

Emergent Diversity, Equity and Inclusion Policy

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Emergent is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Emergent's diversity, equity, and inclusion initiatives are applicable—but not limited—to our **practices and policies** as outlined below:

- Recruitment and selection
 - Inclusive job descriptions;
 - Broad distribution of job advertisements to a variety of sites to obtain a wide and diverse talent pool;
 - Inclusively designed application process;
 - Applicant rating system based on clearly established criteria and qualifications;
 - Consideration of inclusivity matters when defining interview short lists
 - Multiple team members interviewing candidates and involved in the selection process; and
 - Inclusive interviews.

- Compensation and benefits
 - Salary bands based on established market rates for comparable positions and experience;
 - Review of salary bands and individual salaries on at least an annual basis by the Executive Director and Chief Operating Officer to ensure equity and fairness in pay;
 - Regular review and consideration of benefits to ensure fairness and that the needs of employees are being met and balanced with Emergent's need to control costs.

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- Professional development and training;
 - As a small, early-stage organisation, Emergent's focus is on recruiting the right skills and experience into the team. However, we recognise the critical importance of professional development, and have set aside a per-head budget for this purpose. It is available to all employees, and can be allocated by agreement with the ED or COO who will ensure equality of access and use for any professional development activity relevant to Emergent's mission and an individual's role.
 - We also recognise the important role of mentoring in matters of DEI, for example to help employees navigate workplace situations where they may feel that gender is a factor. Any employee is free to establish their own mentoring arrangements, or to consult with their line manager or others members of the executive team for help and advice.

- Promotions;
 - Promotions based on job performance and clearly established and communicated criteria;
 - Review and consideration of all staff members for promotion on an annual basis;
 - Regular discussions with each staff member as to their career goals, expectations, and opportunities within the organization based on our staffing needs, organizational structure, and budget.

- Terminations;
 - Terminations based on a progressive disciplinary system requiring clear documentation and communication as to employee performance issues; and
 - Termination as a last resort and only after an employee does not meet clearly defined expectations and criteria as established in an employee performance improvement plan.

Additionally, Emergent is guided by the following general principles:

- Respectful communication and cooperation between all employees;
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives;
- Work/life balance through flexible work schedules to accommodate employees' varying needs; and
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of Emergent have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Once Emergent's full team has been hired by mid-2022, we will implement annual diversity awareness training that all employees will be required to attend to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should immediately notify Emergent's Chief Operating Officer or Executive Director.

Contractors and services providers are expected to treat others with dignity and respect at all times. Emergent may terminate its relationship with any contractors or service providers who exhibit inappropriate conduct or behavior.

Emergent's main business activity is transacting forest carbon credits originating from jurisdictional-scale tropical forest protection and restoration programs. Emergent is committed to full involvement of, and respect of the rights for, local and Indigenous communities living in or near the forests. In particular, Emergent is committed to:

- Ensuring that actions to protect or restore forests are complementary or consistent with the objectives of national forest programs and relevant international conventions and agreements.
- Ensuring that transparent and effective national forest governance structures are in place, taking into account national legislation and sovereignty, and respecting, protecting, and fulfilling land tenure rights.
- Respecting the knowledge and rights of Indigenous peoples and members of local communities, by taking into account relevant international obligations, national circumstances and laws, and noting that the United Nations General Assembly has adopted the United Nations Declaration on the Rights of Indigenous Peoples.
- Respecting, protecting, and fulfilling the right of all relevant stakeholders, including Indigenous peoples and local communities, to participate fully and effectively in the design and implementation of REDD+ actions.

Emergent ensures that forest protection activities do no harm to local and Indigenous communities by transacting only credits issued and verified by the Architecture for REDD+ Transactions (ART), which upholds high environmental and social integrity of greenhouse gas emission reductions and removals from the forest and land use sector. ART's standards are fully compliant with the UNFCCC's Cancun Safeguards, which aim to ensure that forest protection and restoration initiatives adequately address issues such as the rights of Indigenous peoples and traditional communities, social participation, and preservation of natural ecosystems.