



Guiding Principles for our work with Corporate Partnerships

At the core of all of Pathfinder's work is the conviction that all people, regardless of where they live, have the right to decide whether and when to have children, to exist free from fear and stigma, and to lead the lives they choose. This conviction is supported through the development of strategic partnerships with the corporate sector which create tangible benefits to Pathfinder's impact and community. These partnerships are entered into thoughtfully, with careful consideration given to possible unintended effects, and may include cash gifts, in-kind products and services, grants, sponsorship or licensing fees and contributions resulting from contractually bound cause marketing arrangements and programs.

These guiding principles aim to:

- Clarify the purpose of Pathfinder's relationship with the corporate sector and the diligence that is undertaken to ensure trust and faith in these relationships.
- Inform potential partners of the standards and practices under which Pathfinder International will consider collaborations and relationships with corporate partners.

Criteria for Inclusion:

Corporate partners must demonstrate a commitment to:

- Ethical business practices including adherence to global and program country labor, environmental, gender and equity policies
- Social development including but not restricted to expanded access to health, employment, livelihoods and gender equity
- Employee health and wellbeing
- A favorable public image
- Creating long term partnerships with non-profit organizations or an interest in doing so.

Criteria for Exclusion:

Pathfinder International will not engage in partnerships with:

- Corporations whose business purpose contradicts the values of Pathfinder International
- Corporations who provide products or services that could be perceived as dangerous or unsafe



Evaluation Criteria:

Pathfinder International will use the following criteria for evaluating relationships with corporations:

- *Independence:* Review through Pathfinder's Due Diligence Framework and Development Committee to ensure clear judgement and knowledge of any financial implications in all decisions towards beginning a partnership
- *Mission-related benefit:* Partnerships provides a meaningful mission-related benefit to Pathfinder International's work
- *Country Context:* Analysis to ensure understanding of the needs, values and context of the country in which the partnership would be focused
- *Consistency:* Consistent with the values and mission of Pathfinder International
- *Specific:* Each corporate will be reviewed on their own attributes and the work they are undertaking towards social good and sustainability.

Disclaimer:

This policy is focused on partnerships with corporations and not with individuals working at corporations.