



CSR MANUAL

HAND IN HAND FOR RESPONSIBLE GROWTH.



“ CSR IS NOT A SPECIAL PROGRAM.
IT'S MERELY WHAT WE DO EVERY
DAY TO MAXIMIZE POSITIVE IMPACTS
AND MINIMIZE NEGATIVE ONES. ”

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ABOUT THE MANUAL

As the SLV Lighting Group, we define corporate social responsibility (CSR) with our Group value of “Responsible Growth”, through which we contribute to a better society and cleaner environment. By voluntarily implementing our CSR, we ensure that social and environmental concerns are already integrated into our business operations and interaction with stakeholders.

With this CSR Manual, the SLV Lighting Group is systematically making its social responsibility initiatives known worldwide within the framework of ISO 26000. The first step is sharing our CSR guidelines with our employees, suppliers and customers. We also regularly communicate new social responsibility projects and activities in the Group’s sustainability reports. The main purpose of this communication is to raise awareness among all stakeholders. We additionally aim to proactively involve them in relevant projects along the entire value chain.

This document has been prepared within the framework of ISO 26000 based on the version published in 2021.



Your feedback also plays a valuable role in helping us to progress in terms of social responsibility. We therefore welcome you to share your views with us at sustainability@slv.com

FOREWORD FROM OUR CEO

“FOR RESPONSIBLE GROWTH,
WE VIEW CSR AS A BALANCED
INTERACTION BETWEEN ENVIRON-
MENTAL, SOCIAL AND ECONOMIC
ASPECTS.”



Dear stakeholders,

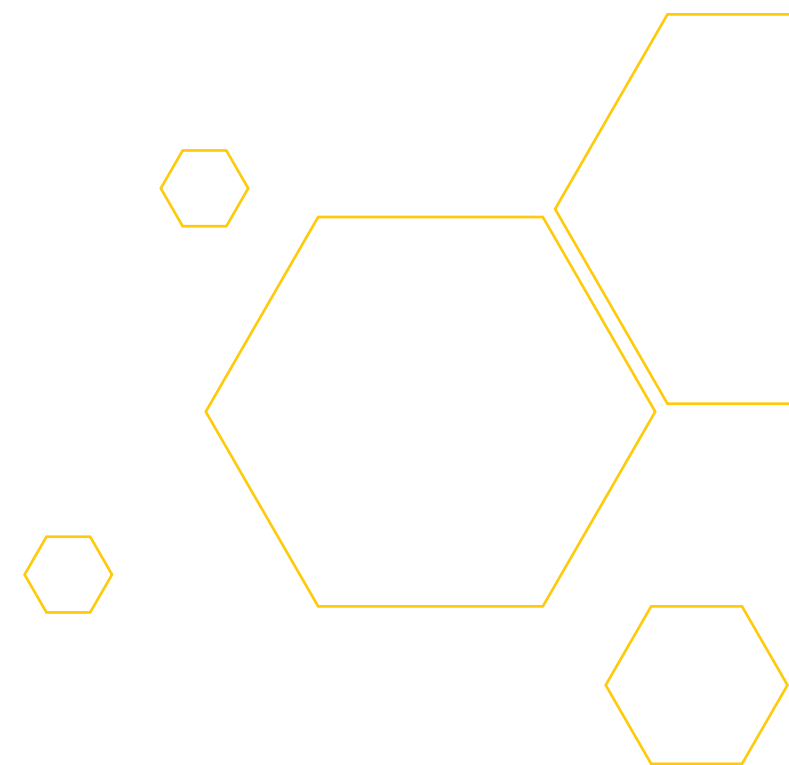
I am pleased to announce another responsible initiative by the SLV Lighting Group as a continuation of our commitment to our vision of “Responsible Growth”. Our latest step toward realizing this vision is to establish a new awareness of and operational support for our corporate social responsibility (CSR).

In this manual, we describe our Group value in the context of global CSR standards that we cannot afford to ignore. This document represents the first stage of our CSR awareness and integration program and will be followed by many training sessions and specific audits across the entire global value chain.

This manual is also one of the many measures that we are promoting and actively implementing in addition to signing the principles of the UN Global Compact and integrating them into our business strategy, culture and daily operations. After unveiling the Group’s sustainability strategy and the human resources strategy in place until 2023 in 2020, we are now also accelerating progress with our CSR commitments.

Best regards,

Eric Lachambre
CEO



DEFINITION AND ORGANIZATIONAL MANAGEMENT

Responsible companies are aware of their resources, interests and stakeholders. They manage these areas with the utmost care. They also seek to make the best use of both financial and human resources, balancing the organization's interests with its relationships with contractors and customers. The goal is to generate sustainable and long-term prosperity for their own company.

