

TREE-NATION's CODE OF CONDUCT FOR PROJECTS

The Code of Conduct applied by Tree-Nation is based on the UN Supplier Code of Conduct and the values of the UN Charter.

<https://www.un.org/Depts/ptd/about-us/un-supplier-code-conduct>

Respect for fundamental human rights, social justice and human dignity, and respect for the equal rights of men and women, serve as overarching values to which the projects registered on the Tree-Nation platform (www.tree-nation.com) as well as other related service suppliers are expected to adhere.

1. Scope of Application:

The provisions of this Code of Conduct set forth Tree-Nation's (herewith "TN") expectations for all reforestation and conservation projects and other related service suppliers (herewith "Project(s)") that are registered with TN or with whom it does business. TN expects that these principles apply to all Projects and their employees, parent, subsidiary or affiliate entities, and subcontractors. Therefore, TN expects the Projects to ensure that this Code of Conduct is communicated to their employees, parent, subsidiary and affiliated entities as well as any subcontractors, and that it is done in the local language and in a manner that is understood by all.

In order for a Project to be registered as a TN project or to do business with TN, the Project is required to read and acknowledge that this binding Code of Conduct provides the minimum standards expected of the Project. All Projects will provide TN with a signed copy of TN's code of conduct.

2. Continuous Improvement:

The provisions as set forth in this Code of Conduct provide the minimum standards expected of Projects to TN. TN expects its Projects to strive to exceed both international and industry best practices. TN also expects that the Projects encourage and work with their own suppliers and subcontractors to ensure that they also strive to meet the principles of this Code of Conduct. TN recognizes that reaching some of the standards established in this Code of Conduct is a

dynamic rather than static process and encourages its Projects to continually improve their workplace conditions accordingly.

3. Management, Monitoring and Evaluation:

It is the expectation of TN that its Projects, at a minimum, have established clear goals toward meeting the standards set forth in this Code of Conduct. TN expects that its Projects will establish and maintain appropriate management systems related to the content of this Code of Conduct, and that they actively review, monitor and modify their management processes and business operations to ensure they align with the principles set forth in this Code of Conduct.

LABOUR

4. Freedom of Association and Collective Bargaining:

TN expects its Projects to recognize the freely-exercised right of workers, without distinction, to organize, further and defend their interests and to bargain collectively, as well as to protect those workers from any action or other form of discrimination related to the exercise of their right to organize, to carry out trade union activities and to bargain collectively.

5. Forced or Compulsory Labour:

TN expects its Projects to prohibit forced or compulsory labour in all its forms.

6. Child Labour:

TN expects its Projects not to employ:

(a) children below 16 years of age or, if higher than that age, the minimum age of employment permitted by the law of the country or countries where the performance, in whole or in part, of a contract takes place, or the age of the end of compulsory schooling in that country or countries, whichever is higher; and

(b) persons under the age of 18 for work that, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of such persons.

7. Discrimination:

TN expects its Projects to ensure equality of opportunity and treatment in respect of employment and occupation without discrimination on grounds of race, colour, sex, religion, political opinion, national extraction or social origin and such other ground as may be recognized under the national law of the country or countries where the performance, in whole or in part, of a Project takes place.

TN expects its Projects to take all appropriate measures to ensure that neither themselves nor their parent, subsidiary, affiliate entities or their subcontractors are engaged in any gender-based or other discriminatory employment practices, including those relating to recruitment, promotion, training, remuneration and benefits.

8. Wages, Working Hours and Other Conditions of Work:

TN expects its Projects to ensure the payment of wages in legal tender, at regular intervals no longer than one month, in full and directly to the workers concerned. The Projects should keep an appropriate record of such payments.

Deductions from wages are permitted only under conditions and to the extent prescribed by the applicable law, regulations or collective agreement, and the Projects should inform the workers concerned of such deductions at the time of each payment.

The wages, hours of work and other conditions of work provided by the Projects should be not less favourable than the best conditions prevailing locally (i.e., as contained in:

- (i) collective agreements covering a substantial proportion of employers and workers; or
- (ii) arbitration awards; or
- (iii) applicable laws or regulations), for work of the same character performed in the trade or industry concerned in the area where work is carried out.

9. Health and Safety:

TN expects its Projects to ensure, so far as is reasonably practicable, that:

- (a) the workplaces, machinery, equipment and processes under their control are safe and without risk to health;

(b) the chemical, physical and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken; and

(c) where necessary, adequate protective clothing and protective equipment are provided to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects to health.

10. Human Rights:

TN expects its Projects to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses.

11. Harassment, Harsh or Inhumane Treatment:

TN expects its Projects to create and maintain an environment that treats all employees with dignity and respect.

TN further expects that its Projects, their parent, subsidiary and affiliated entities as well as any subcontractors, will neither use or engage in, nor allow their employees or other persons engaged by them to use or engage in, any: threats of violence, verbal or psychological harassment or abuse, and/or sexual exploitation and abuse.

Sexual exploitation and abuse violate universally recognized international legal norms and standards and have always been unacceptable behaviour and prohibited conduct for TN.

TN expects its suppliers to take all appropriate measures to prohibit their employees or other persons engaged by the suppliers, from engaging in sexual exploitation and abuse.

TN also expects its Projects to create and maintain an environment that prevents sexual exploitation and abuse. The failure by a Project to take preventive measures against sexual exploitation or abuse, to investigate allegations thereof, or to take corrective action when sexual exploitation or abuse has occurred, constitute grounds for termination of any agreement with TN.

Moreover, no harsh or inhumane treatment coercion or corporal punishment of any kind is tolerated, nor is there to be the threat of any such treatment.

12. Mines:

TN expects its Projects not to act in or near any anti-personnel minefields.

ENVIRONMENT

13. Environmental:

TN expects its Projects to have an effective environmental policy and to comply with existing legislation and regulations regarding the protection of the environment.

The Projects should wherever possible support a precautionary approach to environmental matters, undertake initiatives to promote greater environmental responsibility and encourage the diffusion of environmentally friendly technologies implementing sound life-cycle practices.

14. Chemical and Hazardous Materials:

Chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.

15. Wastewater and Solid Waste:

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled and treated as required prior to discharge or disposal.

16. Air Emissions:

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge or disposal.

17. Minimize Waste, Maximize Recycling:

Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

ETHICAL CONDUCT

18. Corruption:

TN expects its Projects to adhere to the highest standards of moral and ethical conduct, to respect local laws and not engage in any form of corrupt practices, including but not limited to extortion, fraud, or bribery.

19. Conflict of Interest:

TN's Projects are expected to disclose to TN any situation that may appear as a conflict of interest, and disclose to TN if any TN employee or professional under contract with TN may have an interest of any kind in the Project's business or any kind of economic ties with the Project.

20. Gifts and Hospitality:

TN has a "zero tolerance" policy and does not accept any type of gift or any offer of hospitality.

TN will not accept any invitations to sporting or cultural events, offers of holidays or other recreational trips, transportation, or invitations to lunches or dinners.

TN expects its Projects not to offer any benefit such as free goods or services, employment or sales opportunity to a TN staff member in order to facilitate the Projects' business with TN.