



# Sustainability Policy

BIOCARBON CERT®

Version 1.0 | May 25, 2024

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## 1. Policy Statement and BioCarbon Cert Commitment

BioCarbon Cert (hereinafter referred to as BioCarbon) is fully committed to this Sustainability Policy and pledges its implementation across all facets of its operations. As top management, we acknowledge our responsibility for ensuring the efficacy of this policy and vow to align our objectives and activities with the overarching strategic direction of the organization.

### Core Pillars

Environmental sustainability, social responsibility, and corporate governance stand as the foundational pillars of BioCarbon's operational architecture. These principles are deeply ingrained in our organizational ethos and guide our decision-making processes at every level.

### Mission Statement

At BioCarbon, sustainability isn't merely a peripheral concern; it lies at the very heart of our mission. Our overarching goal is to provide a comprehensive suite of sustainable alternatives, practices, and innovative technologies. Through these efforts, we aim to make tangible contributions to sustainable development, climate change mitigation, and biodiversity conservation on a global scale.

Moreover, top management unequivocally acknowledges and supports the pivotal role of the Chief Sustainability Officer, recognizing the significance of their leadership in driving sustainability initiatives across their respective areas of responsibility.

## 2. Objectives

The primary objective of this policy is to articulate the fundamental principles and framework that underpin BioCarbon's Sustainability Program. This program is multifaceted, focusing on three key vectors: Environment, Society, and Governance. Embracing an Environmental, Social, and Governance (ESG) framework necessitates a holistic understanding of the short and long-term implications of our actions throughout the entire value chain.

Our commitment to sustainability transcends mere compliance; it embodies a steadfast dedication to conducting business responsibly within a sustainable organizational culture. Our ultimate aim is not only to meet regulatory requirements but to exceed them, setting new industry standards for sustainability excellence.

BioCarbon's goals with this policy are manifold:

- To conscientiously consider the resource impacts of our activities and actively contribute to the sustainable development of society and the environment across all areas of our business operations.

- To cultivate close, cooperative relationships with a diverse array of individuals and organizations engaged in environmental preservation and social advancement.
- To ensure the adoption of fair labor practices, promote diversity and inclusion, support local communities, and uphold human rights throughout our supply chain.
- To actively engage with stakeholders spanning team members, collaborators, customers, investors, and communities, fostering a culture of transparency, trust, and collaboration in our collective pursuit of sustainability objectives.
- To establish robust mechanisms for monitoring, measuring, and reporting on our sustainability performance, setting ambitious targets for improvement, and periodically reviewing and updating our sustainability policy to reflect evolving priorities and challenges.

### 3. Version

This document constitutes Version 1.0, dated May 16, 2024.

In recognition of the dynamic nature of sustainability challenges, BioCarbon pledges to regularly review and update this policy to address emerging risks and opportunities, ensuring its continued relevance and effectiveness.

This document is available at the Official [Website](#) of BioCarbon Cert.

### 4. General terms

For this Policy, the following terms and definitions apply:

- (a) "Shall" is used to indicate that the requirement shall be met;
- (b) "Should" is used to suggest that, among several possibilities, a course of action recommended as particularly appropriate; and
- (c) "May" is used to indicate that it is permitted.

### 5. Scope and applicability

This policy serves as a public document that applies to all directors, collaborators, stakeholders, customers, and suppliers (where relevant) associated with BioCarbon, irrespective of their geographical location. All parties are required to formally commit to abiding by the principles outlined herein.

BioCarbon is committed to incorporating compliance with our Sustainability Policy into client contracts, third-party service agreements, and team members contracts. New hires are expected to receive and sign an Employee Compliance Commitment Form, while Directors are mandated to uphold the policy as part of their fiduciary responsibilities.

Integrity forms the bedrock of our company culture, and we firmly believe in the power of collective action to align diverse interests in support of our stakeholders and project developers.

Overall, BioCarbon is resolute in its determination to effect positive environmental and social change through its unwavering commitment to sustainability and responsible business practices.

## 6. Pledges

BioCarbon's Sustainable Program is guided by a set of core principles, including:

- Continually reducing carbon emissions and fully offsetting those that cannot be avoided (SDG13).
- Evaluating the environmental aspects of our business from a lifecycle perspective, with a preference towards Sustainable Consumption and Production (SDG12).
- Integrating diversity, equality, and inclusiveness practices and strategies into BioCarbon's day-to-day operations (SDG5).
- Compliance with applicable legislation and the adoption of appropriate codes of practice (SDG16).
- Integrating sustainability concepts and opportunities into our everyday business decisions (SDG7).
- Promoting the health and well-being of BioCarbon's collaborators through an inclusive benefits plan (SDG3).
- Making key suppliers aware of our Sustainability Policy and encouraging them to adopt sustainable management practices.
- Ensuring that all staff are well-versed in our Sustainability Policy and actively embrace its principles.
- Reporting, both internally and externally, on our sustainability initiatives.
- Regularly reviewing this policy as our business evolves, ensuring it remains aligned with current best practices.
- Ensuring that local communities are considered throughout BioCarbon Crediting Programs and actively involved.
- Maintaining transparency in our operations and taking accountability for our actions.
- Upholding a strong ethical core, including fair employment practices, rejecting exploitation, and ensuring decent work for all (SDG8)



## 7. Environment

We recognize that BioCarbon's business operations have environmental implications. As such, our strategy and Sustainability Program include a Pollution Prevention plan tailored specifically to our operations and value chain.

Environmental Impacts:

- Carbon Emissions: Certain operations and activities of BioCarbon contribute to greenhouse gas emissions, particularly regarding corporate air travel and technology usage.
- Resource Efficiency: BioCarbon promotes resource efficiency by leveraging innovative technologies and sustainable practices to reduce resource consumption and minimize waste generation.