Based on these aspects, the management approach from a CSR perspective is considered a natural choice for a responsible company. This is because both the social and environmental dimensions, as well as relationships with various stakeholders, are considered within the framework of CSR. CSR therefore generates motivation for entrepreneurs to implement a wide range of practices in their day-to-day work at their company. It also provides knowledge of the variables that promote successful action. Overall, the implementation of CSR can increase the satisfaction of customers, employees and contractual partners. Responsible action also strengthens the bond between the company and the community on a long-term basis and ensures that the company operates as part of this community. Furthermore, acting in a socially and ecologically responsible manner also avoids risks to the company's reputation.

GOOD REASONS FOR CSR

- By leveraging resources and strengthening relationships, a company can improve its sustainability
- Securing a license for legal operations and optimizing the company's willingness to enter into future commitments
- Maintaining operations in the face of changing business practices

WHY YOUR COMPANY SHOULD CONSIDER CSR

ORGANIZATIONAL GOVERNANCE

An organization that wants to take responsibility for its decisions and activities with the goal of integrating social responsibility internally and externally should first and foremost consider and evaluate its organizational governance. After all, this is one of the most important factors for social responsibility.

Organizational governance also influences an organization's ability to improve its social responsibility in relation to other issues. An organization that wants to be socially responsible should therefore use a system of organizational governance that allows for the monitoring and implementation of social responsibility principles.

PRINCIPLES AND CONSIDERATIONS

The principles of social responsibility should be considered in the development of effective organizational governance. They must be incorporated into decision-making and application processes.

THE PRINCIPLES OF SOCIAL RESPONSIBILITY

- Accountability
- Transparency
- Ethical behavior
- Respect for the interests of stakeholders
- Respect for the rule of law
- Respect for international standards of conduct
- Respect for human rights

The practices, core issues and questions of social responsibility should be considered when setting up and reviewing a company's organizational system. By implementing appropriate decision-making processes, systems and structures, organizations can apply the principles of social responsibility.



LABOR PRACTICES

The integration of social and environmental aspects into business activities is closely linked to an organization's labor practices. These are to be understood as policies and practices related to the work performed within an organization.

In this context, the scope of an organization's labor practices is not limited to its relationship with its employees or its responsibility for its jobs, which are owned and directly controlled by the organization.

It is also essential that organizations consider economic and social aspects such as job creation and the remuneration and other rewards paid for the work performed.

Meaningful and productive work plays a significant role in overall organizational development. This is because secure jobs are needed in order to be able to improve the standard of living. A lack of these standards will inevitably lead to social problems. From the point of view of social justice, stability and peace, social responsibility is therefore an important aspect.

Working conditions must also be fair. To resolve social issues, the existence of employees' organizations and the representation and participation of employees' and employers' organizations in collective bargaining, social dialogue and tripartite consultations should be possible.

EXAMPLES OF LABOR PRACTICES:

- Recruitment and promotion of employees
- Disciplinary and grievance procedures
- Transfer and relocation of employees
- Termination of employment
- Training and qualification
- Health, safety and industrial hygiene
- Any policy or practice affecting working conditions
- Working hours and remuneration

EMPLOYMENT AND LABOR CONDITIONS

The working conditions and standards that an organization provides to its employees are extremely important. In accordance with the generally accepted objectives of society, full-time, secure employment and decent work should be guaranteed.

The employment relationship can be described as

THE RIGHTS AND OBLIGATIONS OF EMPLOYERS AND EMPLOYEES IN BOTH ORGANIZATIONAL AND SOCIAL DIMENSIONS.

Given that each country has a different legal framework, these relationships may vary on a national level.

WORKING CONDITIONS AND SOCIAL SECURITY

The common understanding of working conditions is defined by national law and legally binding agreements made by the employer.

THE TOPICS INCLUDED IN THE SCOPE OF WORKING CONDITIONS:

- Wages and other forms of remuneration
- Working hours
- Rest periods
- Vacations
- Disciplinary and dismissal practices
- Maternity protection
- Welfare (clean drinking water, sanitary facilities, canteens)
- Access to medical services

The most important aspect of working conditions is the fact that they affect the lives of employees and their families, as well as economic and social development. This is why fair and appropriate working conditions are so relevant.





Social dialogue can be defined as a common interest regarding economic and social issues between representatives of employees, employers and governments. It includes all types of negotiations or exchanges of information.

When it comes to establishing participation and democratic principles in the workplace, social dialogue plays a key role.

It also serves to increase productivity and minimize the negative social impact of changes within the workplace. For example, social dialogue should also involve the greatest possible transparency with regard to the conditions of subcontractors.

SOCIAL DIALOGUE

To ensure health and safety at work, the physical, mental and social well-being of employees must be promoted.

It is also important to prevent damage to health caused by working conditions. In addition, adapting the work environment to meet employees' physiological and psychological needs is critical to health and safety in the workplace.

