



Entrepreneurs Without Borders: the investor's charter v 0.4, 5/1/2021

This charter describes the behavioral guidelines for investors in 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 guide the cooperation between the investor and OZG, even when the guidelines are not conclusive.

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 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 business practices

- i. The investor recognizes the crucial element of freedom in the OZG philosophy, and the importance and right of everyone to remain free at all times to think, live and do business.
- ii. The investor recognizes that as an expert and entrepreneur, OZG may and should continually rethink and adjust its plans to achieve optimal impact. OZG wants to provide challenges and opportunities for entrepreneurship and job creation to the local population.
- iii. The investor recognizes our **collective responsibility** for climate change and thus the corresponding support in countering desertification, by building the "Great Green Wall" in Africa. The investor promotes awareness of this in its organization, and **sensitizes** employees.

b. Permanent balance between economy, social welfare and ecology

- i. The investor supports OZG in striving, **through afforestation**, towards the **ultimate goal: the right to a humane mix of economic, social and ecological (ESE) factors in Africa**, and recognizes its importance for the **free choice** of residence, and its corresponding impact on **migration flows**.
- ii. The investor formulates **clear ambitions to promote this humane mix of economic, social and environmental (ESE) factors** in its business operations and philanthropy, including reporting in the investor's annual **CSR report**. The investor shows a continuous concern for the **chain responsibility** concerning these ESE aspects.

The investor gives this ambition a place in the **meaning story** of the organization.

- iii. The investor recognizes the "**impact first**" goal of OZG. To this end, the investor promotes the investments in 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. It is a crucial goal of OZG **to make people less dependent** on external aid or evolving climate conditions, with **everyone recognizing the responsibility** they bear in creating these conditions.

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



- i. The investor's **communication plan** emphasizes the **human and social rights** impacts of the OZG activities.
- ii. OZG asks for endorsement of **some principles**:
 1. The principle of **equal rights**, regardless of gender, color, and religious or political beliefs.
 2. The principle that respect for the **safety of local people** must come first, while at the same time requesting respect for the **democratic vision** of OZG.
 3. 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 dignity with their loved ones.
 4. The principle of providing specific opportunities for **women** to promote their **financial independence**.

d. Sustainability

- i. OZG believes that public support from authoritative investors promotes sustainable impact. Therefore, OZG asks the investor to participate in the **public debate** around the issues around which OZG works, and to **dare to speak out** internally but also externally **for this commitment**.
- ii. Good citizenship requires that each investor, regardless of the size of the financial contribution, **complies with this charter**.
- iii. Sustainability also requires that the investor respects some crucial rules linked to the core activities of OZG, such as **compensating all CO2 emissions** and implementing a CO2-neutral future plan.
- iv. Each investor commits to actively and constructively use their specific expertise **to help OZG** to run a healthy business in order to achieve a larger and more sustainable impact.
- v. The **reliability** of OZG is crucial. OZG expects a number of basic attitudes from the investor:
 - not to abuse the transparency and honesty of OZG: any action by the investor should **respect the interest and values of OZG**.
 - **reciprocity**:
 - **ambition as well as transparency** on ESE in the annual report
 - **transparency and consultation** if the investor plays a role in activities that go **against the goals** of OZG



- commitment to draw up, in consultation with OZG, an **internal communication plan** about the partnership with OZG, which also emphasises that the collaboration with OZG is not a commitment without obligations
- vi. OZG requires loyalty in the form of a **long-term commitment** from the investor.
- vii. **Value and damage thinking** should be promoted..
- The investor recognizes that OZG is an organization that works with people, and that OZG operates in an imperfect world in which **compromises sometimes** have to be made.
 - At the same time, OZG desires that investors commit, like OZG, not only to think about **optimizing the positive, sustainable ESE impacts** of their operations, but also to humbly acknowledge that some activities may cause **harm** to some stakeholders. Investors therefore commit to consciously think about how to minimize that harm, and to take the necessary **actions** to do so.
 - OZG can share info on how it as an organization identifies this harm and what actions it takes to **reduce or compensate** for it.
- viii. Self-care as an engine for sustainable engagement.

Self-care expresses itself in the form of **pride** in the added value of supporting OZG. The investor therefore commits to communicating the results of the partnership with OZG internally to **make visible and appreciate the contribution of each**.