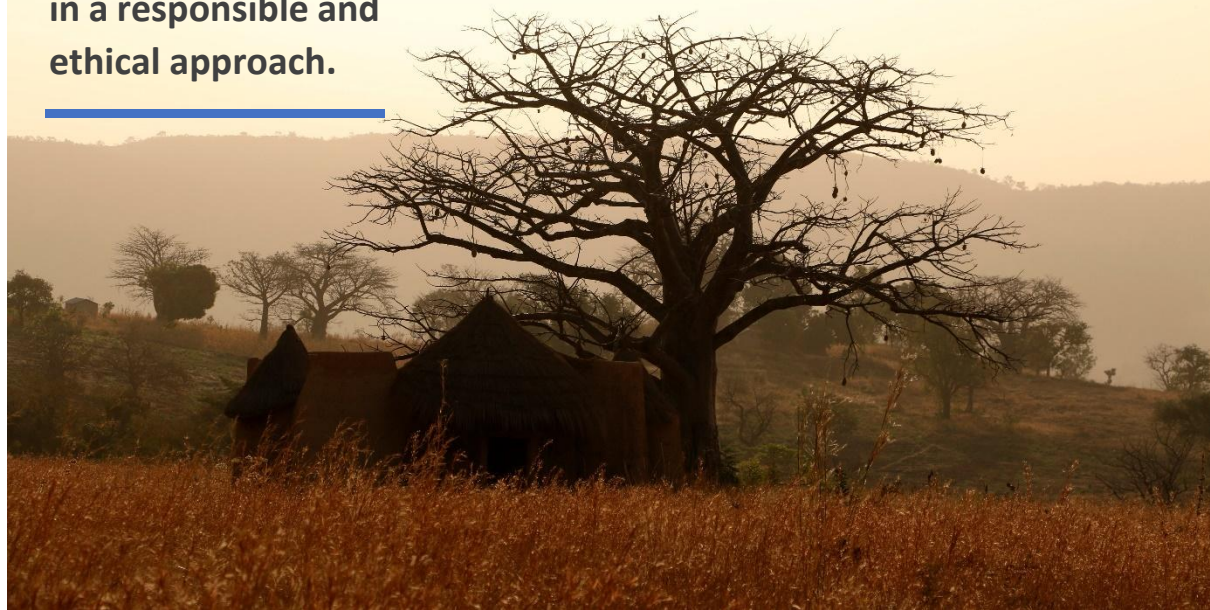


CORPORATE SOCIAL RESPONSIBILITY CHARTER





Every day,
AACCES's men and
women take pride
in a responsible and
ethical approach.



Version History

Version and Date	Summary of changes	Section/Page number
v.1 _ 05/04/2024		
v.2_ 15/04/2025	Our Approach	p. 14
	Health & Safety All equipment required by Co-TECC guidelines https://www.c-tecc.org/news/guidelines-2024	p. 18

Preface

VALUES & RESPONSABILITIES

« AACCES considers that Corporate Social Responsibility (CSR) is a broad-based movement in business that encourages companies to take responsibility for the impact of their activities on partners, employees, communities and the environment.

AACCES is built around strong values that guide our actions as responsible entrepreneurs and our behaviour.

AACCES shares with its managers and employees the desire to promote its values. Together, we reaffirm the need to embody them by acting in an exemplary manner. Indeed, the success of our company will only be sustainable if we clearly affirm our requirements as an ethical and responsible company.

CSR is defined as the way companies adapt, integrating social, environmental and economic concerns into their values, decision making and strategy to improve their performance.

In this context, AACCES has undertaken the drafting of this Charter so that it becomes a reference for everyone in terms of individual or collective behaviour and a guide for our daily actions enabling us to embody our values.