HEALTH AND SAFETY AT WORK

PERSONNEL DEVELOPMENT AND TRAINING IN THE WORKPLACE

PERSONNEL DEVELOPMENT CAN BE SHAPED BY WORKPLACE POLICIES AND INITIATIVES. IT IS ALSO INFLUENCED BY THE OUTCOMES OF SOCIAL STRUGGLES, WHICH INCLUDE COMBATING DISCRIMINATION, ARRANGING FAMILY COMMITMENTS AND PROMOTING HEALTH, WELL-BEING AND DIVERSITY.

On the whole, these are measures and initiatives that improve the capacity and performance of each individual. This is critical because it is the skills and qualifications of each individual that ultimately result in the creation and safeguarding of decent work.

HUMAN RIGHTS

When it comes to human rights, two categories can be defined:

1 CIVIL AND POLITICAL RIGHTS

2 ECONOMIC, SOCIAL AND CULTURAL RIGHTS

Economic, social and cultural rights include the right to work, food, education, the highest attainable standard of health and social security. This category therefore defines the scope of human rights that must be considered in organizations. The importance of human rights is described by the international community in the International Bill of Human Rights and the main human rights instruments.

Non-governmental organizations have the potential to significantly impact the human rights of individuals and must therefore respect them.

This is why human rights are a central issue both on the corporate social responsibility agenda and in the global business world.

FOUR UNDERLYING TRENDS EXACERBATE PROBLEMS CONNECTED TO HUMAN RIGHTS:

- The controversial process of economic globalization
- An emerging network society
- Information and knowledge technologies
- The emerging risk society

Against this background, various aspects are defined within human rights as part of company's social responsibility:

DUTY OF CARE

Organizations must consider and pay attention to activities that may have an impact on human rights. They should aim to minimize such activities by exercising their due diligence. Organizations must also be aware of their great responsibility toward preventing violation of human rights, and their diligence is a driving force behind their recognition of this responsibility.

HUMAN RIGHTS RISKS

Organizations should identify the situations and environments that are problematic in terms of human rights with the aim of reducing the risk of human rights violations.

EXAMPLES OF SUCH SITUATIONS:

- Conflicts or extreme political instability
- Failure of the democratic or judicial system
- Lack of political or civil rights
- Poverty, drought, extreme health problems or natural disasters
- Involvement in extractive or other activities that affect natural resources such as water, forests or the atmosphere or disrupt communities
- Participation in activities that may endanger indigenous peoples or children
- A culture of corruption
- Complex value chains in which labor occurs on an informal basis without legal protection
- The need for extensive measures to ensure the security of premises or other assets

RESOLVING GRIEVANCES

Although organizations are sensitive when protecting human rights, disputes may arise due to their own decisions or activities in some cases. It is therefore important for the state to implement effective grievance mechanisms.

Organizations need to create a platform that employees can use to voice their complaints in order to deal with disputes that arise within an organization and fulfill their responsibility to protect human rights.

These internal platforms should not compromise access to available legal recourse or weaken the power of state institutions and judicial mechanisms. Nevertheless, they can be valuable avenues for recourse and redress.

Discrimination can be defined as unfair or prejudicial treatment of different categories of people – especially based on their race, age or gender.

OTHER CHARACTERISTICS THAT CAN LEAD TO UNLAWFUL DISCRIMINATION:

- Language
- Property
- Nationality or national origin
- Religion
- Ethnic or social origin
- Caste
- Economic reasons
- Handicaps
- Pregnancy
- Belonging to an indigenous people, trade union membership, political affiliation, having a political or other opinion

The prohibition of discrimination is one of the most fundamental principles of international human rights law and therefore also has huge significance with regard to the social responsibility of organizations.

Organizations should offer equal opportunities for all employees and respect their rights. Special attention should be paid to groups that are exposed to persistent discrimination (vulnerable groups). Their rights must be protected and respected.

In addition to direct discrimination, there is also indirect discrimination. This type of discrimination occurs when a person with a certain characteristic is disadvantaged on the basis of a neutral provision, practice, criterion or in comparison with other individuals. This applies unless the provision, practice or criterion is objectively justified by a legitimate objective, in which case the means of achieving the objective must be necessary and appropriate.

DISCRIMINATION AND VULNERABLE MINORITIES

It is critical that an organization address the economic, social and cultural rights of its employees. These rights are recognized and protected in international and regional human rights instruments. They include fundamental rights such as the right to education and work under fair and favorable conditions, freedom of association and the right to an adequate standard of health and living. Organizations should protect and support these rights and not act inconsistently with the economic, social and cultural rights of their employees.

ECONOMIC, BUSINESS AND CULTURAL RIGHTS

CIVIL AND POLITICAL RIGHTS

Organizations must also consider, respect and protect the civil and political rights of their employees, which cover a broad spectrum.

