

2024



SELECTION CRITERIA FOR BUSINESS CHARTER MEET MY JOB



WHO ARE WE?

Our Mission



Meet My Job is the first Belgian **recruitment platform** that lists only job and internship offers from companies and associations with a strong environmental and societal impact: environment, circular economy, healthy food, innovative startups, etc.

At Meet My Job, we started with the following observation: many talented individuals struggle to find a job or internship that meets their expectations and aligns with their deepest aspirations.

Currently, it is difficult to identify truly **committed companies**. It is also challenging for organizations to find talents who share their values, have the same DNA, and are ready to invest in their impactful projects.

Our mission is primarily to **facilitate the search for jobs or internships** in organizations with a positive impact. By creating clear and transparent company profiles, we help talents and companies **meet** and **collaborate** around a project with a common impact.

Meet My Job is committed to both its partner companies and talents. On the partners' side, we enable companies to recruit talents who **share their DNA** and support them in time-consuming tasks related to the recruitment process.

For talents, we make it easy to find **positive impact organizations** through a user-friendly and free platform! Not only can they discover companies and associations making a positive impact, but Meet My Job also allows them to apply for the latest job offers and potentially secure the job they've been waiting for! Connecting talents with organizations that **share their values and company culture** has never been easier.

Our values

Meet My Job aims to establish a recruitment process that brings the maximum impact possible: the simple search for employment or internships, time-consuming and sometimes demoralizing, must become simpler, more intuitive, and above all, contribute to providing real added value for candidates.

To ensure quality of service and alignment with the values it aims to convey, Meet My Job selects the companies and associations listed on the platform. Indeed, we aim to create a community of positive change agents. It is important for us to explain why we select certain companies and not others, and under what criteria. You will find all the information regarding the selection of companies in this document.

OUR SELECTION PROCESS

A. General Rules

The selection of companies is determined during an initial phone interview with the Meet My Job team. During this interview, companies or associations have the opportunity to present their projects and their impact on society and/or the planet.

- 1 In the first instance, we verify if the company does not engage in any activities classified in our list of refused activities. Indeed, we have established a list containing activities that would be contrary to Meet My Job's values. This list is non-exhaustive: other activities that we may not have considered could be in opposition to our values, due to their nature and negative impact on the planet or society. Therefore, we reserve the right to refuse companies engaged in activities contrary to our values.
- 2 Secondly, we ensure that the project highlighted and presented on our platform meets our selection criteria. Indeed, our partners are selected based on the **17 Sustainable Development Goals of the UN**, and Meet My Job only collaborates with companies and associations that implement actions with a **positive impact** on our planet and society..

To identify them, we have also established a list of permissible activities focusing on both environmental and social aspects. The project must lead to the creation of ecological or social value. An organization possessing a label recognizing a positive impact can automatically become a Meet My Job partner. Additionally, the project must have a positive impact at the time it is presented to our team. We do not want any future promises, and we reserve the right to terminate any collaboration if we find that the company does not uphold its ecological or social commitments. Any involvement of a partner organization in acts of Greenwashing will result in the immediate termination of our collaboration.



B. List of Prohibited Activities

The activities that we refuse are either harmful to the planet, or contrary to human rights (labor rights, health, safety...).

B.1. List of activities with negative consequences for the planet

- **The use of fur or animal skins in the making of items.** As animal welfare is paramount to us, we refuse any enterprise that may use fur or animal skins to manufacture their products.
- **The practice of testing and experiments on animals.** With the exception of tests for medical products when there is no other proven alternative (which must still be minimized and avoided whenever possible), we exclude companies conducting experiments on animals.
- **Intensive farming.** In addition to the animal welfare issues caused by this type of practice, the environmental impact of intensive farming is considerable. Therefore, we refuse to engage with companies that rely on intensive farming.
- **Non-sustainable fishing.** Excessive fishing negatively impacts marine biodiversity, therefore, we exclude companies that engage in this type of practice.
- **The excessive use of water.** We refuse companies that excessively consume water and/or make very little or no effort to reduce their consumption.
- **The use of harmful and dangerous substances for the environment.** We exclude any company that uses chemicals, pesticides, or other harmful substances for the environment and biodiversity.

- **Practices with negative consequences on biodiversity.** By this, we mean activities carried out by companies that lead to serious environmental damage, such as palm oil harvesting resulting in deforestation, for example.
- **The extraction of oil and rare materials.** We refuse any company involved in the extraction or production of oil as well as unconventional gas. The same applies to companies extracting materials without implementing a resource management plan.

