



# IWAD Ghana Ltd

Sisili Kulpawn Irrigation Project

Policy document on International  
Corporate Social Responsibility

# Corporate Social Responsibility in IWAD Ghana Ltd.

The performance of IWAD and its partners in the Sisili Kulpawn Irrigation Project is interlinked with the impact that its performance may have on the social and physical environment in which it operates. IWAD therefore recognizes the importance to mitigate any adverse negative effects its performance may have on this environment. As a company IWAD takes its responsibilities on the core elements of Corporate Social Responsibility (CSR) thereby adhering to its principles of accountability, transparency, ethical behavior, respecting interests of its stakeholders, respecting the rule of law, respecting international norms of behavior, and respect human rights. This way IWAD aims to contribute to the sustainable socio-economic development of in the area of operation.

The company aims to be transparent, accountable and responsive to stakeholder concerns including women and local youth. It believes that business, social and environmental performance are mutually dependent, can go hand in hand and can have a multiplying effect on the project sustainability, proposed output and anticipated outcomes and impact.

Adhering to the CSR Code of Conduct will enable the company to act according to the principles of Corporate Social Responsibility and therefore IWAD has written this policy document stating commitment on each of the following 7 elements of CSR:

- Corporate Governance
- Human Rights
- Labor practices
- Environment
- Fair Operating Practices
- Consumer Issues
- Community involvement and Development

## **Corporate governance:**

The company strives to be accountable for its actions, be transparent in its actions, behave ethically, respecting the interest of its stakeholders, respecting the rule of law as well as respecting international norms of behavior and human rights. Therefore :

- IWAD will take a leading role in the sustainable socio-economic development of the project area through an active dialogue and cooperation with all stakeholders.
- IWAD will manage the project in pursuing common high standards and anchoring best practices.
- IWAD will operate in a sustainable manner in order to create long-term value through superior financial performance for the company and the farmers (small holder farmer groups).
- IWAD will help to ensure that the entire value chain, from raw material sourcing to end use, is rooted in sustainable conduct and consideration for health, environment, safety, quality and food safety.
- IWAD will communicate promptly, completely and accurately with its customers, employees, suppliers, community members, shareholders, regulators, and all others with whom it does business.
- IWAD will maintain accurate and reliable records to meet our legal and financial obligations and to manage our affairs. Its books and records will reflect accurately all business transactions.
- IWAD will not permit undisclosed or unrecorded revenues, expenses, assets or liabilities. IWAD will never create or participate in the creation of records that are misleading.
- IWAD will cooperate fully with the company's internal and independent auditors.
- IWAD will avoid conflict of interest situations. The company will avoid any situation that may create, or may seem to create, a conflict between personal interests and the interests of the company.
- IWAD will comply with the laws, rules and regulations in the countries and communities in which it operates.
- IWAD will never offer, pay, solicit or accept bribes in any form, either directly or indirectly.
- IWAD will always compete vigorously and independently in the conduct of our business.
- IWAD will not make contributions to political parties or participate in election campaigns. This does not in any way restrict the freedom of our employees to participate in political activities.

- IWAD will seek business partners that foster trust in our relationship. When considering a business partnership, we will base our choice of partner not only on economic considerations, but also on a number of other factors, including, where appropriate, safety, health, environmental management and sustainable conduct.

## **Human rights**

- IWAD does not tolerate any form of discrimination, particularly on the basis of race, colour, sex, disability, marital status, age, religion, political opinion, union membership, or social origin in recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement or other activities.
- IWAD employees have a right to collective agreement, are free to join an association or any trade union.
- IWAD is aware of the risk of child and forced labor in the agricultural supply chain. The company follows a zero tolerance strategy against child labor or forced labor on the irrigation project site. Through project awareness campaigns, farmers will also be informed that children must attend school at all times.
- It is IWAD's goal to empower women, both as employees as well as the farmers. Equal access to opportunities and treatment of women, is promoted.

## **Labor practices**

The company provides for the livelihood of its employees.