THE FOLLOWING ASPECTS ARE FIRMLY ANCHORED IN CIVIL AND POLITICAL RIGHTS:

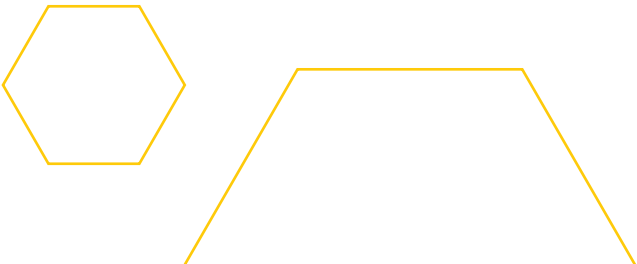
- The right to live in dignity
- The right to freedom from torture
- The right to security of person
- The right to property
- The right to liberty and integrity of the person
- The right to due process of law and a fair hearing in the case of criminal charges
- The right to freedom of opinion and expression
- Freedom of peaceful assembly and association
- Freedom to adopt and practice a religion
- Freedom to hold one’s own beliefs
- Protection against arbitrary interference with a person’s privacy, family, home or correspondence
- Protection against attacks upon a person’s honor or reputation
- The right of access to public service
- The right to participate in free elections


FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

Labor rights issues represent the most significant and important aspect of fundamental principles and rights at work. These principles and rights should be identified as fundamental human rights. According to the International Labor Organization (ILO), fundamental rights at work are defined as follows:

FUNDAMENTAL RIGHTS AT WORK:

- Efficient recognition of the right to collective bargaining and freedom of association
- Freedom from slavery and forced labor
- Prevention of child labor
- Prevention of discrimination in terms of employment and occupation





“EVERYONE HAS THE RIGHT TO
FREEDOM OF OPINION AND
EXPRESSION. THIS INCLUDES
FREEDOM TO HOLD OPINIONS
WITHOUT INTERFERENCE AND
TO SEEK, RECEIVE AND IMPART
INFORMATION AND IDEAS WITHOUT
INTERFERENCE AND REGARDLESS
OF FRONTIERS.”

UNITED NATIONS, UNIVERSAL DECLARATION OF HUMAN RIGHTS

ENVIRONMENT

The decisions and activities of organizations have a major impact on the environment. Waste can be generated, natural resources are depleted, and environmental degradation occurs. The actions of an organization can also promote ozone depletion and climate change. To demonstrate their corporate responsibility for these environmental issues, organizations need to reduce their impact. They can do so by introducing an integrated approach involving decisions and activities that consider direct and indirect economic, health and environmental impacts.

Reducing environmental impacts also has a significant social dimension given that both growing populations and increasing consumption threaten the safety, health and well-being of society. Against this background, it is essential to ensure sustainable consumption of resources. Now more than ever, environmental problems need to be addressed by means of a comprehensive, systematic and collective approach.

The key issues and questions concerning social responsibility are therefore closely related to environmental concerns. As a result, the development of sustainable societies and lifestyles is of great importance, and environmental education and capacity building are the supporting foundations for achieving such development.

Within this context, the standards of the ISO 14000 family are to be understood as technical guidelines. At the same time, they provide an overarching framework for addressing environmental issues – for example with the environmental performance assessment, quantification and reporting of greenhouse gas emissions, life cycle analysis, design for the environment, environmental labeling and environmental communication.

FOUR BASIC PRINCIPLES FOR THE ENVIRONMENT, TAKING CSR INTO ACCOUNT

Environmental responsibility: An organization should be aware of its impact on the environment and develop its environmental performance.

Precautionary approach: An organization should consider both long-term and short-term impacts on the environment. Potential hazards should be identified, and precautionary measures should be taken.

Environmental risk management: Organizations should implement a risk-based sustainability perspective for the assessment, prevention, reduction and mitigation of environmental risks.

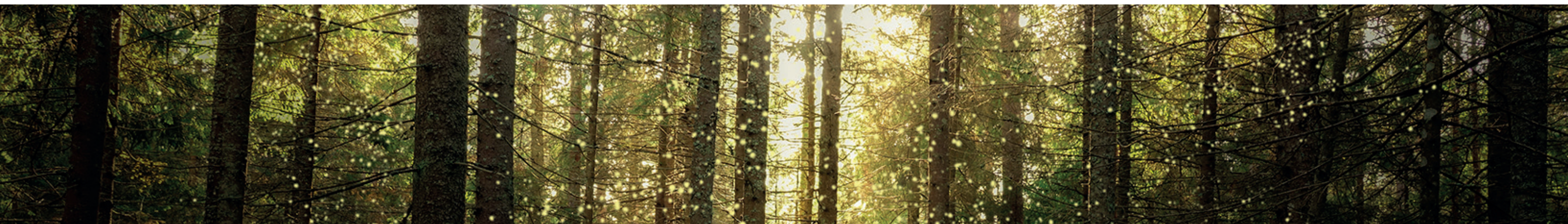
Polluter pays principle: The cost of environmental pollution should be borne by the organization causing it.

