



Entrepreneurs Without Borders: the employee charter v 0.4, 5/1/2021

This charter describes the behavioral guidelines for the employees, freelancers and volunteers of OZG (Entrepreneurs Without Borders). It first indicates why OZG exists, and what values are crucial to it.

An understanding of the reason for existence and the core values makes the subsequent behavioral guidelines understandable and coherent. It ensures that the spirit of this charter can always serve as a guide for the employee, even when the guidelines are not conclusive.

In this document, we use the word "employee" as a collective term for employees, freelancers, volunteers and all others who work on behalf of OZG or represent OZG.

1. The raison d'être of Entrepreneurs Without Borders:

Through reforestation projects, OZG brings back life and prosperity to areas affected by desertification.

The trees and forests serve a higher, sustainable purpose. The sophisticated OZG approach achieves this through better water management, more biodiversity, food for all, and the creation of a thriving local micro-economy. In addition, it provides better opportunities for the local population because school fees can be paid, and enterprising women are given a voice in the chapter.

Ultimately it is about the right of everyone to remain free to think, live, live together and do business.

2. The core values of Entrepreneurs Without Borders

Local, ethical and responsible entrepreneurship

OZG achieves the most sustainable results by demonstrating an ethical and responsible entrepreneurship and stimulating it locally. A fair and ambitious approach gives meaning to the work of OZG and its stakeholders and increases the intrinsic motivation of all involved. In this way, OZG wants to propagate the development of a free person and offer this opportunity to others.

Ethical and responsible in this context also means working to raise awareness of the West's contribution to climate change.

Permanent balance between economy, social welfare and ecology

Within its projects, OZG permanently pursues a balance between the three ESE aspects (Economy, Social, Ecology) based on the belief that this creates the greatest and most sustainable impact. The cross-fertilization between these three aspects best convinces the various stakeholders and also ensures better long-term motivation. OZG sees this balance as a prerequisite for justice. It promotes conscious ethical reflection on positive impact and possible harm among all those involved.

Without distinction as to skin color, gender, religious or political beliefs

OZG starts from the equality of every human being and the right of everyone to the same opportunities, regardless of gender, origin, skin color or beliefs. Through its projects, OZG also works actively to improve equality and human rights in local communities, including by actively promoting the financial independence of women.



Sustainability

OZG wants to work sustainably, in every sense of the word: environmentally and climatewise, socially and economically, and always with an eye to the short and long term.

This applies both to the external impact of OZG and to the internal operation and management of OZG as an organisation. For example, the reliability of OZG is crucial for building and maintaining sustainable relationships with suppliers, investors and local communities. This also applies to the relationship with employees, where, among other things, self-care is given space as an engine for sustainable commitment.

3. The guidelines of this charter

a. Local, ethical and responsible entrepreneurship

- i. Every employee recognizes the crucial element of **freedom** within the OZG philosophy, and the importance and right of everyone to remain free at all times to **think, live, cohabit and do business**.
- ii. The employee recognizes that, **as an expert and entrepreneur, OZG** may and must continually rethink and adjust its plans to achieve optimum effect. Each employee, in his or her activity at OZG, therefore offers the managed employees and the local population these challenges and opportunities for **entrepreneurship and job creation**. Each employee himself also **gets** these **opportunities** within the OZG organization.
In this regard, an OZG employee takes independent **initiative** within the outlined OZG framework to achieve his or her goals. In this way, they are **co-entrepreneurs within OZG**. They take **responsibility** for their actions, exhibiting **boldness and courage** to tackle seemingly difficult problems anyway.
- iii. OZG and its employees **grow, learn**, and provide learning opportunities for others. This also means that transparency is requested in all confidence around possible mistakes, in function of learning to grow together.
With respect to local stakeholders, the staff member maintains a **good balance** between the **freedom** of each stakeholder and **encouraging a willingness to change**. All the actions of OZG staff are aimed at understanding and are based on the idea that learning to do business **with an understanding of the opportunities** of the OZG approach is more sustainable. Grass does not grow by pulling it.



- iv. The employee recognizes our **collective responsibility** for climate change and thus the support that goes with it to stop desertification, by building the “**Great Green Wall in Africa**”. The employee promotes knowledge and awareness about this in the organization, and **sensitizes** the OZG stakeholders with whom he or she comes into contact.
The employee naturally sets a **good example** in relation to the **environment and climate**.
- v. As an expression of responsible and ethical entrepreneurship, each employee therefore **stands up for himself and OZG**, and demands **respect for the values** for which OZG stands.

