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## WEP CHARTER

### CODE OF ETHICS

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#### PREAMBLE

In a business environment undergoing profound change, WEP affirms its determination to meet the ethical, social and environmental challenges that determine the prosperity of its activities. WEP is convinced that the preference criteria of its customers and investors, as well as the pride of its teams and the confidence of all its stakeholders, will increasingly be based on its extra-financial performance. The present Code of Ethics sets out WEP's major commitments to sustainable and inclusive development.

In addition to complying with regulatory requirements, the normative framework of this document incorporates the principles of the International Charter of Human Rights, the guiding principles issued by the UN, OECD and ILO, the ISO 26000 guidelines, the principles of the Global Compact and the United Nations' sustainable development goals.

WEP intends to implement all appropriate means to ensure compliance with these commitments, which are based on a culture of vigilance designed to be shared with all its stakeholders. As such, this charter is made available to the public by any appropriate means and forms an integral part of the rules governing business relations with WEP. The commitments expressed unite workers, enabling them not only to be the guarantors of these commitments, but also to carry out their duties in full awareness of their rights and duties with regard to WEP and its stakeholders.

#### WEP VALUES

Reflecting the deep convictions at the foundation of WEP, the following values frame the reflections and actions of team members and, doing so, represent the company in its relations with stakeholders.

##### *PASSION:*

At WEP, we deeply value the life-changing impact of international experiences because we've lived them ourselves.

- We are driven by the joy of helping more people achieve a well-rounded "international education."
- Our energy, enthusiasm, and commitment fuel our work every day.

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- Knowing we offer transformative opportunities to our students inspires us to go the extra mile to ensure they have the best experience of their lives.

#### *QUALITY:*

We are determined to deliver great quality programs at all times.

- We are committed to delivering top-quality programs, always prioritizing the needs of our students.
- Attention to detail and continuous improvement drive us to enhance student satisfaction and loyalty.
- Collaboration is key: we work closely with students, parents, schools, host families, and partners to create unforgettable experiences.

#### *PROFESSIONALITY AND ASSISTANCE:*

We offer accurate and personalized counselling, right from the first meeting.

- Our goal is to assess each student's unique aptitudes and motivations to help them make the best choices.
- We are a reliable and discreet presence, ready to listen, advise, and act promptly when needed.
- Our support extends throughout the entire journey—before departure, during the stay, and upon return.

#### *EMPATHY:*

We have genuine interest, care and concern for others.

- We respect cultural differences and alternative perspectives, recognizing the opportunities they create.
- Thoughtful communication is at the core of our relationships with students, colleagues, and partners.

#### *DIVERSITY:*

Every individual brings value to the table.

- We celebrate diversity in all its forms—race, nationality, gender, social status, beliefs, and more—as a source of enrichment and personal growth.
- We encourage trust, respect for people and broaden one's mental horizons.

#### *INNOVATION:*

We embrace change and look to the future.

- Constantly developing fresh ideas, we transform them into established practices in cultural exchange.
- Our innovative spirit ensures we stay aligned with the evolving needs of our participants.

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#### *ENTREPRENEURIAL SPIRIT:*

We are excited by new ideas and changed land.

- New ideas excite us, and we're ready to roll up our sleeves to bring them to life.
- With a "nothing is impossible" mindset, we embrace challenges and learn from mistakes.

#### *POSITIVE ATTITUDE:*

Optimism fuels our outlook.

- We face every situation with a smile and see challenges as opportunities.
- Excitement and enthusiasm shape our vision for the future, and we never take ourselves too seriously.

#### *TEAM WORK:*

We believe that we are stronger when we work as a team.

- We support one another, celebrate successes as a team, and share in each other's achievements.
- Collaboration and camaraderie are part of what makes WEP a great place to work—and we always make room for fun!

### **WEP'S COMMITMENT TO ITS WORKERS**

WEP undertakes to comply with the following demands of its collaborators:

- Promote ongoing, high-quality dialogue, in which the opportunity to express yourself and be heard is the highest priority;
- Support the development of all our workforce and enhance their employability;
- Guarantee a safe and healthy working environment;
- Deploy a fair, motivating and coherent salary policy;
- Guarantee a recruitment and professional development process that promotes equal opportunity, diversity and inclusion.