APPROACHES FOR ACHIEVING IMPROVED ENVIRONMENTAL PERFORMANCE

- Life cycle approach
- Environmental impact assessment
- Clean production and eco-efficiency
- Product-service-system approach
- Use of environmentally friendly and low-emission technologies and processes
- Sustainable procurement
- Learning and raising awareness

FURTHER OPPORTUNITIES FOR IMPROVEMENT WITHIN THE SCOPE OF ISO 26000

- Pollution prevention
- Sustainable use of resources
- Adaptation to and mitigation of climate change
- Environmental protection, biodiversity and restoration of natural habitats



FAIR OPERATING PRACTICES

Operating practices determine the mutual relationships among organizations and how they are maintained for the common goal of promoting positive outcomes. These outcomes can be better achieved by more broadly promoting the adoption of social responsibility within the organization's sphere of influence.

Corruption can be understood as an unfair act committed by an employee to achieve a private advantage, for example bribery, fraud, money laundering, etc. Corruption negatively affects the ethical reputation of a company and reduces its effectiveness. It can also lead to violations of human rights and disrupt competition and economic growth.

ANTI-CORRUPTION

It is possible for organizations to participate in the development of public policy and thus create benefits for society. On the other hand, behavior such as manipulation, intimidation, duress and undue influence should be prevented given that these actions negatively affect or weaken the public policy process.

RESPONSIBLE POLITICAL INVOLVEMENT

FAIR COMPETITION

Innovation and efficiency are promoted through fair and broad competition. Fair competition also serves to lower the cost of products and services.

Fair competition additionally ensures equal opportunities for all organizations and encourages the development of new products and processes. Anti-competitive behavior must be avoided as it can not only damage an organization's reputation but also cause legal problems.

EXAMPLES OF ANTI- COMPETITIVE BEHAVIOR INCLUDE

- Price fixing: different companies selling the same products or services for the same price
- Bid rigging: collusion to manipulate a bid in competition
- Predatory pricing: Selling products or services at very low prices to drive competitors out of the market

PROMOTING SOCIAL BEHAVIOR IN THE VALUE CHAIN

An organization can use its procurement and purchasing decisions to influence others. To minimize negative impacts, organizations should consider their influence on other organizations as a result of their procurement decisions.

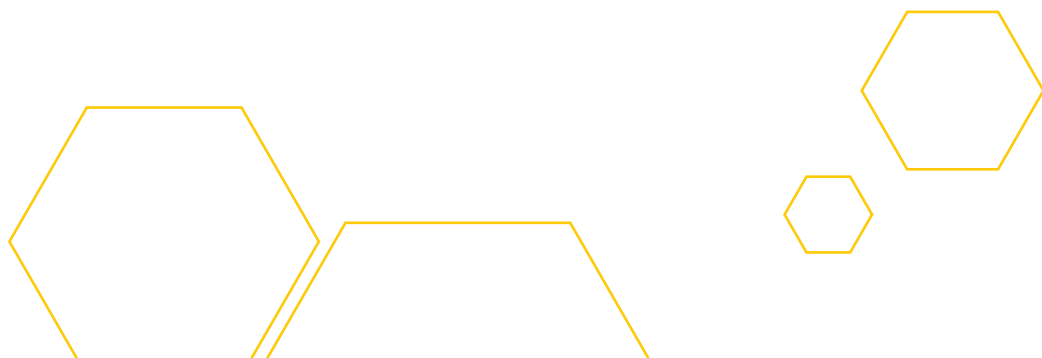
By supporting and adopting social responsibility principles and practices, organizations promote their own leadership along the value chain. In addition, each organization should be aware of and comply with its responsibilities as stipulated by relevant laws and regulations.

RESPECT FOR PROPERTY RIGHTS

The Universal Declaration of Human Rights states that the right to own property is a fundamental human right. On this basis, both physical and intellectual property rights are enshrined in property rights. Recognition of property rights demonstrates economic and physical security while encouraging creativity and innovation at the same time.

VARIOUS PROPERTY RIGHTS

- Shares in land and other tangible assets
- Copyrights
- Patents
- Geographical identification rights
- Monies
- Moral rights



CONSUMER ISSUES

Consumer issues are closely related to sustainable consumption. The basic principles of this connection are reflected in the United Nations Guidelines for Consumer Protection.

