



Diversity and Inclusion Group Policy

INTRODUCTION

NetZero is a global company specializing in the long-term removal of carbon dioxide from the atmosphere. We transform agricultural waste into biochar, a very stable form of carbon used as a soil amendment. NetZero's mission is to **bring biochar at scale in the tropics**, with the greater **purpose of helping society build a more sustainable world**.

As a firm believer of the benefits of diversity for innovation, productivity, and prosperity, **NetZero wants to ensure inclusion and equal treatment of all its stakeholders**, regardless of their background, identity, or beliefs.

By clearly stating the inclusion values NetZero stands for, this policy aims at making sure that only competency and adherence to these values are the criteria retained to work at and for NetZero, while ensuring that the workspace remains a safe place for everyone, free from discrimination.

STATEMENTS AND DIRECTIVES

NetZero does not tolerate that people are discriminated against because of

- **Sex and/or gender**
- **Race and/or ethnicity**
- **Nationality and/or origin**
- **Sexual orientation**
- **Family, marital, and/or maternity status**
- **Religion and/or philosophical beliefs**
- **Disabilities**
- **And any other characteristic protected by law.**

If any employee believes they have been subjected to discrimination, harassment, threats, violence, or retaliation based on the above-mentioned criteria, they are encouraged to report the incident to their supervisor, to the Human Resources department, or to the designated representative for Inclusion. All reports will be investigated promptly and confidentially.

Violation of this policy by any employee of NetZero may lead to disciplinary sanctions up to and including termination. Violation of this policy by a stakeholder of NetZero may result in the termination of NetZero's collaboration with said stakeholder.

DEPLOYMENT AND TRAINING

This policy applies to all employees, job applicants, contractors, stakeholders, and partners of NetZero worldwide. It extends to all aspects of employment, including recruitment, hiring, training, promotions, benefits, compensation, discipline, and termination.

Adherence to, and explicit acceptance of, this policy is mandatory for all current and future staff.

NetZero will provide training sessions to ensure the policy is well understood and fully enforced at all levels within the Group and will monitor its application periodically to attest these principles and objectives are met.