



Corporate Social Responsibility Policy

Asociación de la Comunidad Rusohablante, Asociación Civil

Preamble

Asociación de la Comunidad Rusohablante, Asociación Civil is founded upon the conviction that genuine institutional value is measured not solely by operational effectiveness, but by the extent to which an organization **protects human dignity, advances justice, respects the rule of law, and contributes to the long-term welfare of society**. Our work is guided by an unwavering commitment to **human rights, professional responsibility, ethical integrity, social accountability, and sustainable development**. We recognize that every decision, partnership, and operational activity carries social consequences, and we therefore accept the obligation to act with the highest standards of prudence, fairness, transparency, and moral discipline.

This **Corporate Social Responsibility Policy** sets forth the principles by which **Asociación de la Comunidad Rusohablante, Asociación Civil** conducts its activities in a manner consistent with its mission and institutional purpose. It reflects our determination to ensure that our conduct produces **positive and measurable social, environmental, and economic impact**, while avoiding harm, neglect, discrimination, exploitation, and any practice incompatible with the dignity of persons or the public interest. Our organization does not regard responsibility as an auxiliary function or reputational instrument; rather, **responsibility is a core legal, ethical, and strategic obligation** that informs governance, decision-making, risk management, stakeholder engagement, and organizational culture. We therefore commit ourselves to maintaining standards that are not merely compliant, but **exemplary, preventive, and principled**.

In fulfilling this commitment, **Asociación de la Comunidad Rusohablante, Asociación Civil** aligns its CSR framework with the **United Nations Sustainable Development Goals (UN SDGs)** and with internationally recognized norms concerning **human rights, decent work, non-discrimination, environmental stewardship, integrity in governance, and community resilience**. We acknowledge that sustainable development requires more than aspirational language; it demands disciplined implementation, continuous oversight, and accountability for outcomes. Accordingly, this Policy is intended to guide our internal practices and external engagements so that our influence contributes to **equitable opportunity, informed protection, social inclusion, lawful conduct, and the preservation of shared resources for present and future generations**.

We further affirm that our responsibility extends beyond compliance with applicable laws and regulations. While full legal compliance is a minimum requirement, **ethical legitimacy demands more than technical adherence**. It requires the active pursuit of fairness, the rejection of indifference in the face of harm, and the consistent demonstration of respect for persons,



communities, institutions, and the environment. In this respect, **Asociación de la Comunidad Rusohablante, Asociación Civil** adopts a position of uncompromising moral seriousness: we will act in good faith, exercise due diligence, and uphold the principle that no organizational objective may justify conduct that undermines human dignity, public trust, or social justice.

This Policy also expresses our commitment to responsible engagement with stakeholders, including service stakeholders, employees, partners, contractors, communities, and public institutions. We recognize that meaningful social responsibility is inseparable from **listening, consultation, transparency, and accountability**. For this reason, our approach seeks to identify needs accurately, respond with competence and sensitivity, and ensure that our actions are grounded in respect, evidence, and institutional integrity. We are committed to fostering a culture in which ethical conduct is expected, supported, and enforced, and in which the pursuit of social good is undertaken with seriousness, discipline, and consistency.

Accordingly, this **Corporate Social Responsibility Policy** serves as a formal declaration of **Asociación de la Comunidad Rusohablante, Asociación Civil**'s enduring commitment to conduct itself as a responsible, principled, and socially constructive organization. It is intended to provide a durable framework for governance and conduct, to reinforce accountability across all levels of activity, and to ensure that our institution remains faithful to its purpose of advancing **human rights, justice, and sustainable development** in a manner that is lawful, humane, and unequivocally responsible.

I. SOCIAL RESPONSIBILITY PILLARS

Asociación de la Comunidad Rusohablante, Asociación Civil affirms that **social responsibility is not ancillary to its mission but integral to its institutional identity, operational governance, and ethical mandate**. The Organization recognizes that sustainable impact is only attainable where human dignity is protected, environmental harms are reduced, and economic opportunity is broadened in a manner that is lawful, equitable, measurable, and accountable. Accordingly, the following pillars establish a framework of conduct that is intended to be **binding in purpose, rigorous in application, and uncompromising in moral orientation**.

A. Human Rights & Dignity

The Organization is committed to the **inviolable dignity of every human being** and to the active protection of human rights in all settings in which it operates, supports, partners, or influences. This commitment extends beyond aspirational language and requires concrete institutional practice, including the adoption and enforcement of **fair labor standards, non-discrimination principles, equal opportunity protections, and the effective recognition of freedom of association**, all in accordance with applicable law and the core principles of the **International Labour Organization (ILO)**. The Organization shall not tolerate exploitation, harassment, coercion, forced labor, child labor, or any other form of abuse that diminishes the inherent worth of individuals or compromises their lawful rights.