THE RELATIONSHIP BETWEEN CONSUMER ISSUES AND SOCIAL RESPONSIBILITY CAN BE SUMMARIZED AS FOLLOWS:

- Fair marketing practices
- Protection of health and safety
- Sustainable consumption
- Dispute resolution and redress
- Data protection and privacy
- Access to important products and services
- Taking account of the needs of vulnerable and disadvantaged consumers
- Education

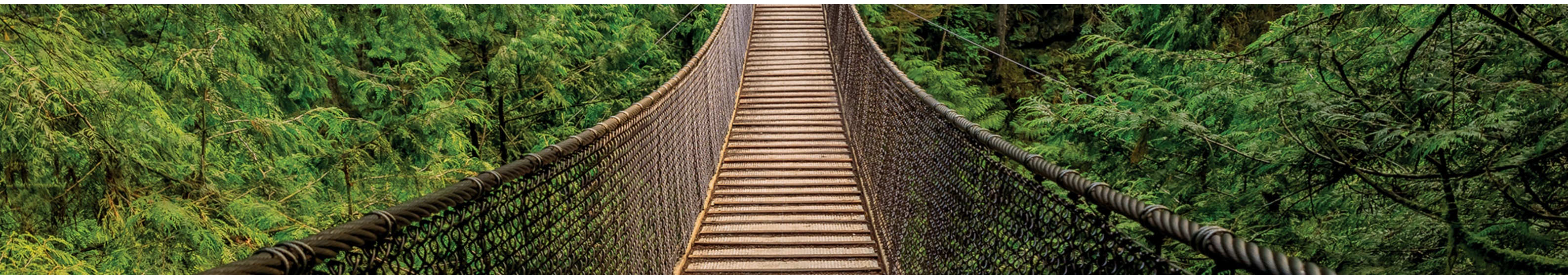
FAIR MARKETING, FACTUAL AND UNBIASED INFORMATION AND FAIR CONTRACTUAL PRACTICES

THE PRIMARY AIM OF FAIR MARKETING, FACTUAL AND UNBIASED INFORMATION AND FAIR CONTRACTUAL PRACTICES IS TO PROVIDE SIMPLE AND UNDERSTANDABLE CONSUMER INFORMATION ...

... so that sensible decisions can be made regarding the consumption and characteristics of various services and products. In fair contracting processes, imbalances in terms of bargaining power between parties (providers and consumers) should be minimized by protecting the legitimate interests of both parties.

Information on social, economic and environmental impacts along the entire life cycle and value chain fulfills the aspects of responsible marketing. This information plays a very important role in customers' purchase decisions as it may be the only data available.

Providing fair, complete and accurate marketing information also plays an important role given that inappropriate products that do not meet consumer needs result in wasted money, resources and time. Furthermore, they may even lead to risks for the environment or consumers. Such negative consequences also reduce consumer confidence, which may negatively impact the growth of the market for sustainable products and services.



To ensure consumer health and safety, products need to be safe. Using them should not pose unacceptable risks. Another important aspect of protecting health and safety is providing clear instructions to consumers on the safe use of products, including assembly and maintenance. Foreseeable misuse should be included in these instructions together with information on the intended use of the products. It must be clear that there is a direct link between an organization's reputation and the impact of its products and services on consumer health and safety.

Ensuring the safety of products should not be based solely on legal obligations. Product safety should always avoid potential risks, harm or danger. However, since it is impossible to eliminate or anticipate all risks, an organization's product safety considerations should also include mechanisms for product withdrawal and recall.

PROTECTING CONSUMER HEALTH AND SAFETY

Sustainable consumption is directly related to sustainable development. Consumption of products and resources should always be in line with sustainable development. To this end, it is important to avoid unsustainable production and consumption patterns and take animal welfare aspects into account.

The products manufactured and services offered by an organization play a major role due to their life cycles and value chains, as well as the nature of the information provided to customers. Given that the environment is currently being damaged, and resources depleted, consumption is not sustainable in the present day.

Consumer behavior is very important in terms of sustainable consumption because purchasing decisions are made based on accurate information and in consideration of ethical, social, economic and environmental factors.

SUSTAINABLE CONSUMPTION

CONSUMER SERVICE, SUPPORT, AND COMPLAINT AND DISPUTE RESOLUTION

Customer satisfaction should be achieved in the after-sales phase and needs to factor in the link between consumer issues and social responsibility.

THE FOLLOWING ISSUES NEED TO BE CONSIDERED:

- Proper installation
- Warranties and guarantees
- Technical support during use and return options
- Repair and maintenance

Consumer rights can be violated by products and services that do not perform satisfactorily. Inadequate performance, defects or failures of these products and services may be to blame. The incorrect use of products can also lead to such a situation. Such problems not only violate consumer rights but also waste money, resources and time.