- IWAD aims to provide interesting and challenging work in a safe and responsible setting and will remunerate its management and employees at competitive rates.
- IWAD will encourage its employees to use on the job training, rotation and education to further their personal and professional development.
- IWAD is committed to fairness in the workplace and will respect the rights, culture and dignity of all individuals. We will act fairly and justly and will not tolerate any form of discrimination or harassment directed at any individual or group.
- IWAD will encourage safety conscious behavior, both in the workplace and beyond.

- IWAD will seek an incident and injury free work environment for all employees and contractors. The employees will play an active role in identifying and rectifying unsafe situations.

## **Environment**

IWAD strives to minimize the environmental impact of our operations, throughout the value chain and apply technology and methods to this end.

- IWAD will actively support technological innovation to improve and enhance agricultural productivity minimizing negative effects on the environment by promoting efficient irrigation technology and conservation farming practices.
- IWAD is committed to protect the biodiversity and conserve important ecosystems in the project area and buffer zones and will engage in an active and continuous dialogue with the various land users to reduce wildfire and poaching activities.
- IWAD is committed to follow specific recommendations emanating from preceding studies and the EIA to protect the environment, biodiversity and the restoration of critical natural habitats
- IWAD will explore innovative technologies to save energy. Electricity consumption will be kept to a minimum by use of up to date equipment and sensible use of light and cooling. Also the use of solar energy will be promoted.
- IWAD strives to minimize its waste and will where possible recycle its organic, plastic, metal or water waste.
- IWAD will employ its production processes only quality agro – chemical inputs and fertilizers that meet international standards.

## **Fair Operating Practices**

The Company will cooperate with customers, suppliers and partners to encourage the safe and correct handling and use of our products.

- IWAD will stimulate improvement throughout the value chain by conducting an active and open dialogue with customers, partners and other stakeholders.
- IWAD promotes good agricultural practices including safe use of inputs.

### **Consumer Issues**

Products from the project are marketed in a fair way.

- IWAD and partners propagate good agricultural practices, including proper use of chemical application technology, thereby creating a healthy and safe component for consumer diets.
- No dumping and selling of products that are near the end of their life-cycle will be practiced by IWAD.

### **Community involvement and Development**

The Company will make a positive contribution to the societies in which it operates by providing employment, investing in infrastructure and supporting local initiatives (e.g. the construction or rehabilitation of local schools).

- IWAD will contribute, where it can, to Education, Health and WASH activities
- IWAD will also support, and work actively with governmental and non-governmental organisations to achieve community involvement and development

## **IWAD `s Code of conduct :**

### **ACHIEVING OUR AMBITIONS AND ACTING ON OUR COMMITMENTS**

The ambitions and commitments that have been stated are intended to guide the conduct of all of the directors, employees and representatives of the company. Each of these individuals is responsible for making sure that our business decisions and actions comply at all times with the letter and spirit of this Corporate Social Responsibility Policy and Code of Conduct.

√ All IWAD's employees and managers have a responsibility to lead according to our ambitions and commitments in both words and actions.

√ All the company employees and managers are expected to promote these ambitions and commitments and to be available to anyone with concerns, questions or complaints about them.

√ All the company employees are encouraged to raise questions or issues about these matters with their supervisors.

√ All concerns, questions and complaints will be taken seriously and handled promptly, confidentially and professionally.

√ No retaliation will be taken against any employee for raising any concern, question or complaint in good faith.

### **RESULTS: OUR SUCCESS IS DEPENDENT UPON THE PUBLIC TRUST AND OUR ETHICAL REPUTATION**

By following up closely mentioned ambitions and commitments below standing objectives have been enlisted as the desired end-results:

√ IWAD acts for the benefit of profit, people and planet.

√ The community values IWAD as a great "neighbor".

√ IWAD's employees value it as a great place to work, attracts, retains and develops motivated and committed employees.

√ IWAD has a good health and safety record.

√ The IWAD's customers and suppliers value it as a good business to do business with.

√ IWAD improves business reputation and positive publicity of the agricultural industry.

√ The company has environmentally friendly premises.

√ The company distributes materials from suppliers/producers that use sustainable sources.

√ IWAD pays staff, suppliers and creditors on time.