



CLIMATE FOUNDATION POLICIES

The Climate Foundation undertakes to make its policy platform transparent and readily available. This platform is reviewed on an annual basis.

1. LAWS AND REGULATIONS

We respect and comply with the Laws and Regulations of the localities where we work relevant to any activity we carry out. Where local laws conflict with our standards, it is our goal to provide clear instructions regarding acceptable behaviors and the application of laws. In some cases, laws may take precedence over our standards.

2. ENVIRONMENT

We must understand the potential environmental impacts of the tasks we perform and look at ways we can avoid, minimize and rehabilitate impacts to air, water, land and biodiversity, including greenhouse gas emissions in accordance with our respect for the Environment and Climate Change. We demonstrate our environmental responsibility by understanding and minimizing impacts and contributing to lasting environmental benefits at every stage of our operations.

We encourage our suppliers, joint venture partners, customers and other third parties to minimize their environmental impacts.

We don't engage contractors, suppliers, customers or joint venture partners without an assessment that takes into account their environment and community impacts, risks, controls and performance.

3. WORLD HERITAGE LISTED PROPERTIES AND IUCN PROTECTED AREAS

The Climate Foundation complies and supports the Guidelines for Management Planning of Protected Areas which were published by the IUCN World Commission on Protected Areas in 2003, as part of a more comprehensive series, and are based on experience and best practice from protected areas around the world. The document provides a framework for protected area management planners.

The Climate Foundation supports the official advisory bodies to the World Heritage Committee (ICCROM, ICOMOS and IUCN) together with UNESCO have also published a number of best practice resource manuals to guide the management of World Heritage properties. These are available on UNESCO's World Heritage Centre website

The Climate Foundation seeks to contribute to ICOMOS on-line reference collection of benchmark "best practice" documents. It is being progressively assembled by and for members of the ICOMOS Scientific Committees. The entries identify the range of work being done world-wide to simultaneously advance the development of heritage principles and technical research that is worth sharing to assist the conservation of cultural heritage in all the ICOMOS fields of expertise.

4. BIOFUELS

The Climate Foundation is working to contribute to and support the introduction of biofuel technology capable of reducing greenhouse gas emissions.

The Climate Foundation encourages all Governments to:

5. Develop a national biofuels, bio-based products and bioeconomy strategy
6. Implement a national biofuels mandate supporting the introduction of higher quality fuels
7. Provide supporting mechanisms of education, incentives and infrastructure
8. Establish policy frameworks for advanced/drop-in biofuels, biochemical and bio-based products
9. Support commercial developments through industry and research collaboration.

5. COMMUNITY

We work respectfully with community stakeholders to identify and address impacts and expectations and we collaborate with communities to identify opportunities to address social needs. We partner with appropriate organizations to deliver community projects, using a strong and consistent process to monitor progress and performance. Our community-based activities and programs are undertaken at various stages of our projects and are designed to improve the quality of life of the people in the communities where we operate in a sustainable way.

When working with our community stakeholders, community development projects or donations, we undertake appropriate due diligence and obtain pre-approval before engaging any partner or agency to implement a program. We use social data and research to make sure the diversity of

our stakeholders is understood, including those who may be disadvantaged and vulnerable. We engage regularly, openly and honestly with people impacted by our operations and take their views into account during decision making. Where we engage with Indigenous peoples from a host community, we consult with experts who understand the culture and protocols involved.

6. NON DISCRIMINATION AND DIVERSITY, WORKPLACE EQUALITY AND INCLUSION, TREATMENT OF EMPLOYEES

We will always employ, develop and promote based on merit and we do not tolerate any form of unlawful discrimination. Unlawful discrimination against a person based on personal attributes unrelated to job performance, such as race, gender identity, sexual orientation, intersex status, physical or mental disability, relationship status, religion, political opinion, pregnancy, breastfeeding or family responsibilities is prohibited. All existing and prospective employees will be treated fairly and evaluated according to their skills, qualifications and capabilities. Personal relationships must not impact who we employ or reward. Our systems, processes and practices support fair treatment.

We should always be inclusive, collaborative and supportive. We should be aware of the impact our actions can have on others and treat everyone equally and with respect. We should always make ourselves aware of relevant cultural considerations and demonstrate respect when working with colleagues from other cultural backgrounds or traveling to different locations. We support our colleagues to speak up if they believe they are experiencing harassment or bullying. If you witness this behavior, you have a responsibility to speak up. Together, you and your line leader are responsible for ensuring that you:

- are clear on what is required of you in your job;
- work in a trustful and collaborative way with others;
- are treated fairly, with respect and care;
- value individual differences within your team.

