

Environmental and Social Safeguards Doorways gGmbH

Purpose

The purpose of these Environmental and Social Safeguards (ESS) is to minimize the negative impacts and maximize the positive outcomes of all Doorways projects on the environment and communities. In this context, the ESS focus on environmental protection, the well-being, health, and safety of project participants and community members, compliance with national laws and international best practices, and the promotion of sustainable development.

The guidelines named below are based on the World Bank's *Environmental and Social Framework (ESF)*. They set clear expectations regarding Doorways' obligation to treat all people and the environment with respect and to actively prevent all forms of abuse and exploitation, including all forms of sexual misconduct and human trafficking.

Scope

These ESS apply to all Doorways' members, as well as contractors, subcontractors, and partners associated with Doorways. It covers all organizational operations across all countries where Doorways operates. Doorways commits to adopting the principles set forth herein in all its projects.

Guiding Principles

1. Assessment and Management of Environmental and Social Risks and Impact

Ensure that environmental and social risks of any project are properly identified, evaluated, and managed by complying with environmental and social laws of the country of the project. This includes taking measures to prevent negative impacts from disproportionately affecting the local environment and disadvantaged or vulnerable people.

Promote best environmental and social practices within Doorways and – as far as possible – among its partners. This includes the promotion of sustainable use of resources, e.g., energy, water, and raw materials, and minimizing waste generation.

2. Community Health and Safety

Anticipate and avoid adverse impacts on the health and safety of project-affected communities during the project life cycle from both routine and non-routine activities.

Have in place effective measures to address emergency events.

3. Biodiversity Conservation and Sustainable Management of Living Natural Resources

Protect and conserve biodiversity and habitats.

Apply a precautionary approach to the design and implementation of projects that could have an impact on biodiversity.

Promote the sustainable management of living natural resources.

4. Labor and Working Conditions

Promote safety and health at work and protect project workers as appropriate.

Promote fair treatment, non-discrimination, and equal opportunity for everyone working on the project.

Prevent the use of all forms of forced labor and child labor (children under 15 years of age).

Support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law.

Provide project workers with accessible means to raise workplace concerns (see “Reporting Mechanisms” section).

Comply with the laws and regulations of the country of the project, including labor laws, tax regulations and human rights standards.

5. Gender Equity

Foster, where possible, gender equality by promoting equal participation of men and women in Doorways’ projects.

6. Indigenous Peoples

Ensure that Doorways projects foster full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Indigenous Peoples.

Avoid adverse impacts of projects on Indigenous Peoples, or when avoidance is not possible, to minimize and mitigate such impacts.

Promote sustainable development benefits and opportunities for Indigenous Peoples in a manner that is accessible, culturally appropriate, and inclusive.

Recognize, respect, and preserve the culture, knowledge, and practices of Indigenous Peoples.

Combat discrimination actively and promote the creation of opportunities for underrepresented communities.

7. Cultural Heritage

Protect cultural heritage from the adverse impacts of project activities and support its preservation.

8. Transparency and Accountability

Promote effective and inclusive engagement with project-affected parties throughout the project life cycle on issues that could potentially affect them, with particular attention to vulnerable communities.

Ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible, and appropriate manner and format.

Provide project-affected parties with accessible and inclusive means to raise issues and grievances and allow Doorways and its contractors, subcontractors, and partners to respond to and manage such grievances (see “Reporting Mechanisms” section).

Use resources provided for the project (e.g., funds, equipment, materials) responsibly and solely for intended purposes, ensuring no misuse or misappropriation.

Reporting Mechanisms

- You are obligated to *immediately* report concerns or suspicions that someone working on a Doorways project is engaging in any conduct that goes against the principles listed above. These concerns or suspicions may be a result of witnessing the incident, being told about such behavior or being the subject of it.
- Doorways takes all reports of possible misconduct seriously. The organization will investigate and take appropriate action. External auditors or legal bodies may be involved if required.
- All investigations should be impartial, thorough, timely, and confidential.
- Anonymous complaints or allegations may also be submitted and will be given due consideration.
- There will be no retaliation against any person who, in good faith, reports a concern about any suspicious activity. Such retaliation would constitute a violation of these Environmental and Social Safeguards.
- When you report:
 - You do not have to know if your concerns or suspicions are true or have all the facts.
 - You do not need to understand everything you have seen, heard or suspected.
 - You do not need to identify a witness or provide evidence to support your concerns.

You can **report concerns** through any of the following channels:

- To report directly, please email safeguarding@doorways-training.org or call +49 4134 9099726.
- To report anonymously, please use the form available on the Doorways website <https://www.doorways-training.org/reporting>

Declaration

All Doorways' members, as well as contractors, subcontractors, and partners, are obligated to act with integrity and are responsible for adhering to these ESS.

- I have read, understood, and agree to comply with the above ESS, as well as all applicable laws, regulations, and other requirements.
- I also understand that a breach of the ESS or failure to report concerns can lead to the termination or suspension of the contract I have with Doorways. Additionally, it may lead to legal actions, including dismissal and possible referral to the judicial authorities.