Our plan, informed by data collection and analysis, identifies and structures efficient actions and practical plans related to Supply Chain, Air Pollution and Travel Management, Waste Management and Circular Economy, Energy Management and Efficiency, as well as Technology, Digital Carbon Footprint, and Climate Change mitigation.

## 8. Social

BioCarbon is deeply committed to society and actively engages in activities and practices related to social responsibility initiatives.

Principal Social Impacts:

- Community Engagement: BioCarbon ensures that GEI projects and biodiversity initiatives engage with Local Communities and Indigenous Peoples to ensure local populations benefit and enhance social well-being.
- Stakeholder Inclusivity: BioCarbon fosters inclusivity by involving stakeholders in decision-making processes and addressing their concerns and needs.

- Labor Standards Compliance: BioCarbon adheres to labor standards and regulations, ensuring fair and safe working conditions for its team members and partners.
- Social Responsibility: BioCarbon demonstrates social responsibility by supporting social causes, promoting diversity and inclusion, and contributing to community development initiatives.

Under the social aspect, BioCarbon's internal strategies explore various action plans, including those related to Employee development, engagement and retention, Well-being, Health and Safety, Fair and Equitable treatment, and Inclusion and diversity, all in consideration of the United Nations Human Rights Principles.

BioCarbon aims to:

- Provide full access to the Academy Platform from UN Global Compact.
- Encourage and support team members attendance in growth-oriented courses (e.g., language, administration).
- Conduct regular training sessions and communications to ensure clear understanding of compliance for all team members and stakeholders about internal policies or procedures.
- Promote diversity, inclusion, and equity treatment through the recruitment process.
- Incorporate mechanisms for stakeholder feedback and engagement that enhance transparency, such as the Request, Complaint, or Claim channel ([PCC channel](#)) and/or Public Consultation.
- Recognize Local Communities and Indigenous Peoples as essential components in BioCarbon's programs, safeguarding their health and rights, and applying crucial requirements such as Free, Prior, and Informed Consent (FPIC).
- Offer international medical insurance coverage.
- Since June 2023, BioCarbon Cert is a signatory of the [Women Empowerment Principles \(WEPs\)](#) Program, established by UN Women and UN Global Compact. We utilize various tools, including the Gender Gap Analysis Tool and the WEPs Checklist for gender-responsive recruitment, the latter of which is part of our Recruitment Guide.
- Encourage the use of inclusive language in external and internal communications.

## 9. Governance and Compliance

BioCarbon is unwavering in its commitment to upholding human rights and complying with all relevant legislation and regulations, including the 1948 Universal Declaration of Human Rights of the United Nations. This commitment encompasses zero tolerance for child labor, forced labor, and discrimination based



on gender or ethnicity. We provide channels for reporting violations confidentially and without fear of retaliation, ensuring that all stakeholders can voice concerns and address potential breaches of ethics or laws.

The Board of Directors oversees BioCarbon's adherence to legal regulations and ethical standards, ensuring that management and administration align with company policies and applicable laws. Additionally, BioCarbon Cert has appointed a Compliance Officer responsible for managing compliance efforts and fostering an ethical organizational culture. The Compliance Officer supervises BioCarbon's 'Transparency and Business Ethics Program,' ensuring compliance with Anti-Corruption laws, the Code of Ethics, and internal policies.

BioCarbon integrates environmental sustainability into its strategies, policies, and procedures, establishing a culture of integrity and responsibility towards the planet. Our emissions reductions align with the Nationally Determined Contributions (NDCs) outlined in the Paris Agreement. We also adhere to the Rio Declaration on Environment and Development (1992) and commit to aligning our reduction targets with the Science Based Targets (SBTi) framework, contributing to a net-zero economy.

Aligned with the United Nations Global Compact's 10 Principles, BioCarbon adopts sustainable and socially responsible policies and practices. We engage with local communities to ensure that GEI projects and biodiversity initiatives benefit local populations and enhance social well-being. Project holders are required to abide by BioCarbon's Anti-Corruption Policy, further reinforcing our commitment to ethical business practices.

Our Code of Ethics serves as a guide for directors and team members, reaffirming our commitment to honesty and integrity while providing practical guidance for handling ethical issues. It helps improve existing practices and ensures that BioCarbon operates with the highest ethical standards in all endeavors.

BioCarbon shall research, develop and adopt innovative, reliable and secure technologies and ensure confidentiality, authenticity, traceability, and transparency.

## 10. Continuous improvement

BioCarbon is committed to strengthening and improving its activities day by day. This commitment is reflected in several ongoing initiatives and policies:

- Activities and policies are updated periodically to ensure relevance, compliance, and effectiveness.
- Annual Risk Assessment is conducted to identify and mitigate potential legal risks.
- Annual Human Rights Assessment is performed to identify and mitigate potential risks to people.

- Annual targets/goals are set and progress is tracked over time for internal programs.
- Policies are shared and signed by all new team members to ensure understanding and compliance.
- BioCarbon Cert submits an annual Communication on Progress (COP) as part of its commitment to the UN Global Compact. This report transparently highlights the company's sustainability status and areas for improvement.
- Continuous updates on international sustainability initiatives, such as the Global Reporting Initiative (GRI) and the UN Global Compact, are monitored and implemented.
- The Women's Empowerment Principles (WEPs) [Gender Gap Analysis Tool](#) is utilized to assess and address gender disparities within the organization.

Approved by: Executive Board

*Document history*

**Type of document.** Corporate Policy

<b>Version</b>	<b>Date</b>	<b>Nature of the document</b>
1.0	May 16, 2024	First version

This document is also available in Spanish.