

Overarching Environmental and Social Policy Statement

The **Middle East Investment Initiative (MEII)**, an independent nonprofit organization, is dedicated to stimulating economic growth and job creation in the MENA region. MEII has adopted an **Environmental and Social (E&S) Policy** to comply with its donor regulations and all applicable national and international laws on environment, health, safety, social and labor issues, and best practice management standards.

Purpose

Ensure that effective environmental and social management practices are being implemented by all MEII programs, and that MEII does not support projects that unnecessarily harm the environment, public health, and the community.

Scope


This E&S Policy is an overarching policy that applies across MEII's offices and range of activities and programs. It applies to all those who are employed by MEII and to the businesses and partners it supports.

Responsibilities

- Ensure compliance with the ten principles of the United Nation's Global Compact with respect to human rights, labor, environment, and anti-corruption:
www.unglobalcompact.org/what-is-gc/mission/principles;
- Ensure that all projects are reviewed and evaluated against environmental and social requirements and donor agencies' prohibited activities and exclusion lists, identifying and assessing environmental and social risks at an early stage;
- Ensure equal opportunity and diversity in the workforce. Ensure compliance with all applicable laws pertaining to the treatment of employees and job applicants without regard to race, sex, color, national origin, religion, age, marital status, sexual orientation, disability, or any other legally protected status;
- Ensure the grievance mechanism is effectively implemented to identify the risks of negative impact and avoid escalation of disputes;
- Maintain a safe and healthy workplace environment and conserve energy, whenever possible;
- Honor the Whistle Blowing Policy that is designed to provide an opportunity for employees to report to management any incident of unethical behavior, actual or suspected, fraud or violation of MEII's code of conduct; and
- Ensure that management and employees, partners, and supported businesses understand the E&S Policy commitments.

This policy will be regularly reviewed and applied by MEII's Compliance Manager.

This policy is available to the public at any of our offices and posted on our web site www.meii.us.


James Pickup
President


Osama Kasbari
Compliance Manager