ENVIRONMENTAL AND SOCIAL POLICY

iMerit Group

DOCUMENT DETAILS

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REVISION HISTORY

Version Number	Version Date	Description of Change
1.0	April 1, 2020	Initial Policy Approved

PURPOSE

iMerit was founded in 2012 with the vision of bringing a diverse talent pool from underserved backgrounds into the digital workforce. In fulfillment of its mission to improve the livelihoods of those living in underserved communities, iMerit commits to implementation of sound and sustainable environmental and social practices that adhere to applicable International Financial Corporation (IFC) Performance Standards.

POLICY STATEMENT

iMerit's Environmental and Social Policy articulates iMerit's commitment to:

- Adherence to local and international environmental, social, health & safety and business integrity laws and regulations in each jurisdiction in which it operates,
- Implementation, documentation and communication of human resource policies and practices that:
  - o Protect worker rights, including their right to organize and resign,
  - o Treat workers fairly and ensure their freedom from harassment and discrimination in hiring, promotion and compensation practices,
  - o Provide workers with safe, healthy and reasonable working conditions,
  - o Give workers access to training, tools and opportunities for advancement,
  - o Ensure a transparent and timely process for receiving and resolving worker grievances,
  - o Conform to national and local laws regarding payments, benefits and minimum age of employment,
  - o Extend policies and practices to workers engaged through third-party contractors, where applicable,
- Integration of technically and financially feasible energy conservation and pollution controls into iMerit's operations, including the responsible disposal of e-waste,
- Adoption of responsible emergency preparedness and security practices to reduce risks to iMerit's workforce and the communities in which iMerit operates,
- Development of transparent and sustainable relationships with iMerit stakeholders that provide for consultation and timely resolution of complaints.

POLICY IMPLEMENTATION

The responsibility for implementation of iMerit's Environmental and Social Policy will be invested in iMerit's Executive Leadership Team (ELT).

The ELT shall ensure all clients, suppliers, employees and investors are advised of iMerit's Environmental and Social Policy.

The ELT shall be responsible for reviewing organizational policies and procedures with respect to their environmental and social impact and ensuring their adherence to applicable IFC Performance Standards prior to implementation.

The ELT shall implement an Environmental and Social Management System (ESMS) that includes:

- A risk assessment program that includes periodic identification and prioritization of iMerit's environmental, social and integrity (ESG) risks based on probability of their occurrence and severity of their impact,
- A risk management program that identifies the strategies for managing iMerit's ESG risks; specifies the actions required to implement those strategies; identifies responsibilities, resource requirements and procedures for their implementation; and defines indicators for measuring their success,
- An organizational capacity building program designed to prepare iMerit staff to undertake their ESG risk assessment and management activities,
- Emergency preparedness and response plans designed to minimize damage to iMerit's workers and assets for the most severe emergencies that are likely to occur in the locations where iMerit works,
- A stakeholder engagement plan designed to strengthen relationships with stakeholders who are impacted by or influence iMerit's operations, reduce iMerit's reputational risks and keep stakeholders informed about iMerit's response to their concerns,
- External communications and grievance mechanisms designed to proactively surface and address stakeholder grievances in a transparent and timely manner and keep stakeholders informed
- Plans for monitoring, reviewing and assessing ESMS performance and using the results to implement improvements.