

Corporate Social Responsibility

ICON-INSTITUTE Consulting Group

Providing solutions. Taking responsibility. Catalysing change.

For decades ICON has assumed responsibility for people and environment and contributes actively to a positive social development in our project countries. CSR is an integral part of our corporate philosophy - whether it concerns our customers, beneficiaries, employees, affiliates, or environment protection.

Social, ethical, and environmental standards are incorporated into all decisions taken at ICON and are subject to an ongoing development process, thus ensuring that all ICON CSR standards pay due attention to the constantly changing social needs.

Appreciation, Ecological Values, Economic Values

Our CSR strategy is based on three coherent pillars:

Appreciation A substantial part of ICON's success is owed to its employees. ICON acts as a fair and cooperative employer and relies on diversity by promoting and enhancing the potential of every employee.

Ecological Values We are committed to sustainable business practices. Resource consumption, environmental pollution and health and social benefits are relevant and crucial aspects in the implementation of all our programs, projects and activities.

Economic Values are at the basis of all ICON economic activity. The company is in constant dialogue with its stakeholders while at the same time keeping the focus on the long-term increase of the company's value, a strategy that characterizes ICON's long-lasting success for over 45 years.

Non-Discrimination Policy Statement

ICON values all its employees and job candidates as unique individuals. We greatly welcome the variety of experiences they bring to the ICON. Hence, we have set a strict non-discrimination policy, which is based on the belief that everyone is to be treated equally regardless of race, sex, gender identification, sexual orientation, national origin, native language, religion, age, disability, marital status, citizenship, genetic information, pregnancy, or any other characteristic protected by law.

Principles for Digital Development

As an endorser of the Principles for Digital Development, we will seek to embody the concepts of the Digital Principles, represented in our work culture and in the policies and processes guiding our international development activities.

1. Design with User
2. Understand the Existing Ecosystem
3. Design for Scale
4. Build for Sustainability
5. Be Data Driven
6. Use Open Standards, Open Source and Open Innovation
7. Reuse and Improve
8. Address Privacy & Security
9. Be Collaborative

CSR at ICON – Transfer to practice

ICON's pledge to CSR is reflected in our commitment to numerous activities, projects and programs that aim at attaining improvements in the social, environmental and economic sectors.

- Qualitative growth, job security and sustainable revenue generation.
- Increase of the equity ratio by retaining profits to secure the companies continued existence independent of banks or other external shareholders.
- ISO 9001:2015 for quality assurance in the provision of our consulting services.
- employee participation in corporate success and occupational pension schemes.
- We have implemented a range of initiatives to support our employees in reconciling family and career including flexible working hours and a company kindergarten.
- We support and promote local artists by arranging several exhibitions each year on our company premises in Cologne.
- ICON is part of a network of local companies and community stakeholders who are working to increase the effectiveness of the local development-policy commitment (Eine-Welt Stadt Köln Initiative).
- In keeping with our commitment to sustainable business practises and environmental responsibilities, we have implemented waste reduction measures, have installed a geothermal heat pump system and practice water recycling and the paperless office.



Cologne, February 2021

