

ETHICS CHARTER

REFOREST'ACTION

Preamble

Over the past few years, Reforest'Action has experienced strong growth, which has motivated us to update the Ethics Charter written in 2014.

This new Charter is intended to help us achieve our purpose, which is to contribute to the transition towards a regenerative economy through forestry projects. It includes a set of common rules that will enable us to move forward together in the right direction to ensure our sustainable growth and optimally fulfil our mission of preserving, restoring and creating forest ecosystems worldwide.

The rules set out in this Charter should be known to all employees, who should implement them in their daily business practices and behaviours. They apply to all the company's team members, whether they are permanent or temporary employees or consultants working for Reforest'Action on a full or part-time basis. Every member of the company is responsible for ensuring compliance with the Charter in their own right, and managers should encourage their teams to follow its rules. This Charter will guide our behaviour on a daily basis in keeping with the values of kindness, open-mindedness and humility that we uphold, and as part of an ongoing will to limit our environmental footprint.

Moreover, Reforest'Action is committed to promoting the principles set out in this Charter to all its stakeholders and to implement them in its relations with its network of customers, project leaders, partners, suppliers, providers and subcontractors.

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SUPPORTING AND IMPLEMENTING REGENERATIVE FORESTRY PROJECTS

As part of the projects we develop, fund and implement, we intend to apply a number of principles that we believe are essential for carrying out our mission of preserving, restoring and creating forests around the world in response to the climate emergency and the erosion of biodiversity.

→ **Carrying out forestry projects to contribute to the transition to a regenerative economy**

Through the forestry projects that we support and develop, we hope to contribute to the transition towards a regenerative economy.

→ **Preserving multifunctional forest ecosystems**

We affirm our commitment to multifunctional forest ecosystems, whose many environmental uses and benefits, human and economic, harmoniously meet the challenges of sustainable development.

→ **Promoting the forest as a significant element of biodiversity**

We recognise that trees and forests, as significant elements of biodiversity that are interlinked with many other ecosystem components, provide a set of ecological services essential for human well-being and activity as well as for all other living beings.

→ **Highlighting the economic role of forests**

We reiterate the economic role of sustainably managed forests as sources of local jobs and drivers of the energy transition through reasoned biomass production and eco-construction particularly.

→ **Supporting species diversification**

We are committed to supporting and developing projects intended to restore and plant multiple species suited to the local ecosystem, as this diversity is an essential part of any effort to ensure that forests are more resistant, resilient, and multifunctional.

→ **Promoting sustainable management methods and processes**

As part of planting and assisted natural regeneration operations, we strive to promote the use of methods and products that will respect local ecosystems in the long term. Furthermore, we support and develop forestry projects that are sustainably managed by qualified professionals.

→ **Monitoring projects and measuring the benefits they generate**

We monitor projects over time to ensure the optimum growth of trees for the creation of rich and resilient ecosystems. We assess the impact of these projects based on the environmental, social and economic benefits that they generate.

→ **Improving our practices**

We undertake the monitoring of scientific research and changes in the techniques and tools used for the afforestation, restoration and management of forest ecosystems in order to continuously improve our methods and best contribute to the development of sustainable regenerative projects.

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② **ACTING IN COMPLIANCE WITH LAWS, REGULATIONS, AND INTERNAL STANDARDS**

A major requirement when it comes to ethics is enforcing the existing legislation and respecting human rights in every country where we operate. We ask each Reforest'Action employee to comply with the national laws and regulations in force and with our company's internal policies, instructions and procedures.

③ **BEHAVING RESPONSIBLY AND WITH INTEGRITY**

All employees must act responsibly and with integrity, both on the job and in their relations with internal and external stakeholders.

→ **Environment**

We strongly encourage our employees to minimise their negative impact on the environment in the performance of their duties, in keeping with the company's overall commitment.

→ **Conflicts of interest**

We ask that all our employees act in the interests of Reforest'Action. They must be capable of identifying and, above all, avoiding any situation in which a conflict could directly or indirectly arise between the interests of Reforest'Action and their own personal interests.

→ **Fraud**

We do not tolerate any use of the company's means of action or resources for illegal purposes or in a manner contrary to the interests of Reforest'Action or those of its customers, partners, or project holders. We will take action against any wilful illegal behaviour aiming to appropriate, embezzle, falsify, conceal, omit or destroy any goods or data belonging to the company.

→ **Bribery**

We refuse all forms of bribery, whether active or passive, of any person or entity whatsoever, regardless of the country.

→ **Gifts**

Our employees must refuse all gifts and invitations when they are not offered within a clear and transparent business context and/or when they may affect a decision or may compromise Reforest'Action's image.

→ **Fair competition**

We support a fair and transparent business environment and refuse all unfair competition practices.

→ **Confidentiality**

Our employees are required to protect confidential information relating to Reforest'Action or its customers, suppliers, or employees.

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PROVIDING OUR EMPLOYEES WITH AN OPEN, INCLUSIVE, AND SAFE ENVIRONMENT

All Reforest'Action employees must be able to benefit from a safe and healthy work environment free from all forms of harassment and discrimination.



Workplace health and safety

We are committed to providing working conditions that ensure the safety and protect the physical and mental health of our employees.



Equal opportunity and the fight against discrimination and harassment

We treat our employees fairly and equitably: our employment choices and decisions (hiring, training, compensation, etc.) are based on the skills and work performance of employees, according to the principles of non-discrimination and equal opportunity.

We do not tolerate any type of harassment or discrimination against our employees or against the various stakeholders (customers, project holders, suppliers, etc.) that we work with.



Management practices

We encourage management practices that reflect Reforest'Action's values and the principles set out in this Charter; these practices should promote an open dialogue and seek to develop everyone's skills.

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COMMUNICATING RESPONSIBLY

We ensure that all our communications comply with the legal requirements as well as with the rules relating to fair and responsible communication as defined by the relevant authorities.

We encourage our partners and the companies that support our projects to communicate fairly and responsibly about the forestry actions they carry out with us; to do so, we educate and raise their awareness and provide them with tools and keys for communicating effectively.

This Charter is provided to all new employees when they join the company and is discussed as part of regular internal awareness-raising sessions. It is subject to change over time and will be updated or added to based on changes in our activities.

Signed in Rueil-Malmaison (France) on 17th October 2022