b. Permanent balance between economy, social welfare and ecology

- i. Employees assist OZG in the pursuit, **through afforestation**, of the **ultimate goal**: the **right to a humane mix of economic, social and ecological (ESE) factors in Africa**. They recognize its importance for the **free choice** of residence, and its attendant impact on **migration flows**.
- ii. Each employee recognizes **the "impact first" goal** of OZG. To this end, the employee promotes the operation of OZG, by also making the argument that it is also in **all of our interests** that everywhere in the world people can live a decent life without being forced to migrate. Every employee helps OZG to pursue the ESE balance. This means **creating prosperity and well-being** and thus promoting the **sustainability of the impact** of OZG.
- iii. It is a crucial goal of OZG to **make people less dependent** on external aid or evolving climate conditions, with **each person recognizing the responsibility** they bear in creating these conditions. Every OZG employee carries this message.
- iv. Each OZG employee cooperates in the ESE goals of OZG, and therefore **respects the dignity and expertise** of any other OZG employee or stakeholder.
- v. The employee **reports** transparently, honestly and appropriately on this **humane mix of economic, social and environmental (ESE) factors**. This includes continuous attention to the care of ESE aspects in the selection of **suppliers** and in the attitude towards other stakeholders.

c. Without distinction as to color, sex, religious or political beliefs

- i. OZG emphasizes the effects of its activities on **human and social rights**, and the essential purpose of **providing opportunities**.
- ii. OZG asks every employee to **subscribe to some principles**:
 - The principle of **equal rights**, regardless of gender, skin color, and religious or political beliefs.
 - The principle that respect for the **safety of local people** must come first, while at the same time respecting the **democratic vision** of OZG is requested.
 - The principle that OZG strives to **prevent local social disruption**, whereby OZG for remuneration is based on correct local pay scales, which allow local employees to live in dignified well-being with their loved ones.



- The principle that OZG employees do not indulge in **corruption**.
 - The principle that OZG condemns **child labor**. Accordingly, OZG will never employ children. OZG asks employees to actively ensure that children are given the **opportunity to thrive**, understanding the educational and social value of proportional household help.
 - The principle of providing specific opportunities for **women** to promote **their financial independence**. OZG asks every employee to **actively participate** in this crucial goal.
- iii. OZG asks each employee to actively work on **learning to avoid**, sometimes unconscious, **biases**, and to always work with **respect** for values, racial and gender equality, and views on faith or politics.

d. Sustainability

- i. OZG believes that public support from authoritative investors promotes sustainable impact. Therefore, OZG asks every employee to seize every opportunity to participate in the **public debate** about the issues around which OZG works, and to **dare to speak out** internally but also - according to everyone's talent - externally **for this commitment**.
- ii. Good citizenship requires that **every employee**, regardless of his or her role within OZG, **adheres to this charter**.
- iii. **Sustainability** also requires that every employee respects a number of crucial rules related to the core activities of OZG, through **exemplary behaviour** in terms of the environment, climate, anti-discrimination, equal opportunities, etc.
- iv. Each employee commits to **actively and constructively share their specific experience** within OZG, in order **to help OZG** to run a healthy business in order to achieve a greater and more sustainable impact. In doing so, OZG also expects that any purposeful input from colleagues, based on each person's knowledge and skills, is **mutually recognized and appreciated**.
- v. The **reliability** of OZG is crucial. OZG itself will also behave reliably towards its employees. In this regard, OZG expects some **basic attitudes** from the employee:
 - a. The employee does not abuse the **transparency and honesty** of OZG: every action of every employee should **respect the interests and values of OZG**.
 - b. Each employee is **loyal, transparent and honest to OZG**:
 - The employee shall openly report any significant **conflict of interest**.
 - The employee avoids any activity that could go **against the goals** of OZG.
 - The employee is **transparent about results, risks, resources and quality** in relation to everything that has to do with his or her role within OZG.
 - c. Each employee takes **ultimate responsibility** for his or her role in OZG even in delicate circumstances. The employee works in an atmosphere of **ownership** of the integrity and reliability of OZG as a community.



- d. **Credible and consistent communication** is crucial to OZG. Thus, each employee should be mindful of appropriate coherent communication, with respect for and understanding of the **overarching goals** of OZG.
- vi. Working for OZG is not without obligation. It requires a loyal, lived-in and long-term **commitment** from every employee.
- vii. **Value and harm thinking** should be promoted.
- The employee recognizes that OZG is an organization that works with **people**, and that OZG operates in an imperfect world in which **compromises must sometimes be made**.
 - At the same time, OZG wishes that employees commit themselves, like OZG, not only to think about **optimizing the positive, sustainable ESE effects** of their job, but also to humbly acknowledge that some activities may cause **harm** to some stakeholders. Employees therefore commit to consciously think about how to minimize that harm anyway, and to take the **necessary actions** to do so.
- viii. **Self-care** as a driver for sustainable engagement.

Self-care expresses itself in the form of **pride** in each employee's contribution to OZG. Each employee is therefore able to communicate the results of the work of OZG with pride and thus make the **contribution of each visible and appreciated**.