



AURA GROUP

Aura Group adopts a democratic and inclusive management model that emphasizes the value of the contributions of all stakeholders, internal and external, regardless of their hierarchical level. Under the supervision of the general management and with the enlightening direction of the Managing Director, several key players play a fundamental role in the decision-making process within the company.

These actors include the Financial Assistant, the Monitoring and Evaluation Assistant, the Human Resources Management Assistant, the IT Assistant, the Health Care Assistant and the Agriculture Assistant and of Livestock. In collaboration with technicians specialized in various fields such as human resources management, public relations, legal services, monitoring and evaluation, financial management, accounting, operations management, heritage management, network maintenance, software and website development, communication, design, marketing and advertising. These stakeholders form a group dedicated to the decision-making process. Each member of this team brings unique expertise, enabling all aspects to be taken into account in Aura Group's strategic choices.

The decision-making process at Aura Group begins with collecting ideas from all employees, regardless of their position. These ideas are then submitted to the coordination team which assesses their feasibility, their relevance and their alignment with the general vision of the company. The in-depth analysis incorporates financial perspectives, operational considerations, and also, a commitment to environmental protection.

Following this evaluation, the ideas are discussed collectively during daily work meetings depending on the areas of activity, as well as during a monthly general meeting bringing together all the departments and sectors of activity. Each member of the coordination team participates actively, expressing their points of view and exchanging arguments in favor of the different options. This discussion enriches the diversity of perspectives and leads to more informed and balanced decisions. In keeping with corporate values, divine approval is seen as crucial for the execution of decisions. This democratic model guarantees fairness to every voice, regardless of title or role. Final decisions are made by consensus or majority, taking into account the arguments and assessments presented.

In conclusion, Aura Group's management system stands out for its democratic approach that encourages the active involvement of each employee and promotes informed and collaborative decision-making, while being deeply rooted in respect for the environment. Thanks to the contribution of various stakeholders, the company manages to develop robust and coherent strategies, reflecting a diversity of skills and perspectives, while maintaining a responsible commitment to the environment.