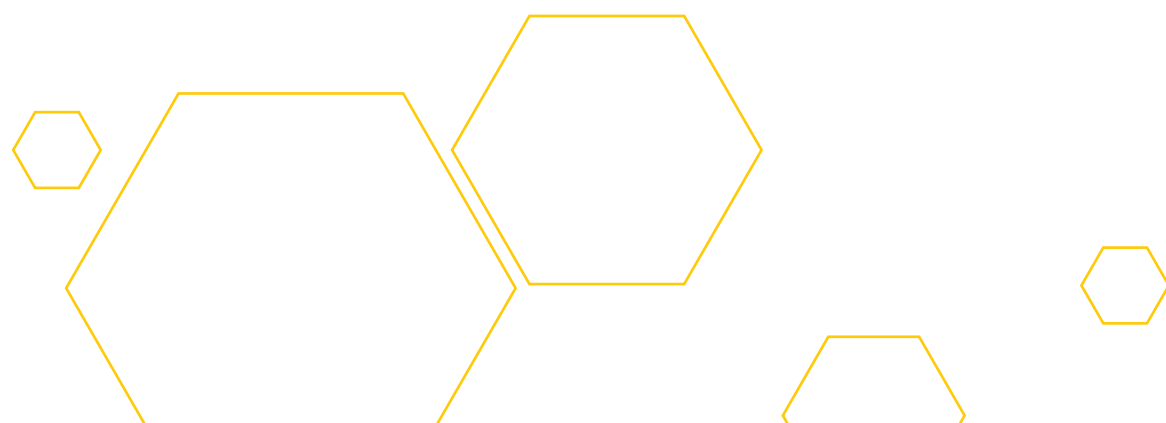
Offering high-quality products and services can lead to a reduction in the number of complaints and an increase in customer satisfaction. After-sale service and support can also be better monitored.

CONSUMER DATA PROTECTION AND PRIVACY

Another important issue is consumer data protection and privacy. Here, data protection and privacy include limiting the types of information collected and how that information is obtained, used and secured. One of the most important aspects of data protection and privacy is the protection of personally identifiable information. Increasing concerns about data collection and privacy are rooted in the use of electronic and genetic testing and the growing size of databases.

ACCESS TO ESSENTIAL SERVICES

An organization's contribution to fulfilling the right of access to essential services such as health care or electricity, gas, water, sewage, drainage and communications can improve its social responsibility values. After all, in some cases, the state may not be able to ensure the protection of such rights, despite being the authority responsible for such measures.



COMMUNITY PARTICIPATION AND DEVELOPMENT

Organizations are always connected to the communities based in the local area. To support community development, they need to be involved in these communities. This promotes the common good and reinforces democratic and civic values. Community participation and development are therefore inherent components of a sustainable strategy.

In this regard, residential or other social settlements located in a geographic area in physical proximity to an organization's sites or within its sphere of influence can be referred to as communities. Inclusion also illustrates that the organization is a stakeholder in the community, and that common interests exist.

Inclusion is not limited to identifying and engaging stakeholders in connection with an organization's impact but also includes creating a relationship with the community and supporting these efforts.

Community development is not a static process but much more a dynamic in which conflicting interests may arise due to different environments. Each community can be defined as unique because of its different historical and cultural characteristics. The development of a community is therefore described as a result of its social, political, economic and cultural characteristics, with social forces also playing an important role. To objectively regulate the welfare of the community, there is a need for shared responsibility given that different actors involved in the community may have conflicting interests.

AN ORGANIZATION CONTRIBUTES TO THE DEVELOPMENT OF THE COMMUNITY BY SUPPORTING THE FOLLOWING MEASURES:

- Job creation as a result of expansion and diversification of economic activities and technological development
- Social investment in wealth and income creation by means of local economic development initiatives
- Expansion of educational and skill development programs
- Promotion and preservation of arts and culture
- Provision and promotion of community health services

COMMUNITY DEVELOPMENT BENEFITS CAN BE DEFINED AS THE INSTITUTIONAL ENHANCEMENT OF:

- The community and the groups involved in it
- Collective forums that form part of that community
- Cultural, social and environmental programs and local networks that incorporate multiple institutions

An organization's relationship with its community can be enhanced and sustained by means of social investments that contribute to community development. These social investments can be related to the organization's main operational activities.





COMMUNITY ENGAGEMENT

The goal of community engagement for organizations is to prevent and solve problems, foster partnerships with local organizations and stakeholders and be a good organization in its role as a member of the local community. However, implementing community engagement activities does not eliminate the need to take responsibility for impacts on society and the environment. Organizations can contribute to community engagement by participating in and supporting civic institutions. Involvement in networks of groups and individuals that form an integral part of civil society also serves this purpose.

Community engagement is additionally important in terms of an organization's development and other efforts because it helps it to familiarize itself with the needs and priorities of the local community. An ideal approach for achieving better engagement within the community is for an organization to use its own forums, but the forums of local authorities and residents' associations can also be beneficial.

EDUCATION AND CULTURE

With regard to social responsibility, education and culture are hugely important given that they are the foundations of social and economic development and form part of a community's identity. Supporting education within the context of human rights can positively influence social cohesion and development.

CREATING JOBS AND DEVELOPING SKILLS

It is important that organizations create employment, especially given that it is an internationally recognized fact that employment serves economic and social development. The creation of jobs reduces poverty and supports social development.

Another aspect that is equally essential in terms of economic and social development is developing skills that help people to secure decent and productive jobs.