B.2. List of activities contrary to human rights, health, and safety

- **Activities that go against human rights and the right to dignity.** We reject any business engaging in practices that may violate the human rights listed in the Universal Declaration of Human Rights and in international humanitarian law.
- **Activities that go against labor rights.** We refuse any company engaging in practices that may violate the rights defined by the International Labour Organization (forced labor, child labor, workplace safety...).
- **Gambling.** As it can lead to serious addictions, we refuse any company offering gambling activities such as online betting sites, for example.

- **Pornography.** We refuse any business producing or distributing pornographic content.
- **The sale or production of weapons is,** of course, excluded from our partnerships.
- **Tobacco.** We refuse any organization that markets or produces tobacco products, as they can lead to addiction and serious health issues.
- **Selling alcohol without incentives to reduce excessive consumption, drinking and driving, and consumption by minors.** We have chosen not to refuse companies selling alcohol taking into consideration the social factor of the latter. However, if the organization in question does not comply with certain measures related to reducing consumption, raising awareness about the dangers of drinking and driving and by minors, then we reserve the right to exclude the company from our partnerships.

As mentioned previously, this list is not exhaustive. We reserve the right to refuse companies engaging in activities that are contrary to our values, due to their nature and negative impact on the planet or society.

C. List of accepted activities

The second step is to verify that the project proposed by the organization meets our admission criteria. Below, you will find the activities and labels eligible to become a Meet My Job partner. This list is based on environmental and societal aspects.

C.1. List of eligible activities with a positive impact on the environment

- **Organic agriculture.** In addition to being better for our health, products from organic agriculture also preserve the environment and biodiversity by not using any pesticides, GMOs, or artificial fertilizers.
- **Healthy diet.** In terms of consumable products, they must have a positive environmental impact.
- **Local production.** Consumption through short supply chains is a solution to combat pollution. Consuming locally is therefore a good initiative to protect the environment and economically support small producers.
- **Circular economy.** At Meet My Job, we are pleased to highlight activities related to the circular economy: resale of unsold food products, products made from recycled materials..

- **Innovative start-up.** We are always happy to collaborate with young companies with new impactful projects: fighting against food waste, reducing carbon footprint, etc.
- **Sustainable transportation.** We believe it is our duty to change our habits and opt for less polluting means of transport. We promote companies that offer sustainable transportation alternatives.
- **Ecological technologies.** Any technology or innovation aimed at preserving the environment is accepted and encouraged at Meet My Job.
- **Ecodevelopment.** This refers to modes of development based on respect for the environment. It is a component of sustainable development: eco-friendly housing, money donated to noble causes when purchasing an eco-friendly item, etc..
- **Animal welfare.** Any company that prioritizes animal welfare is eligible at Meet My Job.
- **Consumable and non-consumable products adopting an ecological approach...**

C.2. List of eligible activities with a positive impact on society

- **Employment assistance.** Any activity involving employment assistance is aligned with our values and is therefore eligible.
- **Education, training, professional integration.** We believe that education and training are essential in the personal and professional development of each individual. That is why we support organizations offering this type of project.
- **Fair trade.** We want to promote projects that pay fair wages and treat all actors in the production chain fairly.
- **The sharing economy.** We promote projects that involve the sharing of goods and services, allowing us to combat overconsumption and waste.
- **Housing assistance and social aid.** Any activity helping people in need to find housing is eligible. The same goes for projects assisting people in need (sick and disabled people...)
- **Awareness-raising for social, security, and humanitarian causes...**

C. 3. Labels certifying a positive impact on the environment and society.

Our admission criteria allow the organization to become a partner if it holds a label certifying a positive impact on society and/or the environment.

- This can be an **international label** such as BCorp (a reference in terms of impact), the Organic Agriculture Certification Europe label, the EMAS registration of the European Commission, etc.
- These can also be **labels awarded by public administrations**, which attest to the exemplary nature of a company, such as those we know in the Brussels Region, like the Recognition for Circular Economy (Brussels Economy and Employment), the Ecodynamic Enterprise Label (Brussels Environment), and the Social Enterprise Approval (Federal Public Service Economy / Brussels Economy and Employment).
- **Businesses funded by citizen funds, like CitizenFund** (a cooperative and impact investment fund), will be automatically integrated into the Meet My Job community.
- Structures belonging to **networks of actors, communities certifying a positive impact**, can also be automatically integrated into the Meet My Job community. Belonging to federations of environmental associations or to clusters of virtuous companies (like the CircleMade Cluster of Hub Brussels), are good examples of this.

The Meet My Job team ultimately determines the validity of the label.

**FOR A RECRUITMENT THAT MAKES SENSE,
JOIN THE COMMUNITY
OF IMPACT ACTORS AT MEET MY JOB!**