

EXO FOUNDATION



CORPORATE & SOCIAL RESPONSIBILITY ACTIVITIES

How to engage your company in a meaningful CSR activity?

Corporate social responsibility may have several objectives

- ◆ Demonstrate your commitment to doing well and good socially and environmentally
- ◆ Motivate your staff or sales' force through a consensual good action that will reinforce their bonds with one another and with your company on another ground than a commercial one, a Human one.
- ◆ Sharing your benefits by giving back to disadvantaged communities

It is always meant to leave behind a memorable and long lasting positive contribution benefiting local people, in a word a sustainable action. We sincerely thank you and encourage you to follow this path, you can trust us to lead you along the way...As such it is our duty and responsibility to help you design a truly meaningful experience for your participants and for the people you are willing to help.

It will also contribute to raise awareness of your employees, helping them to realize that they are working for something that is bigger than themselves; their business is not one dimensional and more importantly, it cares about people. You and your team want to do things that matter; simply to give back and to create a fulfilling environment to work in.

- ◆ **Set-up a partnership with a local organization - Think about the long term impact of your project:**

Ask our team to find a reliable organization to partner with. It will enable us to send you a follow up on the project to share with your team members and thus to with them keep an ongoing communication.



Listen to and understand your partner needs before deciding which action to put in place. You might already have an idea on the project you want to organize but is it really adapted to the needs of the local community, is the organization a reliable one, following basic ethics?

Have you considered involving the local community in your project? If you are building a house or a collective facility how can you involve the local people? Creating jobs for the community which is always a better source of pride for locals than being given charity It also ensures that the project is well accepted and will be sustainable. Building a school for example may look more tangible and sustainable at first but what is often most need is teachers' training;

Once you will be back in your home country, what will happen? Is the project self-sufficient? Does it require people to be trained on specific skills? It is much better to plan this in your activity, if you wish it to be useful once you left

Eco-friendly organization - It is easy to reduce your ecological footprint:

- Reduce plastic water bottles and require our team to set up water fountains along your travel roadstops and in your vehicle.
- Encourage your participants to bring their own refillable bottles or ask us to provide customized ones to your team members.
- Especially if you are planning to visit remote area, plan ahead, ensure rubbish are collected and disposed of safely! It can also be a good opportunity to raise awareness of the local people showing you do care for their beautiful environment they will care more as well.



- If you plan to offer gifts to the community, mind their impact on the environment, can you find an environmentally friendly alternative? It can be a gift in kind of animals (such as chicken, pigs, etc..) or produced with local/natural components.
- Try to avoid as much as possible to bring along plastic bags or containers (hard / soft), ask our team for cloth /paper bags or natural alternatives (eg: eco-friendly packages for your lunch).
- You want to organize a treat or a meal, think about local ingredients! You can replace candies by local fruits and sodas by fruit juice or local tea.

**You plan to collect goods beforehand to engage your teams?
Please read our tips below!**

DONATIONS & GIFTS

The gift may be a source of ambiguities and can even be harmful, while the initial approach falls from an act of sincere generosity. The "good intention" is not always enough and there are sometimes more appropriate solutions than the gift, to help solving the problems of developing countries which is what you wish.

Contribute to the local economy

Bringing in goods all the way from your country even in small quantities hinders the development of local markets. In Asia, you can easily find local editors, publishers, libraries, paper book manufacturers, pens and colors pens sellers...whatever you need you can find in Asia and you are sure it is adapted to their needs and facilities.



Dependency

Sending or bringing goods such as medicines, pens, notebooks, are punctual helps but they will not contribute to changing living conditions of local populations in the long term. These practices even increase people dependency towards international aid, preventing them from finding solutions more adapted to their context or for example to safely pursue a medical treatment.

Waste recycling

Especially for electronic equipment or pharmaceutical products, these donations can be retreated or given in breach of regulations and lead to harmful effects on health (recycling of old electronic equipment or not adapted/expired medications) and environment.



Unfair distribution and power struggles

Donations distribution can lead to power struggles among the community or reinforce a feeling of unfairness especially for children. If the beneficiaries are not involved in the distribution criteria, there is a high risk of mismanagement. For example, medicines can be sold at the black market, a computer can be appropriated by one person

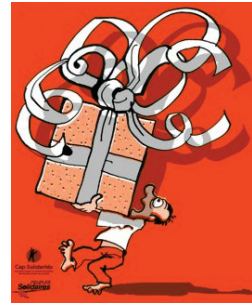


instead of being given to a school.. Extreme cases leading to people being mutilated, in order to get more money.

In case of unfair distribution of donations, rivalries and jealousy can also create aggravated tensions between children from the same village (for candies, clothing, toys distribution etc.).