We are determined to make this Charter a unifying issue, and to share it with the men and women who join our company with the same aspirations. »

– Stéphanie CAHN, CEO of AACCES



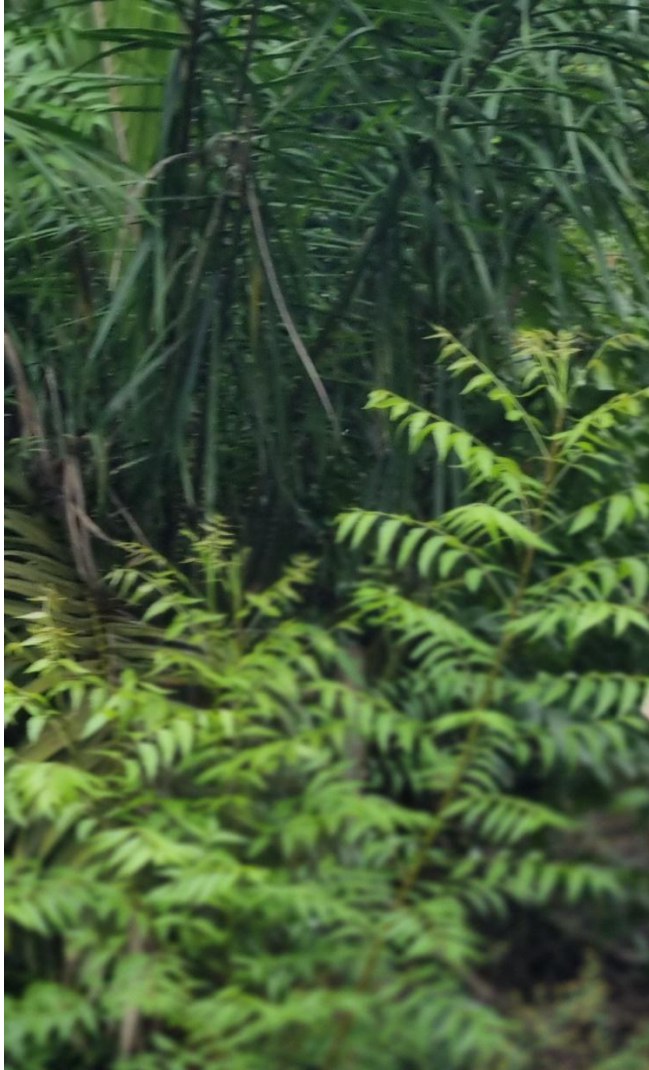
Contents

We conduct our business with strong dedication to ethical and responsible practices. In all our offices, we are aware of the impact we have on the environment and society, both positive and negative. Therefore, every day we try to minimise the negative impact from GHG, waste and resource consumption and enhance the positive impact in terms of employee benefits, social welfare and local communities engagement.

Introduction	6
Who are we?	7
Social Balance	8
Respect for the Environment	11
Our Initiative	12
Our Approach	13
Carbon Balance	15
Economic Integrity	16
CSR Governance	17
Health & Safety	18



Introduction



OUR CONVICTIONS

Everything we do at AACCES is about unlocking potential, whether it's for our clients, our people, our suppliers or wider society.

We recognise the importance of giving to those in need, protecting our planet for future generations and respecting everyone's unique attributes. Our CSR framework is aligned with AACCES's values and quality standards and is based on integrated strategic planning, which combines the economic and business developments with CSR goals

We are convinced that efficiency and responsibility are inseparable. We implement daily action plans, involving the participation of all our employees. We commit to our partners with the same ethical approach and in respect of their corporate values.

Our values guide our day-to-day behaviour. Together we want to inspire, challenge and empower our people, for Better!



Who are we?

