

Fairventures Worldwide and Good Forest Code of Conduct

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Introduction

Purpose of this Document

The Fairventures Worldwide and Good Forest Code of Conduct is a document that outlines organizational beliefs, aspirations and philosophy. This document should be used by employees to understand how to embrace organizational identity. This document is a tool all employees can use to guide them in decision making.

Fairventures Worldwide and Good Forest Shared Vision

Good forests are climate solutions.

Fairventures Worldwide and Good Forest Shared Mission

We strengthen smallholder farmers through reforestation and responsible value chains.

The Fairventures Worldwide (FVW) Role

FVW exists to link people and organizations who want to engage in climate change mitigation with people in tropical countries where the impact of climate mitigation is most valuable. Fast-growing tropical forests offer the best opportunity to sequester carbon emissions in the short-term. FVW believes that empowering local communities to protect existing forest and restore deforested land is a key contribution to sustainable climate-crisis adaptation and mitigation. FVW carries out this mission through establishment of and partnership with Good Forest Foundations.

The Good Forest Role

The best ideas for long-term forest protection and growth come from local communities. Good Forest builds teams that are led by national management and focused on supporting strategies that benefit local communities. Forestry is complicated and sophisticated and local understanding, analysis and influence must be at the core of a successful organization. Good Forest Foundations begin as offices of FVW and are transformed into independent foundations, linked through a shared vision, mission and values to implement the Good Forest Model.

Value-Chain Focused Reforestation

Good Forest interventions are driven by the needs of the host communities, and Good Forest reforestation must deliver income to farmers.

- A Good Forest promotes mixed agroforestry schemes that promise immediate, mid-term and long-term income for farmers.
- A Good Forest provides a carbon mitigation solution for the environment and a sustainable source of income for the local community.
- A Good Forest increases yield through better agroforestry methodology.
- A Good Forest adds value to forestry commodities as close to the farmer as possible.
- A Good Forest increases the value paid for forest commodities by shortening the value chain and bringing offtakers closer to growers.

Fairventures Worldwide and Good Forest Values

FVW and Good Forest share a set of values that guide strategic development and are used to make decisions and direct operations.

We make decisions democratically.

- We believe that no single individual should hold a level of power that allows for un-democratic decision making.
- We are governed by a Global Management Team that allows each member an equal vote.
- We share global decisions with a management team that balances seats between FVW and the Good Forest offices.
- We are committed to govern Good Forest with a national management team made up of managers who also share equal votes in a democratic process.

We actively trust each other.

- We trust each other and are open, transparent and honest in our communication.
- We challenge directly when we feel trust is threatened and we commit to respectful and sincere dialogue.
- We recognize the importance of physical meetings and invest in tribe building activities that bind us together in spite of geographic and cultural distances.

We promote gender equality.

- We believe that our world is better when there is equal representation of men and women in our professional and personal lives.
- We recognize the extraordinary struggles that women face in society and in work.
- We create opportunities and the environment needed to allow women to thrive personally and professionally.
- We support our employees to provide care to their family and loved ones.
- We create environments for staff enabling them to actively partner in their personal and professional lives, regardless of gender.
- We aim for equal representation of men and women in our shareholders, directors, management teams and all levels of our organization.

We demand mentally and physically safe organizations.

- We are an organization where everyone can feel physically and mentally safe.
- We prioritize team cohesion and cooperation.
- We do not permit bullying and any violation of an individual's right to feel safe at work.

- We invest in health care, safety training, equipment and transportation methods that keep our people safe.
- We are committed to following safety protocols and demand our colleagues protect themselves and each other.

We promote growth opportunities.

- We recognize the rapidly changing nature of climate-crisis-mitigation reforestation, and we understand we cannot hire employees who perfectly fit ever-changing job descriptions.
- We hire people who share our vision, mission and values who are willing to learn, add new skills, adapt and grow.
- We are dedicated to continuous learning and capacity building, and provide opportunities to add and improve skills whenever possible.
- We recognize that some of our employees will grow beyond us and we are committed to professional offboarding to build long-lasting and supportive relationships with current and former employees who share our mission, vision and values.

We face interpersonal challenges directly.

- We care personally and challenge directly (Kim Scott, *Radical Candor*).
- We show respect for each other by delivering immediate feedback directly and are committed to continuously improving feedback channels.
- We recognize how backchannel communication and office politics can harm a team.
- We show respect and courage in how we deliver and receive feedback.

We face external challenges directly.

- We report and analyze challenges and obstacles immediately.
- We tell the truth and present data-based results and outcomes.
- We do not hide from bad news.
- We do not hold individuals responsible for program failings and we are not afraid to step forward with challenges and obstacles.
- We honor and protect whistleblowers and keep channels of communication open between all levels of employees.

We recognize failure and address it honestly.

- We test methods and innovations, take chances and recognize not every intervention will be a success.
- We learn from our mistakes and see them as opportunities to do better.
- We believe we can only learn and make our programs better with objective analysis and evaluation.
- We do not hide results, positive or negative.
- We invest in monitoring and evaluation and empower these functions with the teeth needed to openly examine both success and failure.
- We do not punish open, transparent failure presented in formats that push us to look at hard truths, analyze and learn.

