and to give back to the world as it gives to us by implementing environmentally friendly policies in the workplace and within the target communities.

Scope

This policy applies to our organization and its subsidiaries (local partners, implementing partners) and it may also refer to suppliers

Vision

Since its inception, REEDS vision is to contribute to increasing social equality and promotes education and economic development; improve living standard and environmental awareness of rural communities.

Policy Elements:

REEDS Corporate Social Responsibility (CSR) built on 3 pillars of sustainability- **Environmental, Social & Economic.**

REEDS ensure that farms have met the comprehensive environmental, social and economic standards of the Better Cotton Initiative, Alliance for Water Stewardship and Sustainable Rice Production being the member of these organizations. These organization standards cover ecosystem conservation, water and soil conservation, waste reduction, agrochemical reduction and wildlife protection. Further, these standards ensure that farm workers are provided with safe work conditions, good living conditions, decent wages, healthcare and access to education for their children. REEDS focuses on whole farm management, it empowers farmers to be better business people, to control costs, increase production, improve quality, build their own competence in trading, build workforce and community cohesion and pride, manage their precious natural resources and protect the environment.

Compliance (Legality)

Our company will:

1. Respect the law
2. Honor its internal policies
3. Ensure that all its development and humanitarian operations are legitimate
4. Keep every partnership and collaboration open and transparent

Functioning ethics

We'll always conduct development and humanitarian operations with integrity and respect to human rights. We'll promote:

1. Safety and fair dealing
2. Respect toward the consumer
3. Anti-bribery and anti-corruption practices

Examples of Corporate Social Responsibility

Protecting the environment

Our organization recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when design and implement development and humanitarian programs. Stewardship will also play an important role.

We'll ensure that we:

1. Don't risk the health and safety of our employees and community.
2. Avoid harming the lives of local and indigenous people.
3. Support diversity and inclusion.
4. Human rights

Our organization is dedicated to promote and protect human rights, especially rights of minorities, women and children. We'll ensure that our activities do not directly or indirectly violate human rights in the offices as well as during the implementation.

Volunteering

Our organization will encourage its employees to volunteer and also encourage community volunteers by organizing them through Community Emergency Response Teams (CERTs). Staff can volunteer through programs organized internally or externally.

Preserving the environment

Apart from legal obligations, our organization will proactively protect the environment. Examples of relevant activities include:

1. Recycling
2. Conserving energy
3. Tree Plantation
4. Using environmentally-friendly technologies
5. Supporting the community

Our organization may initiate and support community investment and educational programs (peace education, environmental education, non-formal education, health education etc). It can provide support to Community Based Organization to promote cultural and economic development among the local communities.

Learning

We will actively invest in Research & Development. We will be open to suggestions and listen carefully to ideas. Our organization will try to continuously improve the way it operates.

Our organization is committed to promote our identity as a socially aware and responsible organization. Management must communicate this policy at all levels. Managers are also responsible for resolving any CSR issues.

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