When working with the Climate Foundation, all parties must respect that the Climate Foundation values a diverse and inclusive workplace. We expect that everyone who works at the Climate Foundation will be treated with respect.

7. HUMAN RIGHTS, INCLUDING CHILD LABOUR, FORCED OR COMPULSORY LABOUR, HUMAN TRAFFICKING

Human rights are the basic political, civil, economic, labour, social and cultural rights and freedoms to which all people are entitled, without discrimination. It is expected that businesses respect human rights throughout the value chain. We believe that respecting human rights and contributing to the realization of rights is not only critical to the sustainable operation of our business, it is the right thing to do. We see human rights as critical to our ability to contribute meaningful and ongoing social value to our stakeholders. Simply put, our success depends

upon how well we respect the rights of individuals and groups who interact with and are impacted by our business operations and relationships. We demonstrate our commitment to respecting human rights by:

Employment

- We guarantee in every stage of employment, and in any activity, that people are equally treated and do not suffer discrimination of any kind based on race, gender, language, religion, political opinion, ethnical national or social origin, birth or other status, sexual orientation and gender identity, health status, or economic and social situation; and in general, to respect the opinions, knowledge, way of life, religion, beliefs and attitudes of other humans.
- We uphold the freedom of association and the effective recognition of the right to collectively bargain.
- We comply with relevant international conventions and local applicable laws.
- Complying with applicable laws and regulations of the countries in which we operate, and where differences exist between Our Code of Conduct (Our Code) and local customs, norms, rules or regulations, we apply the higher standard.
- Operating in a manner consistent with the United Nations (UN) Guiding Principles on Business and Human Rights, the 10 UN Global Compact Principles, the Voluntary Principles on Security and Human Rights.

As defined by the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

We are committed to respecting and contributing to the realization of all human rights, prioritizing those based on risk to the people, including vulnerable or marginalized groups, potentially impacted by our operations and business relationships and the related risk to the Climate Foundation.

These include rights related to:

- workplace health, safety and labour conditions – including recognition of freedom of association and voluntary collective bargaining and the avoidance of forced and bonded labour, human trafficking and child labour;
- freedom from discrimination based on personal attributes unrelated to job performance, such as race, ethnicity, gender identity, sexual orientation, intersex status, physical or mental disability, mental illness, relationship status, religion, political opinion, pregnancy, breastfeeding or family responsibilities; the activities of security providers;
- land access and use; water and sanitation; Indigenous peoples' culture, identity, traditions and customs; and communities that live near our operations – including resettlement and consultation and consent processes.
- Everyone shall have the right to freedom of association with others, including the right to form and join trade unions for the protection of his interests.

Abuse and Exploitation

- We uphold the elimination of all forms of forced and compulsory labor.
- We do not engage in or accept physical or psychological abuse or a conduct that degrades the human dignity of an individual, or that creates an intimidating, degrading, humiliating or offensive environment for that individual.
- We do not engage in or accept the exploitation of people's personal vulnerability in the broadest sense, and any member implication in such exploitation.
- We do not take undue advantage of one's position for sexual benefits.
- We do not create or are involved in human rights abuses.

Children

- We condemn all forms of exploitation of children. We do not recruit child labour, and support the elimination of exploitative child labour.
- We do not tolerate, under any circumstances, sexual relationships with minors.

If there is a situation where the above values and expected behaviors are not respected (even unintentionally), CF will take all necessary measures in response to correct the situation.

We recognise we must continually assess the human rights context of our activities, including impacts that we may cause and those to which we may contribute or be directly linked. This determines the prevention, mitigation and remedy measures required, including using leverage in our business relationships.

We respect human rights by embedding relevant international standards and frameworks in our systems and processes. For our operations, we set the standard and provide guidance for regular completion of human rights due diligence and human rights impact assessments; planning, documenting and responding to stakeholder engagement including complaints and grievance management; respecting The UN Declaration on the Rights of Indigenous Peoples Which establishes a universal framework of minimum standards for the survival, dignity and well-being of the Indigenous peoples of the world and it elaborates on existing human rights standards and fundamental freedoms as they apply to Indigenous peoples.

