



# ETHICS CHARTER

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GRAMEEN CRÉDIT AGRICOLE  
FOUNDATION

January 2019



## OUR PURPOSE

The purpose of the Grameen Crédit Agricole Foundation is to help fight poverty by promoting entrepreneurship with a social impact and financial inclusion.

## OUR COMMITMENTS

The mission of the Grameen Crédit Agricole Foundation is to finance and support microfinance institutions, companies and projects that **promote inclusive finance and the development of rural economies throughout the world**. The Foundation is committed to proposing reasonable, inclusive investment models with a social impact that are respectful of the environment.

The Foundation is committed to generating a **dual performance**: economic, which guarantees its sustainability; and societal, which guarantees its usefulness. It is committed to reporting on this dual performance.

Through this Ethics Charter, the Grameen Crédit Agricole Foundation expresses its **commitment to conduct itself in accordance with its values and principles of action** with regard to all of its stakeholders: the microfinance institutions and social business companies it

supports; its founders, the Grameen Trust and Crédit Agricole Group; its investors; its technical and financial partners; and its suppliers and staff.

The Grameen Crédit Agricole Foundation's directors and employees have a responsibility to respect the values enshrined in this charter and to comply therewith in exemplary fashion.

The principles of action and the conduct of the Foundation are in line with the fundamental principles set out in various international documents, including the Universal Declaration of Human Rights adopted by the UN in 1948, the ten principles of the United Nations Global Compact, the Conventions of the International Labour Organization, and the principles of compliance described in the corpus of regulations of the Crédit Agricole group (FIDES corpus).



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## OUR IDENTITY AND OUR VALUES

The values of the Grameen Crédit Agricole Foundation are **responsibility, commitment and creativity**. When expressed in teamwork, these values create collective intelligence and guide the Foundation's actions.

The Foundation capitalizes on the ties it establishes and cultivates, on the dynamics of alliances, and on sharing knowledge and experience so as to pursue its goal of providing advice and support to its partners over the long term with honesty, loyalty, determination and agility.

The Grameen Crédit Agricole Foundation undertakes to proceed with respect,

openness, integrity and humility in diverse, complex and changing geographic, economic and socio-cultural contexts.

The Grameen Crédit Agricole Foundation aspires to the **equitable development of rural economies**, particularly through promoting the **economic emancipation of women**, and strives for continuous improvement in its social impact.

The identity and values of the Grameen Crédit Agricole Foundation constitute the basis of the principles of action that stand guarantee for its solidity and development.



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# PRINCIPLES OF ACTION

OUR PRINCIPLES OF ACTION ARE APPLIED WITH REGARD TO:

**PARTNERS WE SUPPORT: MICROFINANCE INSTITUTIONS AND SOCIAL BUSINESS COMPANIES**

**Responsibility and accountability:** the Grameen Crédit Agricole Foundation's core priority is respect for its commitments to the financed institutions and companies. The Foundation promotes responsible finance based on strict eligibility criteria concerning social indicators and the protection of its clients, as well as a double analysis of the economic and social performance of the organizations it supports.

The Foundation relies on **adaptability, proximity and humility** to advise and support its partners even better, because it establishes a close and respectful relationship with its partners and territories. It adapts its offer of advice and support to meet the needs of its partners with a sense of service, agility and flexibility.

**Complementarity:** the Foundation proceeds alongside other committed stakeholders, as the fight against poverty cannot be waged on one's own. It establishes and cultivates ties, and initiates strategic alliances through openness, determination and receptiveness to bring together and pursue actions for a better shared economy.

**SOCIETY**

**Fundamental rights:** the Grameen Crédit Agricole Foundation carries out its activity worldwide with respect for fundamental human and social rights. The Foundation's actions also contribute to the attainment of **9 of the 17 Sustainable Development Goals** (SDGs) defined by the United Nations: no poverty (Goal 1); decent work and economic growth (Goal 8); gender equality (Goal 5); responsible consumption and production (Goal 12); affordable and clean energy (Goal 7); zero hunger (Goal 2); climate action (Goal 13); partnerships to achieve the goals (Goal 17); water and sanitation for all (Goal 6).

The Foundation seeks to ensure and encourage the **protection of end clients** against the risks they face when using financial services such as over-indebtedness, lack of transparency, the disclosure of personal data, abusive lending conditions and/or irresponsible recovery practices.

**OUR EMPLOYEES**

Being a **responsible employer** entails guaranteeing the principle of fairness and non-discrimination (origin, gender, religion, political opinion, age, disability, health, sexual orientation), promoting social diversity, the diversity of integration routes, training, the social dialogue and quality of life at work. The task moreover requires caring for the safety of employees who are dispatched to missions.

## INVESTORS AND FUNDERS

The Grameen Crédit Agricole Foundation is keen to provide investors with **transparent, verified and accurate information**, particularly on the social performance and protection of clients, in order to demonstrate the relevance of sustainable financing for microfinance institutions and social business companies.

**The Foundation is committed to ensuring the financial integrity** of its investments by complying with international standards concerning the prevention of money laundering and the financing of terrorism and corruption adapted to the risks of the inclusive finance sector and the national environments of its partners. In so doing, it protects the reputation of its investors.

### FOUNDERS: CREDIT AGRICOLE GROUP AND GRAMEEN TRUST

The Foundation is committed to **accounting for the performance of its mission accurately**. The Grameen Crédit Agricole Foundation is enriched by the research, knowledge and experience of its Founders. In return, it shares the expertise it has acquired (particularly when it comes to measuring social performance), and promotes alternative economic models.

## THROUGH ETHICAL PRACTICES

**Professionalism and skills:** the directors and employees have to know and comply with the laws, regulations, and professional norms and standards, as well as the procedures applicable to the Foundation, so as to abide by and implement them in a

so as to abide by and implement them in a responsible manner. Directors serve on a voluntary basis.

**Responsible conduct:** the directors and employees have to adapt to the cultural context of the countries where the Foundation is present and abide by the local customs. They nonetheless refrain from any action likely to harm the reputation or image of the Grameen Crédit Agricole Foundation, its Founders, investors and partners.

**Confidentiality and integrity of information:** the directors and employees observe the same duty of discretion and refrain from unduly disclosing or using confidential information in their possession for their own account or that of third parties. Each employee shall provide reliable and sincere information to the partners, investors and stakeholders in general.

**Prevention of conflicts of interest:** the directors and employees shall protect themselves from any conflict of interests in order to preserve the primacy of the interests of the Foundation, its partners and investors under any and all circumstances.

**Vigilance:** the directors and employees shall combat money laundering and terrorist financing, comply with international sanctions, fight against corruption and prevent fraud. They shall exercise appropriate vigilance for our line of business and shall, if necessary, resort to whistleblowing in compliance with the regulations and procedures in force.

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