“Enhancing capacity through training

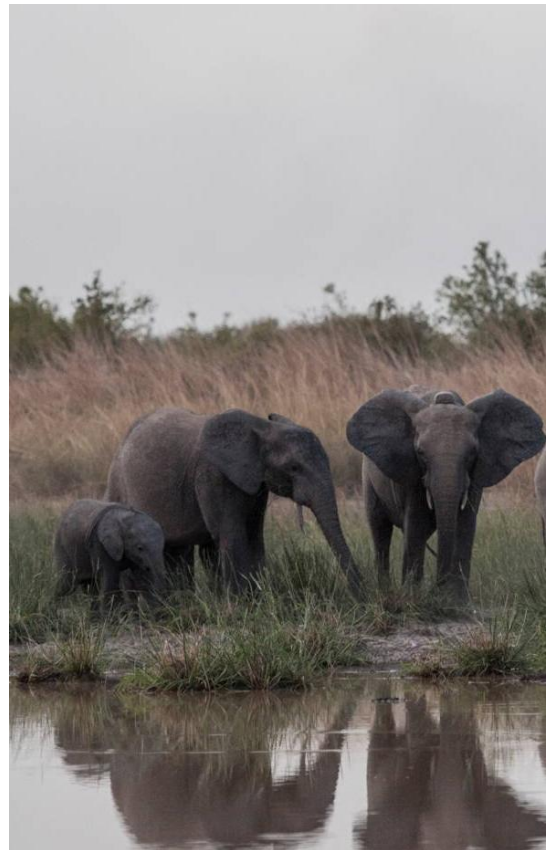
Building to impact

Acting to stabilize”

It took AACCES only a few years after it was created in 2014 in Africa to be part of the most innovative and customized training program & development support companies.

It is now a major international training partner, especially for professionals who carry out their missions and implement projects in complex and vulnerable areas.

AACCES recognizes the importance of carrying out its activity while contributing to society’s sustainable growth. For this reason, AACCES takes on a commitment to help the communities of the countries in which it operates. Supporting job creation, respect for human rights and care for the environment form a part of AACCES’s business strategy, guiding its growth in a responsible manner.



**A high-level Pan-African
training center**

Since **2014**
+50 Organizations supported | **+5000** People trained

AACCES - Support en Développement - Training Portfolio 2025

■ Intervention Zone

5

Social Balance

“To be an example in our day-to-day actions for fairness, respect for health, safety and diversity”

Our employees are the backbone of our company, and their well-being, health and safety in the work place are crucial to our success as a business. By implementing the "Our People" policy, we have laid out the basis for securing a safe working environment that ensures that our employees feel motivated and productive. We continue our goal of supporting our community and encourage sustainable growth.

1. We attach great importance to skills development

1. Internal resources | AACCES provides its employees with a number of skill development pathways. Training content made by experts, distributed to employees, allowing for ongoing improvement through training.

2. Technical trainings / trades specific to our activity | Regular monitoring of the technical aptitude of our employees is essential. Employees represent a primary asset and competitive strength. To keep employees the best in the industry training is regularly provided.

3. Conferences / fairs | In addition to internal training, information and training sessions on new technologies are often provided via fairs or conferences. (For instance, artificial intelligence, blockchain, IP prospective & Innovation, etc.)

2. We attach great importance to people's autonomy

In fact, at AACCES, management embraces collaborative leadership to support and facilitate employee initiative and autonomy. Thus, our company is based on these three main values :

Courtesy : as the 1st step toward respect!

Honesty : with coworkers, partners and customers of course, but first with ourselves!

Courage : To try, to fail, and to try again!

3. Multicultural dimension, diversity and fight against discrimination

We thrive in a multicultural dimension of the company : indeed, many different nationalities make up the team's employees with, for instance, more than 10 nationalities working together in our offices.

We rely on the diversity of our workforce and talents, which is an asset for the group in terms of innovation, performance and competitiveness. In this respect, we refrain from all forms of discrimination for any reason whatsoever and on any grounds whatsoever, as well as from any conduct that violates the dignity of the individual. In fact, we wish to attach particular importance to gender parity in society. This decision aims to promote equal opportunities for women in employment and pay, as well as to help all employees to reconcile work and family life (women-men equality plan).