Fairventures and Good Forest Operational Principles

- **Full Partnership with Local Government:** We work to partner with local governments on all levels. We design interventions together with government partners and inform the local government of progress. We see local government as a key stakeholder in all aspects of our work. Partnership with local government creates systemic, permanent changes towards sustainable land use policies and agroforestry based income opportunities for forest communities.
- **Partnership with Responsible Private Sector Partners:** A Good Forest is an income engine for communities. We partner with value chain actors to ensure the quality and economic value of our interventions. We build relationships with responsible private sector actors, working to mitigate the climate crisis through sponsorship.
- **Local and International Legal Compliance:** We are compliant with all laws in the host country. We are registered with all revenue authorities and are in compliance with all tax and social security schemes.
- **Financial Management Best Practice:** We have strict regulations outlined in our Financial Management Manual, adjusted for conditions in each country of operation. We believe in thorough training and application of our regulations at all times. We conduct internal and external audits regularly and use findings to strengthen our procedures.
- **Project Management Best Practice:** We use an Agile methodology structured in a Project Development Document. We use monitoring and evaluation as tools to regularly review projects and adjust for best outcomes during the project lifecycle. We provide regular training and coaching for our team at all levels in project management and implementation.
- **Technological-Adaptive Organization:** We use technology in our work and look to new developments to increase planning, monitoring and traceability. We embrace new developments and see the tools we use as constantly evolving.
- **Implementation Transparency:** We promote openness in implementation and decision making. Information obtained in the course of employment is not to be used to harm FVW/GF, for personal gain or benefit or passed to others who might use it in such a way.
- **Sustainable Operations through Diverse Funding Sources:** We recognize the risk of dependence on any one institutional or private donor. Our funding strategy is built to allow the organizations to survive the unexpected loss of any individual funding partner.
- **Transparency in Communication and Fundraising:** We communicate our wins and failures with funding partners openly. We are committed to transparency and accurate reporting of our results and impacts.
- **Zero Tolerance for Corruption:** We are transparent and merit-based organizations. Bribery, nepotism, kick-backs and other forms of corruption in any form are not tolerated.
- **Limiting External Conflict of Interest:** Our employees and consultants must take sufficient care to separate business from private spheres. Employees and consultants must immediately reveal conflicts of interest to superiors and resolve any conflicts objectively with all parties involved. Supervisors must report these relationships to HR immediately.
- **Limiting Internal Conflict of Interest:** Romantic relationships between co-workers, beneficiaries, suppliers or consultants increases the risk of conflict of interest. Romantic relationships inside FVW/ GFI/ GFU must be announced to HR. The HR officer will bring

the issue to the Director and they will look to mitigate conflict of interest when necessary on a case-by-case basis. This includes romantic relationships with farmers, village representatives, government officers, donors and/or partners.

- **Discrimination:** Any action or statement that puts an individual at a disadvantage or acts to humiliate or ridicule an individual are acts of discrimination. We do not tolerate or promote any type of discrimination.
- **Sexual Harassment:** Sexual harassment occurs when one person intentionally fails to keep his/her distance in an uninvited and unwelcome way. Sexual harassment committed by any employee or consultant is not tolerated in any form and reports will be seriously investigated. Termination is the result of a conclusive investigation.
- **Child Labor:** We work to improve the livelihood of local communities. We do not want to stand in the way of the health, schooling or free time of children. We do not employ anyone younger than 18 years of age and require our subsidiaries to do the same, regardless of local norms.

Rejecting Drivers of Deforestation

FVW and Good Forest are committed to restoring landscapes and increasing Good-Forest cover. We look to partner with governments, companies and organizations that share our commitment to a Good Forest, outlined in this document. FVW and Good Forest will not partner with industries, companies or individuals who add to monoculture conversion, destruction or degradation of Good Forest land. Reforestation is a complex science and FVW and Good Forest will use the Global Management Team as a forum to debate partnership with new parties. We reserve the right to work with local governments enforcing compensation measures applied to deforestation actors. In these cases, the environmental impact must be clear and full transparency is required.

Governance

The Global Management Team (GMT)

FVW and Good Forest are coordinated by a Global Management Team (GMT). The GMT discusses, debates and votes on key issues. Each member has one equal vote. The GMT is composed of representatives of the Germany, Indonesia and Uganda teams.

- CEOs: Both CEOs of the Fairventures sit on the GMT.
- Germany-office: Two members of the Fairventures German office sit on the GMT.
- Good Forest Indonesia: Two representatives sit on the GMT, with one position reserved for the GFI Director.
- Good Forest Uganda: Two representatives sit on the GMT, with one position reserved for the GFU Director.

Amendments to the Code of Conduct Reviews

The Code of Conduct will be reviewed at least once a year and may be amended at any time. The content of the Code of Conduct will be trained in annual refresher events. Employees will be informed of any changes and amendments to the Code of Conduct by the local HR officer. If no objections are reported within a period of two weeks, the amendments will be deemed to have

been accepted and the new version of the Code of Conduct will become an integral part of the employment contract.

Compliance: An Employee Handbook specific to a country or region of implementation is a complementary resource to this Code of Conduct. Violations of the Code of Conduct, conflict resolution, whistleblowing procedures and protections are covered in regional-specific Employee Handbooks. Please consult questions with the local HR officer or GFI/GFU Director.

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