DEVELOPMENT OF AND ACCESS TO TECHNOLOGY

To promote the economic and social development of communities, full and secure access to modern technology is an essential requirement. Human resources and the diffusion of technology can be advanced by applying specialized knowledge, skills and, indeed, technology. Organizations can strengthen their contribution to information sharing technologies by means of training, partnerships and other measures.

Supporting entrepreneurship can lead to lasting community benefits if organizations help to create such an environment.

THE FOLLOWING MEASURES AND ACTIVITIES HELP TO CREATE WEALTH AND INCOME:

- Entrepreneurship programs
- Development of local suppliers
- Employment of community members
- Efforts to strengthen economic resources and social relationships that enable economic and social well-being or generate benefits for the community

In addition, balanced distribution of economic benefits among community members is important because it significantly reduces poverty. Entrepreneurship and cooperative programs for women can also play a key role in the creation of wealth and income because it is generally recognized that empowering women also improves the well-being of society.

The physical, social and economic isolation of communities can be a barrier to their environment. The organization's role in contributing to community development should therefore include integrating local people, groups and organizations into its activities or value chain. Based on this requirement, community development should be a core activity of organizations.

Compliance with laws and regulations is also an integral aspect. If community groups do not operate within the intended legal framework, this can lead to poverty or poor development conditions. Organizations should seek to create opportunities to achieve greater and ultimately full compliance with the law.

CREATING WEALTH AND INCOME

SOCIAL INVESTMENT

Organizations should invest a portion of their resources in initiatives and programs aimed at improving the social aspects of community life.

SOCIAL INVESTMENTS CAN BE MADE IN THE FOLLOWING AREAS:

- Education
- Training
- Culture
- Health care
- Income generation
- Infrastructure development
- Improving access to information or any other activity that promotes economic or social development

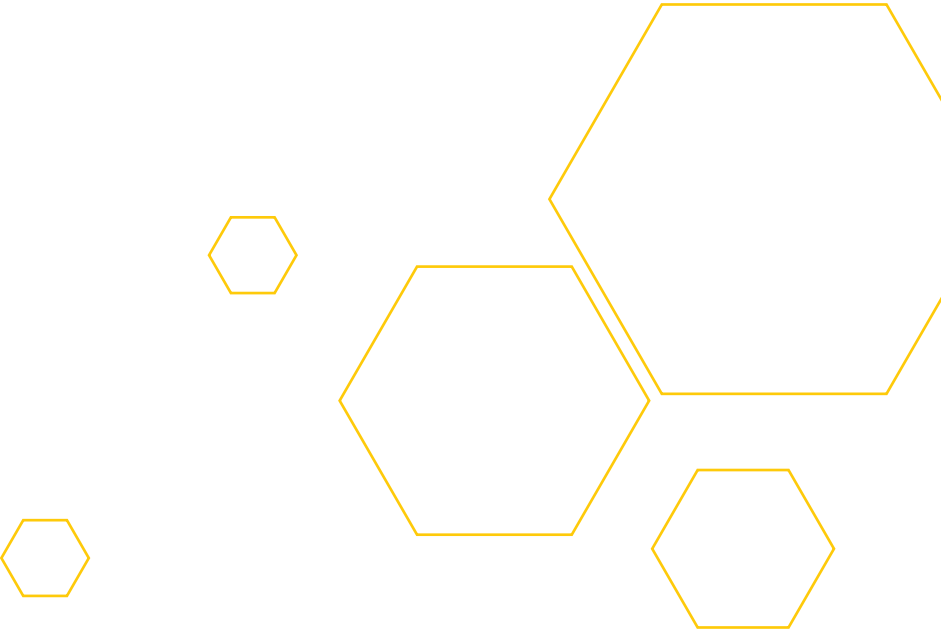
When identifying social services and facilities, organizations should consider the needs and priorities of the communities in which they operate. They should also consider the priorities set by local and national politicians. When it comes to requesting and identifying social investments, exchanging information, consultation and negotiation are useful tools for establishing a participatory approach.

Community participation should also be integrated into the design and implementation stages of projects – in a way that allows them to be successful even when organizations are not involved in them. When implementing social investments, organizations should also ensure that they prioritize viable projects that contribute to sustainable development on a long-term basis.

Health is a human right and is essential to life in society. Communities can be greatly affected by threats to public health. Regardless of size, all organizations should promote health and minimize health risks and diseases, as well as the harm caused by them. In this regard, participation in public health campaigns can be defined as a supportive activity.

Organizations should also support the public health service and help to develop access to its services. Although the provision of a public health system is the responsibility of the state, organizations can additionally contribute to community health systems.

HEALTH



SCOPE

ISO 26000



UN GLOBAL COMPACT PRINCIPLES



Labor



Human rights



Environment



Anti-corruption



Quality



Community

UN SDGs





“ WHEN WE INSPIRE PEOPLE
BY EXPLAINING WHY THE
DESTINATION IS IMPORTANT,
THEY DEVELOP THE MOTIVATION
TO SEE THE RACE THROUGH. ”



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