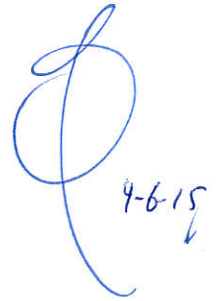


## ADDENDUM TO HIVOS CORPORATE SOCIAL RESPONSIBILITY POLICY

AS ORIGINALLY PUBLISHED 17 SEPTEMBER 2012



4-6-15

Effective 27-5-2015, the following paragraph 2.2 replaces the prior version contained in the Hivos Corporate Social Responsibility Policy on page 4, published on 17 September 2012. Changes are marked in *Italic*.

### Page 4, 2.2 Diversity and equality

Hivos believes in supporting and respecting the protection of internationally proclaimed human rights; and makes sure that it is not complicit in human rights abuses<sup>1</sup>. Respect for human rights and democratic rights for all citizens is essential for building a prosperous and just society in which everyone can and may participate. One way in which Hivos upholds Human Rights is by respecting Diversity. Specifically, Hivos considers all people to be equal, regardless of gender, ethnicity, sexual orientation, *gender identity*, religion, culture, caste, income/wealth and age, type of employment relationship<sup>2</sup>. Hivos also values democracy in the public space. Ensuring diversity means not only respecting people's differences, but where necessary taking active steps to ensure that all people have equal rights and opportunities.

### How Hivos embodies Diversity and Equality:

Hivos believes that supporting Diversity and Equality contributes towards achieving Hivos' goal of a world in which people can develop themselves. Wherever possible, we strive towards a **body of staff which meet our strategic vision and reflects the society in which we operate**. In practice this means:

- a balance between men and women
- the proportion of ethnic groups in a Hivos Office is more or less in line with the proportion in the country in which the office is located (without setting fixed targets)
- certain age groups are not disproportionately represented

In order to achieve this, we **actively recruit persons from groups that are underrepresented**. Quality of candidates is most important, but in case of equal quality, preference will be given to underrepresented groups.

Diversity of sexual orientation, *gender identity* and religions and convictions (excluding extremism) are welcomed, even though they are not actively stimulated. Some (religious) convictions may conflict with the Hivos values. Hivos asks staff to support the Hivos values in their work and not to publicly undermine them. For concrete measures in practice, please refer to the Hivos human resources policy<sup>3</sup>.

We work with each other in a way which shows **respect for our differences**. We do not ignore our differences, but acknowledge them when relevant. We take the other person into account when choosing how we communicate.

If any provision of this addendum or the Hivos Corporate Social Responsibility Policy should be held invalid, unlawful, or unenforceable, the validity, legality, and enforceability of the remaining provisions shall not be affected.

<sup>1</sup> Definition based on information in The Global Compact and The Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework.

<sup>2</sup> Definition based on information in The Global Compact, The International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and The Ethical Trading Initiative Base Code.

<sup>3</sup> Hivos Policy Human Resources, 1999.