



CEO Approval & Official Release Statement

Version 1.1 — March 2025

Date: 9th March 2025

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CEO Foreword and Official Policy Release

As Veynuus continues to expand its operations and partnerships across Somalia and the wider region, it is essential that our organizational commitments reflect the highest standards of integrity, responsibility, and professionalism. Our work impacts communities, supports institutional development, and contributes to national growth, and it is therefore our duty to ensure that all actions taken by our staff, partners, and suppliers are aligned with internationally recognized ethical and sustainability principles.

To ensure clarity, transparency, and accountability across all areas of our work, I am pleased to formally endorse and introduce the Veynuus Integrated Ethical, Environmental & Workforce Responsibility Policy (Version 1.1).

This policy consolidates key areas of compliance, including:

- Prevention of slavery, forced labour, and exploitation
- Fair and transparent recruitment practices
- Non-discrimination, inclusion, and accessibility
- Environmental stewardship and sustainability
- Responsible and efficient energy management
- Ethical supplier engagement and social responsibility

This document has been developed to create a unified framework that guides our operations and strengthens our accountability to our clients, donors, communities, and internal teams. All Veynuus employees, contractors, and partners are required to familiarize themselves with this policy and ensure full adherence in all professional activities.

This policy becomes effective immediately upon release and represents Veynuus' continued commitment to good governance, environmental responsibility, and ethical workforce practices. It will be reviewed annually and updated as needed to reflect emerging standards and organizational growth.

Together, we uphold the values that define Veynuus.

Veynuus Integrated Ethical, Environmental & Workforce Responsibility Policy

*Old Version 1.0 – May 2024 – February 2025
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1. Purpose

This Integrated Responsibility Policy establishes Veynuus' overarching commitment to ethical conduct, environmental stewardship, responsible energy management, prevention of forced labour, and fair and inclusive workforce practices. The policy provides a unified governance framework that guides all operational, administrative, and contractual activities across the organization, ensuring that Veynuus consistently meets international standards, donor requirements, and nationally recognized good practices.

2. Scope

This policy applies to all Veynuus staff members, consultants, project-based personnel, subcontractors, suppliers, and implementing partners. It governs all offices, field activities, and service delivery engagements in Somalia and any additional locations where Veynuus operates now or in the future. Compliance with this policy is mandatory and forms a core foundation of Veynuus' operational culture.

3. Prevention of Slavery, Forced Labour & Exploitation

Veynuus maintains an uncompromising stance against all forms of slavery, forced labour, human trafficking, servitude, or exploitation.

The organization recognizes that safeguarding human dignity is both a moral obligation and a foundational requirement for sustainable development.

Accordingly, Veynuus ensures that all employment relationships are voluntary and free from coercion. Workers retain full control of their identity documents, have unrestricted access to wages, and are fully informed of their rights and employment conditions before engagement. Any recruitment partners or suppliers involved in our operations must demonstrate compliance with ethical labour standards.

Internal mechanisms allow employees and stakeholders to report concerns confidentially, and all allegations of exploitation are addressed promptly, impartially, and with zero tolerance for retaliation.

4. Fair Recruitment & Fair Treatment

Veynuus is committed to fairness, transparency, and equal opportunity throughout all stages of recruitment, onboarding, career development, and daily work interactions.

All hiring decisions are based strictly on merit, qualifications, and organizational need. Job descriptions, contractual terms, working conditions, and remuneration structures are communicated clearly and honestly to candidates.

The organization does not tolerate discrimination, harassment, or unfair treatment on the basis of gender, age, disability, religion, ethnicity, clan affiliation, marital status, or any other personal characteristic.

Veynuus ensures that employees have safe working conditions, equitable access to training, and non-biased pathways for growth and promotion. Complaints and grievances are handled through transparent and confidential procedures that prioritize fairness and respect.

5. Inclusion, Accessibility & Non-Discrimination

Veynuus recognizes the value of a diverse, inclusive workforce and actively promotes accessibility, participation, and equal opportunity for all. The organization strives to create an environment where individuals of all backgrounds feel respected, supported, and empowered.

Veynuus provides reasonable accommodations for employees with disabilities and ensures that workplace communication, recruitment processes, and operational activities remain inclusive and accessible.

Awareness initiatives and relevant training are delivered to staff to strengthen understanding of equity, gender sensitivity, cultural respect, and ethical behaviour in professional settings.

The organization is committed to ensuring that inclusivity is not merely a policy statement but a lived practice embedded in everyday operations.

6. Environmental Responsibility

Veynuus acknowledges its responsibility to minimize environmental harm and conduct operations in ways that support ecological stability.

The organization integrates environmentally responsible practices into its planning, procurement, and project delivery processes.

This includes taking measures to reduce waste generation, promote recycling and reuse, and avoid practices that contribute to pollution or environmental degradation.

Environmental considerations are incorporated into supplier selection, material sourcing, and operational decisions.

Where feasible, Veynuus aligns its practices with ISO 14001 environmental management principles, striving to remain environmentally conscious even in fragile and resource-limited contexts such as Somalia.

The organization also supports local environmental protection initiatives and encourages staff to adopt sustainable behaviours in their daily work.

7. Energy Management

Recognizing the challenges of energy access and environmental pressure in Somalia, Veynuus is committed to responsible and efficient use of energy resources.

The organization implements practical, context-appropriate measures to reduce electricity and fuel consumption, promote energy-efficient equipment, and encourage staff to adopt behaviours that reduce unnecessary energy usage.

Energy considerations are integrated into decisions involving equipment procurement, facility management, and operational planning.

Veynuus regularly assesses its energy needs and consumption patterns and seeks opportunities to improve efficiency without compromising service delivery or safety.

8. Sustainability & Social Responsibility

Sustainability is an essential component of Veynuus' operational philosophy. The organization envisions long-term, positive contributions to the communities where it operates by supporting local economies, respecting cultural norms, promoting social equity, and conducting business transparently.

Veynuus prioritizes local procurement where feasible, invests in safe and ethical supply chains, and engages constructively with stakeholders to ensure its operations support broader societal well-being.

The organization is dedicated to continuous improvement and incorporates sustainability principles into strategy development, project planning, and organizational decision-making.

9. Supplier & Partner Compliance

All suppliers, contractors, and implementing partners engaged by Veynuus are expected to uphold this policy.

The organization reserves the right to conduct due-diligence checks, require corrective action, or terminate partnerships if non-compliance is identified.

Partners must demonstrate respect for ethical labour standards, environmental responsibility, and non-discriminatory practices while avoiding any involvement in exploitative, harmful, or unethical activities.

10. Monitoring, Reporting & Continuous Improvement

Veynuus regularly reviews this policy to ensure alignment with evolving legal, ethical, and environmental standards.

The organization monitors implementation through internal controls, staff feedback, and compliance checks. Identified gaps or emerging issues are addressed through corrective actions, updates to internal procedures, or staff training.

Employees and contractors are encouraged to report violations or concerns through safe and confidential channels.

The leadership team is responsible for ensuring the effectiveness of this policy and advancing Veynuus' commitment to responsible practice.

11. Governance & Accountability

Responsibility for enforcing this policy rests with the Executive Management, while all employees, suppliers, and partners share the duty of upholding its principles.

Compliance with this policy forms part of Veynuus' governance framework and supports our reputation as a responsible and trustworthy organization.