Within the workplace, Asociación de la Comunidad Rusohablante, Asociación Civil shall maintain policies and procedures designed to ensure that all personnel are treated with **fairness, respect, and procedural integrity**. Employment-related decisions shall be made on the basis of merit, competence, integrity, and organizational need, and never on the basis of race, color, sex, gender identity, sexual orientation, nationality, ethnicity, religion, disability, age, political opinion, social origin, or any other status protected by applicable law. **Equal treatment is not discretionary; it is a mandatory standard of conduct.** The Organization shall further support lawful employee representation, constructive dialogue, and a working environment in which concerns may be raised without fear of retaliation, intimidation, or reprisal.

In its community-facing work, the Organization shall prioritize **access to justice, legal protection, and the practical defense of human dignity**, particularly in underserved, marginalized, displaced, or structurally excluded communities. This includes the provision of **legal aid, rights-based education, informed referral pathways, and capacity-building programs** intended to strengthen individual agency and community resilience. Such programs shall be designed to deliver not merely assistance, but meaningful empowerment through knowledge, access, and sustained support. Where relevant, the Organization shall work to bridge the gap between legal entitlement and real-world access, recognizing that rights without access are insufficient and that dignity requires practical implementation.

Asociación de la Comunidad Rusohablante, Asociación Civil sets a target of providing **support services to at least 10,000 individuals annually** through technical, commercial, and community assistance initiatives. This target shall be monitored through documented service delivery, outcome-oriented reporting, and internal accountability measures designed to ensure that assistance is both **effective and ethically administered**. The Organization shall endeavor to ensure that all interventions are delivered with respect for confidentiality, informed consent, cultural sensitivity, and the autonomy of stakeholders.

B. Environmental Stewardship

The Organization recognizes that environmental degradation is a direct threat to public health, social stability, economic security, and intergenerational justice. Accordingly, Asociación de la Comunidad Rusohablante, Asociación Civil shall conduct its operations in a manner that reflects **responsible stewardship of natural resources, measurable climate accountability, and a principled commitment to environmental sustainability**. Environmental protection shall not be treated as a symbolic preference, but as a substantive obligation requiring strategic planning, operational discipline, and continuous improvement.

The Organization intends to progressively reduce its emissions and to increase its use of renewable energy over time, supported by transparent measurement and practical implementation pathways. These commitments shall be pursued through efficiency improvements, renewable procurement, operational optimization, and the progressive reduction of avoidable carbon intensity across relevant activities. The Organization shall endeavor to align its environmental trajectory with



recognized scientific and policy frameworks while preserving the integrity of its mission and the practicality of its operations.

In addition, the Organization intends to reduce waste through minimization, reuse, recycling, responsible procurement, and the adoption of circular practices wherever feasible. Environmental responsibility shall extend to purchasing decisions, vendor selection, logistics planning, office operations, and program delivery. The Organization shall seek to eliminate unnecessary waste at the source, reduce dependence on single-use materials, and favor sustainable alternatives where quality, safety, and operational integrity permit.

To support innovation and long-term environmental progress, Asociación de la Comunidad Rusohablante, Asociación Civil may, as its resources permit and on a voluntary basis, support climate-conscious solutions and sustainability initiatives connected to its activities. Any such support shall be administered with governance, transparency, and financial discipline, ensuring that resources are directed toward initiatives that are demonstrably aligned with environmental impact, operational credibility, and public benefit. The Organization shall favor initiatives that combine measurable outcomes with replicability, social value, and scientific or technical merit.

The Organization further acknowledges that environmental stewardship requires not only internal compliance but also external responsibility. It shall therefore encourage partners, suppliers, and collaborators to uphold comparable standards of environmental performance, and it shall seek to avoid associations that materially contradict its sustainability commitments. **Environmental integrity must be consistent, credible, and enforceable across the full scope of organizational activity.**

C. Economic Empowerment

Asociación de la Comunidad Rusohablante, Asociación Civil is committed to promoting **inclusive economic participation, equitable opportunity, and sustainable livelihood creation**. Economic empowerment shall be understood not as a short-term charitable intervention, but as a structural commitment to enabling individuals and communities to achieve greater autonomy, resilience, and dignity through fair access to employment, entrepreneurship, skills development, and financial inclusion. The Organization recognizes that durable social progress depends upon the expansion of opportunity in ways that are lawful, local, and economically meaningful.

In support of this objective, the Organization favors local hiring, subject to the availability of qualified candidates and operational requirements. This commitment reflects the principle that institutions operating within a community should contribute directly to its capacity, stability, and prosperity. Local employment shall be supported through fair recruitment practices, workforce development, and the creation of conditions under which local talent can be identified, trained, retained, and advanced. Where possible, the Organization shall also prioritize local procurement and local service partnerships as a means of reinforcing regional economic ecosystems.



The Organization shall further support **women entrepreneurs through a micro-credit program** designed to expand access to capital, reduce barriers to entry, and strengthen female-led enterprise in underserved or exclusionary markets. This initiative shall be grounded in the recognition that women's economic participation is a matter of **justice, efficiency, and social transformation**. The program shall be implemented with responsible lending principles, appropriate risk assessment, financial literacy support, and a clear commitment to avoiding predatory or discriminatory practices. Its purpose is not merely financial assistance, but the creation of durable pathways to enterprise development and economic independence.