4. We promote the integration of disabled people

AACCES is sensitive to the issue of disability. In fact, we try to make it easier for disabled people to access our premises. In addition, ergonomic furniture was made available to all employees. We also try to develop partnerships with companies that hire people with disabilities. We also set up a week of awareness raising on disability conditions, with videos sent daily to employees, posters, with the aim of promoting the integration of these people within the company.

5. We promote the recruitment of young adults

Annually, AACCES welcomes interns, as it seeks to support and integrate young people working upstream of the labour market. These internship are established to benefit the company and the interne. The company gains an undeniable source of new talent who can then join us on a long-term basis through an open-ended contract. And interns we welcomed with very good conditions (salary, luncheon voucher, etc). To facilitate these internship programs, the company works to develop partnerships with local universities in west Africa and in Europe.

6. We fight against sexual or personal harassment

Sexual harassment is any conduct, comment, gesture or contact of a sexual nature that is un-

wanted or unwelcome by any individual, or that might reasonably be perceived by that individual as placing a condition of a sexual nature on any AACCES-related activity.

Personal harassment is any conduct, verbal or physical, that is discriminatory in nature, based upon another person's race, color, ancestry, place of origin, political beliefs, religion, marital status, physical or mental disability, sex, age or sexual orientation.

Personal harassment includes but is not limited to discriminatory or other behavior, directed at an individual, that is unwanted or unwelcome and causes substantial distress in that individual and serves no legitimate AACCES-related purpose. Sexual or personal harassment in any form is strictly prohibited and may be grounds for suspension or termination as an officer, director or employee.

7. We are loyal in our practices

We never offer any compensation, monetary or otherwise, to obtain or retain a contract, and none of our representatives or partners are authorized to make illegal payments on our behalf. We also require total integrity from our employees in all aspects of their business.

Management expects all employees to comply with the legislation and its internal policy. We are committed to respecting the rights and expectations of individuals with regard to privacy and to protecting personal data against any unauthorized access, use, retention, storage and disclosure.



8. We give priority to the well-being of our employees

AACCES is committed to contributing to the development of its employees. We have set up a range of benefits and services for them, contributing to their well-being:

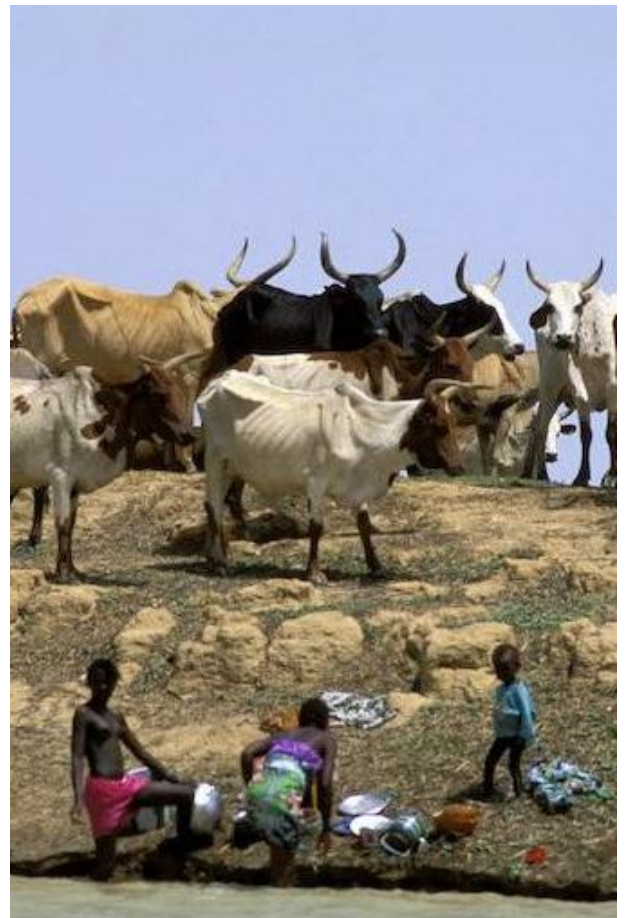
- Promote and respect the protection of international human rights law in their sphere of influence within the company.
- Eliminate all forms of forced or compulsory labour.
- Act against corruption in all its forms, including extortion and bribery.
- Organize team-building to promote group cohesion.
- Encourage responsible behaviour in offices so as not to harm colleagues.