- For decisions around acquisitions and divestments, new activities in high-risk countries and major projects, human rights, social and community impact issues must be considered and a human rights impact assessment performed for the key phases of our projects.
- We acknowledge the connection between environmental sustainability and human rights and set standards and governance and risk management processes to sustainably manage air, land, biodiversity and water resources.

Meaningful stakeholder engagement is essential to our efforts to meet the responsibility to respect human rights. We engage with and respond to civil society, communities and investors on issues related to our business and strive for transparency in our interactions. We undertake regular engagement with our stakeholders to listen, understand, prevent and mitigate the adverse impacts of our activities on human rights from new country entry to closure. We recognise the significance of two-way dialogue in highlighting concerns and perspectives and human rights are a core element of our approach to social value assessments and planning.

We seek opportunities to work with our employees, contractors and suppliers to develop and participate in knowledge-sharing and training, increasing our shared understanding of human rights and improving our collective performance. We seek to use our leverage, wherever possible, to encourage our non-operated joint ventures and minority interests to adopt similar practices and standards, aligned to international human rights best practice. We recognise the potential for human rights risks in all jurisdictions and are committed to building an ongoing dialogue with stakeholders, including industry associations, civil society, governments and regulators to improve our understanding of these risks and promote respect through engagement, collaboration and public policy.

8. WAGES, PENALTIES AND WORKING HOURS

The Climate Foundation always aims to be competitive in the industries and locations in which we operate to ensure we attract and retain the best people. We are committed to performance-based remuneration and rewards. Therefore actual remuneration depends on position, location and performance in the role.

9. WORKPLACE HEALTH AND SAFETY

Drugs, Alcohol and cigarettes

Health and safety is everyone's responsibility, and we all need to look out for one another's physical and mental wellbeing.

As part of our commitment to health and safety, all workplaces should be free from the use of alcohol and illegal drugs, and the misuse of other substances. Alcohol must not be offered or consumed at any Climate Foundation workplace without prior approval from the most senior person sponsoring the event. The use of cigarettes, including e-cigarettes, must be confined to designated areas.

To ensure a safe workplace you must adhere to all relevant requirements. Our leaders are accountable for implementing these requirements and ensuring that supporting systems are in place. Our leaders must provide an environment where everyone feels safe to report any threats to their own safety, or the safety of others. It is everyone's responsibility to prevent and report workplace-related injuries and illnesses. As we expect you to be alcohol and drug free, you may

be asked to undergo random drug and alcohol testing and you must comply with these requests. You are required to observe all smoking restrictions. We understand that some employees may suffer illnesses associated with drug or alcohol dependency. If you need support to address an alcohol or drug dependency or if you are concerned about a colleague, please contact the Directors. There are additional health and safety requirements you need to consider if you travel to a high or extreme risk destination.

- **Visitors to a Climate Foundation work site**

Anyone who visits a Climate Foundation workplace or event must comply with all relevant health and safety procedures. All visitors are expected to be alcohol and drug free, and might be asked to undergo random alcohol and drug testing. Visitors must also observe all smoking restrictions.

10. CORRUPTION, BRIBERY, SANCTIONS AND EXTORTIONS

We expect everyone who works with us to share our commitment to integrity in all business dealings and in providing services to us. Our commitment to operating with integrity is part of who we are and what we do every day. We prohibit bribery and corruption in all our business.

All our employees, contractors, directors, board members, and third parties we deal with, including our suppliers, are required to comply with anti-corruption laws. No one has the authority to waive this requirement. Criminal penalties could result where anti-corruption laws are not respected. Any concerns regarding corruption must be reported immediately.

Inappropriate Gain

- We do not take undue advantage of one's position, nor misrepresent the Climate Foundation for economic or social benefits, or any personal gain whatsoever.
- We do not accept bribes, of whatever nature, nor allow ourselves to be involved in any type of fraud or corruption.

11. CLIMATE FOUNDATION WHISTLEBLOWER PROTECTION POLICY

The Climate Foundation requires advisory board members, directors, executive team, contractors, employees and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities.

As representatives of the Climate Foundation, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable team members and contractors, employees and others to raise serious concerns internally so that the Climate Foundation can address and correct inappropriate conduct and actions. It is the responsibility of all board members, directors, executive team members, employees and volunteers to report concerns about violations of the Climate Foundation's code of ethics or suspected violations of law or regulations that govern the Climate Foundation's operations.

No Retaliation

It is contrary to the values of the Climate Foundation for anyone to retaliate against any board member, Director, executive team, employee, contractor or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of the Climate Foundation. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.