Asociación de la Comunidad Rusohablante, Asociación Civil sets a target of supporting **5,000 individuals annually through economic empowerment initiatives**. These initiatives may include employment access, vocational development, entrepreneurship support, financial inclusion programming, and related capacity-building measures. The Organization shall evaluate these efforts on the basis of measurable outcomes, including participation, progression, income enhancement, enterprise sustainability, and broader community benefit. **Economic empowerment shall be pursued as a disciplined and accountable mission of shared prosperity, not as a discretionary act of goodwill.**

Implementation and Accountability

These Social Responsibility Pillars shall be implemented through **clear internal governance, documented procedures, regular monitoring, and periodic review** to ensure that commitments are translated into measurable action. The Organization shall maintain appropriate records, assess performance against established targets, and adjust implementation strategies where necessary to preserve integrity and effectiveness. Any deviation from these commitments shall be addressed promptly, transparently, and in accordance with applicable legal and organizational standards.

Asociación de la Comunidad Rusohablante, Asociación Civil hereby affirms that **ethical conduct, legal compliance, and human dignity are non-negotiable principles**. Its social responsibility framework is intended to reflect not only institutional competence, but also **moral seriousness, legal precision, and an uncompromising commitment to the public good**.

II. CSR GOVERNANCE

Corporate social responsibility at Asociación de la Comunidad Rusohablante, Asociación Civil shall be governed through a formal, management-accountable framework designed to ensure strategic coherence, operational discipline, ethical integrity, and measurable public benefit. CSR shall not be treated as a discretionary or reputational accessory, but as a structured governance function integrated into the Association's broader decision-making architecture, risk management model, and long-term institutional responsibility. All CSR activity shall be administered with **full transparency, documented accountability, and strict alignment with the principles of legality, fairness, human dignity, and sustainable impact**.

CSR Function and Management Alignment.



The Association shall maintain a dedicated CSR function responsible for the supervision, coordination, and continuous evaluation of all corporate responsibility initiatives. The CSR function shall convene at least quarterly, with additional meetings held whenever circumstances require prompt oversight, escalation, or strategic adjustment. Its mandate shall include the review of program performance, assessment of social impact, identification of material risks and opportunities, approval of implementation priorities, and verification that all initiatives remain consistent with the Association's ethical commitments and operational capacities. The CSR function shall prepare formal records of its proceedings, maintain documented resolutions, and provide structured reports to the Board of Directors. In addition, the CSR function shall formulate an annual CSR strategy for consideration and approval by the Board of Directors, ensuring that the strategy is fully aligned with the Association's corporate objectives, legal obligations, reputational standards, and long-term public-interest mission. No CSR initiative of strategic significance shall proceed without governance oversight proportionate to its scope, significance, and potential impact.

Measurement, Reporting, and Independent Verification.

All CSR activities shall be measured against recognized international reporting and performance frameworks, including the **Global Reporting Initiative (GRI) Standards**, to ensure that disclosures are comprehensive, comparable, and credible. Measurement shall not be limited to outputs alone; it shall also assess outcomes, durability of impact, stakeholder relevance, and the extent to which each initiative advances the Association's stated social and ethical objectives. Where appropriate, the Association shall define performance indicators that are specific, observable, and capable of independent review. **Third-party verification** shall be used to strengthen the reliability of CSR reporting, reduce the risk of self-assessment bias, and confirm that published information accurately reflects actual practice. Verification may include audit-style assurance, documentary review, site-level assessment, stakeholder validation, and financial reconciliation where relevant. The Association shall maintain adequate records to demonstrate the origin, allocation, implementation, and results of CSR resources. **Transparency shall be mandatory; ambiguity shall not be permitted to substitute for accountability.**

Community Support Intention.

Asociación de la Comunidad Rusohablante, Asociación Civil may allocate resources to CSR initiatives on a voluntary basis, as its financial capacity permits and subject to applicable law and audited financial results. Any such allocation reflects a genuine intention to contribute to the communities and causes the Association elects to support. CSR funding shall be directed toward initiatives that are genuinely beneficial, ethically defensible, socially relevant, and capable of producing measurable and lasting impact. Priority may be given to programs that advance education, professional relief, access to essential services, social inclusion, community resilience, public welfare, and institution-building. In all cases, the selection and funding of initiatives shall be guided by necessity, materiality, integrity, and demonstrable public value, rather than convenience, optics, or short-term sentiment. The Association shall not regard community



investment as philanthropy in the superficial sense, but as a disciplined expression of responsibility proportionate to its capacity, influence, and duty to society.

All CSR governance arrangements shall be periodically reviewed to ensure continued relevance, legal conformity, operational effectiveness, and alignment with the Association's ethical standards and strategic objectives. Where gaps, weaknesses, or inconsistencies are identified, corrective action shall be taken without delay. The governing principle of this section is clear: **CSR at Asociación de la Comunidad Rusohablante, Asociación Civil shall be credible, measurable, independently reviewable, and unwaveringly committed to the public good.**

Signed by:

Dzianis Limarau

President, Asociación de la Comunidad Rusohablante, Asociación Civil

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