9. We support employee-sponsored social project

At AACCES, each employee can propose a project for the benefit of children or dedicated to the sustainable development and thus helping the development of local communities. While these projects are local in nature, we intend to spread our donations evenly throughout the world. Our goal is to invest in a new ongoing and persistent project. With this approach over time our investments will make a difference. AACCES's support can also be in other forms such as giving time and participating in causes on a voluntary basis, providing equipment, etc.

10. We condemn all forms of corruption and bribery

At AACCES, offering or accepting a bribe, in any form, to or from any person in either the public or private sectors, is prohibited. Reasonable hospitality and promotional or other business expenditures that seek to maintain cordial relations or present products or services, are recognized as a legitimate part of doing business. Anonymous reporting of perceived corruption, bribery or fraud is encouraged



Respect for the Environment

“Reducing the environmental impact from our operations”

“Contribute to the preservation of our resources by adopting responsible behaviour”

Through this Charter, AACCES aims to share with all stakeholders its targets and the corresponding Policy Rules. AACCES's targets are the following:

- Reduce in a sustainable way its environmental footprint: resource consumption, waste management and greenhouse gas emissions,
- Take all actions necessary on the long-term to induce a positive impact on its ecosystem: employees, clients, partners, suppliers, service providers, subcontractors.

Although the environmental impact of our activity is very limited (typical environmental issues arising in an office or in our training area), there is a special sensitivity toward this issue, with initiatives such as the following currently in place:

1. Application of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), whenever possible, responding to the growing demand for environmental reporting aligned with best market practices (<https://www.fsb-tcf.org/>).

2. Reduction of the impact of our activities on the environment (through implementing policies for energy efficiency and reduced water and electricity consumption, reducing our carbon footprint, recycling and reducing paper usage, eliminating plastics, etc.) in all countries in which AACCES has a presence.

3. Offsetting the carbon footprint generated by our training program, by prioritizing the recruitment of local trainers and employees.

4. Investment in new technologies with the aim of facilitating communication between employees as well as with clients in order to avoid travel (100% of our sites offer collaborative tools and videoconference facilities, which helps reducing travels).

5. Awareness campaigns among the AACCES's professionals and social networks, planting trees annually to promote the great green wall project for Sahara & Sahel.

6. Delivery of conferences and seminars that deepen into the problem associated with climate change and the actions that must be carried out by organizations under the current regulatory framework.

Our Initiatives

Our initiatives to reduce the number of components and consumable items

All our sites are equipped with a limited number of photocopiers, default printing is black and white and two-sided, and we use recycled paper. AACCES digitizes 100% of documents and processes: meal vouchers, pay slips, on-boarding documents, business management, expense reports and vacation. Any notification is also digitized and sent by email. Every employee is given a backpack, a cup and a flask.

Our initiatives to help reduce daily waste

All our sites are equipped with a coffee machine with grinder and a water fountain. AACCES has set up a selective sorting system with separate bins for plastics, cans, cardboard, glass and household and non-recyclable waste. 100% of sites have a process for collecting and recycling used toners. Batteries are collected and regularly left at supermarkets in designated areas.

Our initiatives for a responsible IT management

Our policy is to maintain IT equipment beyond its depreciation period and to repair rather than replace it. We deploy a process for collecting and recycling WEEE (Waste from Electrical and Electronic Equipment) on all our sites. This enables us to offer a sustainable and meaningful activity to people with disabilities or on a path to integration.



