

PymwymiC Mission and Policies

PymwymiC Mission Statement

To support, expand and maintain a community of families, philanthropists and individual investors who seek to solve critical global social and environmental problems by making strategic and profitable investments; to learn, share, and invest together. Positively influence a billion lives positively over the next 10 years.

People Philosophy

PymwymiC practices the highest standards of ethical employment and clear contracting. In addition to a non-discrimination policy on race, age, gender, and religion, PymwymiC deeply sees all employees as integral to the company's success and treats them accordingly. A PymwymiC organization fosters a culture of teamwork, collaboration, and ongoing insight.

PymwymiC aims to ensure that:

1. All fulltime employees who contribute to profit should, after an appropriate interval, share in the results through an employee profit participation plan.
2. Sick and family leave policies are "one day better" than accepted best standard.
3. A gender-balanced employment team and Board is best practice and represents the new economy, and promises to make best effort to maintain a 50/50 gender balance.
4. All management and employees abide by the PymwymiC Code of Conduct.
5. Any Senior Management, prior to hiring, will undertake a 'Values Scan' profile, and, upon hiring, make themselves available to review results and to understand, implement, and act from the values identified as PymwymiC values. This 'values lab' will be conducted by an approved vendor.
6. In the event of employee conflict, both sides of any story be heard. Should the situation warrant, professional mediation will be sought for reconciliation. In the event of managerial conflict, mediation is sought, and results are binding.

PymwymiC will make best effort to ensure that:

1. A remuneration philosophy that ratio of payment from lowest paid (full-time) employee to highest paid manager not exceed 5x.
2. All parts of the Group contribute to the PymwymiC ecosystem by donating 1% of profits to PymwymiC charities SPF, the DIIF, or FBC.
3. All bonus and incentive programs are transparent to Board, members, and if necessary, to the impact press.
4. Banking is with a member of the Global Alliance on Banking with Values.

5. Employees are encouraged to discover their own actions to 'pymwymic' by participating in their own manner of impact investing, usually through crowdsourcing. This is walking the talk.

Supply Chain Policy

Pymwymic believes our commitment to environmental and social health can be lived through our selection of suppliers. From the minutia of office supplies to encouraging a 'no plastics' policy for employees to contracting with major venues, licensee agrees to uphold Pymwymic ethical standards throughout its supply and for any significant suppliers, to request information on the sourcing of products, on labor practices, and to check that there is no reputational risk to Pymwymic by using this supplier.

Environmental Policy

Pymwymic makes best effort to practice at the highest-level possible of corporate recycling, reduction of waste, and environmental standards.

Partnerships Policy

Pymwymic abide by the standards set forth in the Pymwymic Brand Book and Guidelines regarding appropriate partners for the brand.

Contracting with partners must be clear. Partners should receive a copy of Pymwymic's Principles and Codes of Ethics. Should a partner not act in accordance with the agreement & expose the brand to reputational risk, or should Pymwymic Board or management have doubts about the integrity of said partnership, the partnership must be suspended and licensor immediately informed in writing.

Community Policy

Pymwymic companies have a responsibility to the communities in which we operate.

Pymwymic makes best effort to support employees in volunteering to a local social or environmental cause up to two days per calendar year, and support one 'team day' per year to benefit an aligned organization.