### **EXPECTED MINDSET FROM COLLABORATORS**

WEP expects its teams to commit to the following mindset:

- Push back the limits of your knowledge, take the time to inform and train yourself;
- Focus on the right things to do and surround yourself with the right people;
- Kindness is key, take care of everyone and leave no one behind;

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- Co-create, work together with colleagues and customers to achieve the best results;
- Celebrate successes and milestones with your team and customers;
- Be enthusiastic and positive in your work, to ensure that business is as enjoyable as possible;
- Be open-minded and accessible, encouraging diversity. We want to share meaningful human experiences.

## ENVIRONMENTAL SUSTAINABILITY

At WEP, our mission extends beyond cultural exchange—we are committed to creating meaningful experiences that respect and protect our planet. Guided by our core values of **innovation**, **empathy**, and **teamwork**, we embrace our responsibility to adapt to societal changes and contribute to sustainable development. Reducing our environmental footprint and addressing climate challenges are integral to how we operate, ensuring that future generations can continue to explore and connect with the world.

### OUR INITIATIVES :

- **Measuring and Monitoring:**  
We actively measure our carbon footprint to develop targeted strategies for reducing negative environmental impacts.
- **Low-Carbon Vision:**  
We are reimagining intercultural student exchanges in a low-carbon world, acknowledging the significant role of air travel in our activities.
- **Action-Oriented Targets:**  
We establish clear goals across three areas:
  - **Direct control:** Employee practices, business travel, and staff mobility.
  - **Influence:** Collaborating with partners and suppliers to adopt sustainable practices.
  - **Awareness:** Empowering families and students through education and training on eco-friendly choices.
- **Integrated Investment Strategy:**  
Environmental and climate considerations are at the heart of our investment decisions, ensuring long-term sustainability.
- **Reduction and Offset Measures:**  
We are working on reduce our environmental footprint and implement offset initiatives to balance unavoidable impacts.

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- **Energy Transition Leadership:**  
WEP supports renewable energy use and energy-efficient practices in our offices, playing an active role in the global energy transition.
- **Innovative Logistics:**  
As part of our continuous improvement process, we are developing smarter logistics solutions to enhance sustainability in all areas of our business.
- **Transparent Communication:**  
We prioritize open dialogue with stakeholders about environmental issues and welcome verification of our sustainability practices.

## SOCIAL SUSTAINABILITY

At WEP, we are united by a shared passion for the world and a deep belief in the transformative power of cultural exchange. Since 1988, we have dedicated ourselves to empowering young people with tools that enable personal growth and broaden their horizons. Through our programs, participants engage with diversity, gain new perspectives, and develop skills that extend far beyond the workplace.

### Our Commitment:

- **Fostering Human Connections**  
While professional skills are essential, we recognize the equally vital importance of human and interpersonal relationships. True growth comes from openness, mutual respect, and embracing differences—values that form the foundation of our work.
- **Inspiring Responsible Education**  
From the beginning, WEP has been driven by the belief that education should be responsible and transformative. We strive to cultivate global citizens who are equipped to contribute positively to a diverse and interconnected world.
- **Collaborating for Positive Change**  
As an economic and social entity, WEP actively seeks opportunities to strengthen our positive impact on society. We engage in long-term partnerships aligned with our values, fostering civic commitment and meaningful change.

Moreover, as an economic entity, WEP pursues a proactive approach in several areas, aiming to strengthen its positive impact on society and its stakeholders. Developing various forms of civic commitment, WEP sets up long-term partnerships on themes in line with its activities and values. For further information, please consult the "CIVIC ENGAGEMENT AND DONATIONS CHARTER".

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## SCOPE OF THE CHARTER

The provisions of this Charter apply to WEP and its Team members. To this end, WEP will ensure that each of its workers is informed and made aware of its commitments. This Charter does not replace the legal provisions, but is intended to complement them, without being exhaustive. It is communicated to all WEP collaborators on their first day of work and is made available to the public by any appropriate means.

This Charter is also an integral part of the rules governing WEP's business relations.

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