Reinforcing stereotyped views

Bringing massive amount of goods from western countries often vehicle the idea that everything coming from the western countries is better. It can contribute to low self esteem or disinterest from the young generation for their own country. Moreover, it creates hierarchy and unfair relationships between the ones who gives and the one who receives (which is de facto placed in a situation of moral debt and assistance).



Logistical difficulties

It is important to understand the complexity of the logistics to transport material. The economic and ecological costs when sending parcels or overweight baggage are very important. In addition, many logistics aspects must be anticipated and can become unexpectedly costly: storage, packaging, customs formalities, local legal restrictions (medicines)...

Drugs donations

The drugs are products that can be dangerous if misused or improperly maintained in heat and humidity. In addition, the drugs treating specific conditions in our countries are not necessarily tailored to the needs of the people there. The instructions on the medicine are written in a language they don't understand, and so they can end up taking a wrong posology. Moreover, the drug donation can jeopardize local health policies, compete with local pharmaceutical distribution circuits and encourage parallel and illegal sales markets.



In Vietnam, the Circular 01/ 2014 / TT- BYT of the Ministry of Health of Vietnam (2014) specifies the conditions of importation of drugs by non-commercial way (by Vietnamese or foreigners) . Many drugs are prohibited on the territory (even for individual use) and are listed as "Prohibited drugs" by the government. The imported medicines by doctors / pharmacists in order to be donated must have been listed by a clinic / hospital partner officially approved and declared to customs. They should be enclosed orders and correctly labels (not expired). In terms of quantity, the import cannot exceed the dosage prescribed for 7 days and the value of medicines must not exceed 30 USD per trip for each kind of medication, and 100 USD for a maximum total value per trip.

Clothing donations

Used clothing sent to developing countries are often not suited to the local climate, the location of the action or the size of the beneficiaries ...

It is also fueling a parallel economy and contributes to destroy local textiles economy (cotton production, weaving, clothing ...) and so to worsen poverty. "For 1 position created in the industrial countries in the collection and recycling of clothes, 10 are lost in developing countries." If you want to help out, your objective should be to buy a maximum of garments produced locally.

Otherwise, the best way to collect is to establish a list of clothing that will be most suited... we are happy to help you with this.



Books donations

Sending books in developing countries is not necessarily the best solution. For example, sending textbooks is inappropriate and even a problem as it is likely they do not match the established school programs. As well these books convey values and representations that are ours and which they may not want or understand. It is often better to finance the purchase of new books in the country to local publishers and

bookshops. However, if you wish you can bring some classic children's books in your native language and give them to a library or a foreign language learning center. Do not hesitate to contact us if you are interested.

Donations of electronic equipments

We must be extremely vigilant regarding the quality of hardware we want to give. Indeed, the donation of computer equipment can pose serious environmental problems, as it can transform rapidly into toxic waste. Since 2005, a European directive requires manufacturers to recover and recycle their products and prohibits the export of electronic waste. Moreover, to use a computer, minimal training is required.

Giving a computer without the means of its use is unnecessary. Any donation of computer equipment must be accompanied by a transfer of skills to the use and maintenance of equipment. We must also think whether consumables are available locally and if electric requirements match.



Often it is preferable to finance the purchase of new computers, suitable for the local context instead of giving older models, even repaired ones. SoftComp, created by an Indian company is producing the cheapest computer and the easiest to use in the world. It is very cheap (less than 180 euros each), with free software, and works with only 8 watts, a major advantage in countries where power fluctuations are daily.

IF GIFT IS NOT THE BEST SOLUTION, WHAT OTHER ALTERNATIVES DO WE HAVE?

Working with local partners in the long term:

By helping them to conduct prevention campaigns, to take action to provide access to clean water, etc., rather than giving medication.

Buy fair trade products

(food, clothing ...) and in this way contribute to improving the income of small producers. You can visit shops listed in our "TIPS for Responsible Travel" booklet.

Giving money to support meaningful projects:

in areas such as food security, health, education, emergency relief ... Please visit our Foundation website dedicated to showcasing the best local projects that need most support: www.exofoundation.org

Solidarity savings and crowdfunding:

Alternative financing systems offer savers to waive all or part of the interest generated by money, to support small holders of economic projects. It's a way to make loans to those who do not have access to traditional banking channels. You can also visit the crowdfunding sites to support potential projects as Ecobole, Kickstarter, Ulule etc ..

Give your time

International solidarity can also be applied in our home countries; we can support migrants by improving their home, becoming a long term volunteer in a local association. In a foreign country where culture and language are not understood it is not as easy to help usefully.

Instead of giving books in Vietnam, give them in your own country:

Hospitals, retirement homes, prisons, literacy associations, school support, etc. may be interested in your books. Again, the same rules must be respected: it is not to give everything that does not serve us, but to respond to identified needs or desires.

Sell your old clothes in a garage sale, in order to finance development projects with the money collected.