Our Approach

Creativity

Creativity is at the heart of the solutions we provide to our clients. We foster the expression of this creativity by encouraging the individual and collective initiatives of our teams.

Expertise

It is based on the high level of training and skills of our team and on our organisational capital. We put the expertise and recognised experience of our teams at the service of our clients by drawing on the full range of Intellectual Property tools for tailor-made support.

Trust

The relationship of trust with our clients and our teams is paramount. We foster long-term relationships with our clients to build genuine proximity. We invest in the development of our staff by cultivating a management style based on training, trust and delegation.

Collaboration

We work to develop collective intelligence and creativity, both among our staff and with our clients. We mobilise the various skills and professions according to the project, while valuing the contribution and role of each individual.





Carbon Balance

“Responsible production, consumption & climate action”

“Reduce Co2 emissions”

This requires encouraging all our employees to reduce their consumption of air conditioning and heating equipment, but also to turn off their computers every evening and leave no appliances on standby. In addition, employees are encouraged to delete unnecessary emails and empty the recycle bin of their energy-intensive emails. Actions are also being implemented to optimize energy management, like the use of video and other media for professional or social communications.

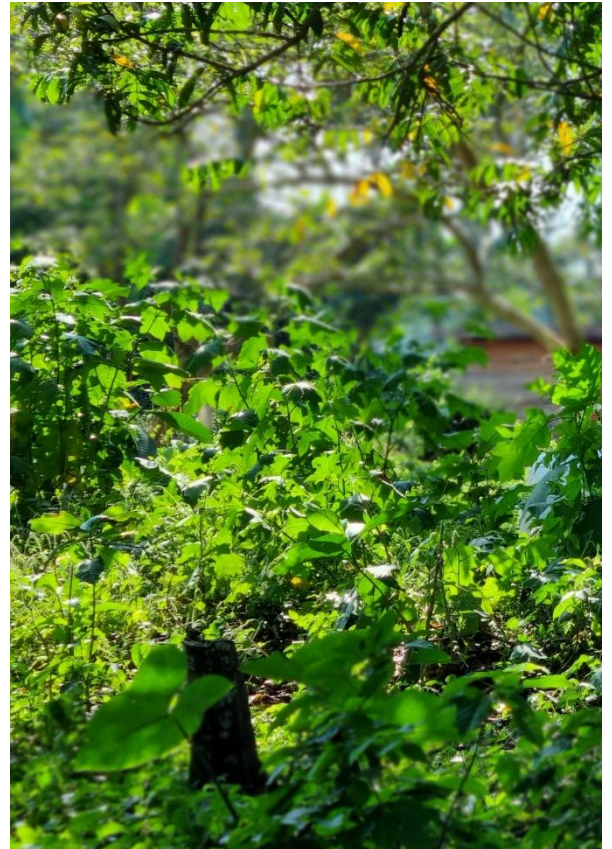
1. We are committed to an approach that minimizes travel and favours trains instead of planes for less than 4 hours journey.
2. Alternatives to the systematic transport of equipment are being implemented at numerous tradeshow across Europe and Africa (rental, local production, etc).
3. We strongly encourage our employees to use alternative and collaborative transport whenever possible.

As a realisation of our commitments, we have implemented several initiatives, aiming at addressing our impact on the environment. Since 2020, we have successfully switched to renewable energy sources and implemented an integrated environmental management system to track the resource consumption for all our offices, training areas and guesthouses for our employees.

Carbon neutrality is our commitment.

We are constantly looking to utilise innovative techniques, and our circular economy approach to the production of all goods is a clear example of how we managed to reduce waste and avoid pollution, whenever possible, by collecting and reusing our products before they reach landfill.

The first results showed a decrease of 35% of our emissions in 2023 compared to 2020.



