

Emergent Forest Finance Accelerator, Inc.

Code of Conduct

This code of conduct provides a standard of conduct for how Emergent Forest Finance Accelerator, Inc. (“Emergent”) operates.

About Emergent and Mission Statement

About Us: Emergent is a non-profit organization with the sole mission of accelerating the speed and scale of tropical forest conservation to combat the climate crisis. Addressing the current climate and deforestation emergencies require systemic and transformative solutions. Emergent was created to catalyze this type of action by supporting countries that successfully reduce deforestation, delivering climate impacts and other vital benefits for the people and animals that call the forest home. The private sector has the potential and opportunity to mobilize its power to halt and reverse deforestation. But it’s not happening fast enough. The world loses 11 million hectares of tropical forest in 2021—the size of Virginia. And once it’s gone, it’s gone.

Vision: A world without deforestation.

Mission: Mobilizing public-private finance to conserve and restore the world’s forest.

Our Values: Emergent has five core values to how we achieve our mission.

- Mission-driven innovation: we work for the forests, not for profit, valuing expertise, agility and fresh thinking.
- Urgency: we aim for systems change, prioritising catalytic approaches with the potential to scale at the speed needed to combat climate change.
- Integrity: we prize moral courage in the choices we make and the partners we work with.
- Humility: we understand that we can’t solve every problem.
- Collaboration: we listen across teams and stakeholders, valuing knowledge, experience and new perspectives.

Main Activity: Emergent mainly transacts forest carbon credits originating from jurisdictional-scale (meaning at the level of entire countries or states, at a minimum size of 2.5 million hectares of forest) tropical forest protection and restoration programs. Emergent is committed to the recognition, respect, protection, and fulfillment of the rights for, local and Indigenous communities living in or near the forests.

Human Rights

We respect and support the UN Universal Declaration of Human Rights.

Emergent transacts 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 standard follows 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 ecosystem.

Combating Corruption, Bribery and Money Laundering

Emergent is committed to comprehensive anti-corruption, and anti-money laundering, anti-fraud and anti-terrorism financing programs. It is the policy of Emergent to comply with governmental standards that have been designed to prohibit and prevent both actual and potential money laundering, fraud as well as other activities that facilitate money laundering and the funding of terrorists.

Emergent will adopt and implement policies, procedures, and programs to continue to achieve compliance with these standards. Emergent's policies regarding corruption and other proscribed conduct will apply to the activities of its staff, other Emergent representatives and contractors.

Sanctions

Emergent does not conduct nor assist any party in violating applicable economic sanctions or export controls and regulations.

Emergent does not contract with entities or individuals that appear on lists issued by the U.S. Office of Foreign Assets Control (OFAC), the United Nations, the European Union or the United Kingdom. Emergent screens potential advisors and contractors against sanctions lists to confirm eligibility to receive funds. Emergent will not enter into carbon credit transactions with entities on those lists.

Employment Practices

Equal Opportunity: Emergent provides equal employment opportunities to all employees and applicants for employment without regard to race, color, ancestry, national origin, gender, sexual orientation, marital status, religion, age, disability, gender identity, results of genetic testing, service in the military, or any other basis prohibited by US federal, state, or local law or comparable law in an applicable jurisdiction. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, discipline, termination, layoff, recall, transfer, leave of absence, compensation, and training.

Emergent expressly prohibits any form of harassment or discrimination. Improper interference with the ability of other employees to perform their expected job duties is not tolerated.

Commitment to Diversity: Emergent is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. Our diversity, equity, and inclusion initiatives are applicable, but not limited, to our practices and policies in recruitment and selection, compensation and benefits, professional development and training, promotions, discipline and terminations.

Further, Emergent is guided by the following general principles:

- Respectful communication and cooperation between all team members;
- 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 diversity.

Team members of Emergent have a responsibility to treat others with dignity and respect at all times. All team members are expected to exhibit conduct that reflects inclusion in all Emergent-related settings.

Harassment: It is Emergent’s policy to provide a work environment free of sexual and other harassment. To that end, harassment of Emergent’s employees or other team members by management, supervisors, coworkers, or nonemployees who are in the workplace is absolutely prohibited. Further, any retaliation against an individual who has complained about sexual or other harassment or retaliation against individuals for cooperating with an investigation of a harassment complaint is unlawful and will not be tolerated. Emergent will take all steps necessary to prevent and eliminate harassment.

Freedom of Association: Emergent respects its employees’ rights of freedom of association and right to collective bargaining as provided under applicable laws.

Conflicts of Interest

Emergent is committed to identifying and addressing conflicts of interest that may arise in conducting our operations. Officers, directors, and staff of Emergent may have interests that conflict with those of Emergent or that create the appearance of a conflict of interest. Conflicts may also arise regarding the role of various institutions involved in Emergent’s work. Emergent has appropriate measures in place to identify and address potential conflicts of interest.

Occupational Health and Safety

Emergent is committed to providing a workplace that is safe and without risk to health. Protecting the safety of our employees and visitors. All employees have the opportunity and responsibility to contribute to a safe work environment by using commonsense rules and safe practices and by notifying management when any health or safety issues are present. All employees are encouraged to partner with management to ensure maximum safety for all.

Confidentiality and Data Protection

Emergent is committed to respecting and protecting confidential information and personal data of employees, suppliers, and other parties we have business relations with. Confidential information is any and all information disclosed to or known by Emergent and its employees in the course of its operations and/or because of employment with the organization that is not generally known to people outside the organization about its business.

During the course of employment at Emergent, employees may have access to Emergent’s confidential, secret and proprietary information. Emergent has a confidentiality policy under which employees should maintain such information in confidence and use such information only in the interest of Emergent.

Minimization of Environmental Impacts

Emergent aspires to identify and respond to climate change risks and opportunities. We also aim to utilize resources optimally for maximum lifecycle and disposal of waste without environmental harm.

Reporting Concerns

Emergent is instituting appropriate reporting and whistleblower procedures consistent with best practice. This section will be updated in due course to reflect such process, including reporting mechanisms.