Economic Integrity

“Contribute to the dynamism of local ecosystems by maintaining integrity with all stakeholders”

An important dimension is respect for ethics, whether it is social towards our employees or towards the thoughtful choice of our suppliers.

1. Responsible purchasing

- AACCES always promotes the choice of professionals from each country in which we operate. Whether for trainers or for field teams that implement projects.
- Collaboration with companies which employ people on social integration schemes and people with disabilities.

2. Anti-corruption and bribery

We are dedicated to act with integrity and develop our business in a responsible manner. Our Code of Conduct clearly outlines the aspects of our work and the acceptable actions in relation to anti-corruption and bribery from each and every one of our employees, suppliers and third parties.



3. Our policy is based on 3 pillars

- Prevention: train and inform employees.
- Optimising our tools and procedures: closely monitoring our risk mapping, developing our anticorruption procedures and tools.
- Assessments: make sure that our system respects fair commercial practices and IT security.

4. Our anti-corruption system

- A training program on the risks of corruption and influence peddling has been set up for the employees most at risk.
- Our Code of Ethics clearly informs employees of the ethical policy and procedures established within AACCES.

A confidential reporting channel, also known as a whistleblowing procedure, is available to employees.

CSR

Governance

“The importance of implementing self-regulation”

AACCES places corporate social responsibility at the heart of its business model. Our activities and solutions are designed to help our partners fulfil their responsibility commitments, particularly by reducing their carbon footprint. At the same time, we are continuously improving our own internal and external practices to operate as an exemplary enterprise when it comes to CSR. We have put in place a dedicated CSR governance report, rolled out at all levels of the organisation, to ensure that our economic performance is accompanied by positive environmental and social impacts.

The Governance and CSR Committee of the Board of Directors

As a guarantor of responsible governance, this committee ensures that the AACCES takes into account all the social and environmental opportunities and risks it faces. Created in 2022, it is composed of the members of the Board of Directors and meets at least two times a year. It reviews AACCES's sustainable development policies and processes. For example, the committee recently reviewed the gender diversity policy and the objectives for increasing the number of women in key trainers positions.

It assesses whether the CSR roadmap is aligned with the Company's main risks and opportunities.

It examines the ESG (environmental, social and governance) scores obtained by AACCES, as well as its overall CSR performance. It sets the AACCES's major CSR policies and roadmap. Its members ensure that this roadmap is properly implemented in their subsidiaries.

It regularly examines the progress of the annual CSR action plans. It systematically reviews the management of CSR risks and opportunities at its monthly meetings. In particular, it assesses key processes and performance related to health and safety and employee recruitment.



Health & safety

“The importance of implementing self-regulation”

AACCES is particularly sensible of the risks to employees and ensures that everyone has a healthy and peaceful workplace. The firm's activity does not in itself present any physical risks for employees.

AACCES ensures that the various premises (head office and branches) comply with the legal standards and provisions in terms of health and safety and regularly assesses the health and safety risks to which employees may be exposed, which are listed in the SOP HSE policy.

AACCES has the necessary fire safety equipment and information sheets. First aid training is regularly offered and all employees are trained in fire safety.

Our company has been able to adapt throughout the pandemic COVID_19 by providing appropriate equipment (gel, masks, etc.), by adapting the frequency and methods of cleaning the premises and by encouraging teleworking. AACCES is ready to face risk in the future.

All equipment required by Co-TECC guidelines

<https://www.c-tecc.org/news/guidelines-2024>



Contact us

Stéphanie Cahn

CEO

+227 98643424 / +228 91420565

stephanie.cahn@aacces.org

Jean-Michel Clair

Deputy CEO

+227 80800935 / +337 63227680

jeamichel.clair@aacces.org

www.aacces-group.com



aacces.org/socialmedia

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavour to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

© Copyright photos | AACCES, Support en Développement

© 2025 | AACCES, Support en Développement

All rights reserved. The AACCES name and logo are registered trademarks or trademarks of AACCES International.