



## **Code of Conduct- FutureWise Partners**

### **1. Introduction**

#### **1.1 Scope and Purpose**

At FutureWise Partners, we are a community united by a shared vision. This Code of Conduct is a reflection of our collective commitment to building a better future. It serves as a guide for the conduct expected from all staff, affiliates, and partners of FutureWise Partners, encompassing ethical, environmental, and social considerations that inform our business decisions.

#### **1.2 Referencing**

We ensure that anyone we collaborate with shares our values and operates under ethical and responsible guidelines like the United Nations Global Compact and Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises (see appendices). These globally recognised frameworks serve as additional external reference points that further validate our commitment to responsible business conduct. This policy will be referred to in the Terms and Conditions of our contracts with clients. We carefully vet our partners and clients to ensure alignment with our vision, mission, values, and principles.

#### **1.3 Compliance**

All parties are expected to comply with this code, and any laws, rules, and regulations that apply. We strive to go above and beyond in ethical conduct. As we grow, we intend to develop a whistleblower procedure to offer protections for staff who report unethical behaviour.



## 2. Core Values, Vision, and Mission

### 2.1 Vision

Our vision is a world where corporations and asset owners transition their operating models towards a regenerative future—a future where business practices and societal progress harmoniously regenerate and restore the environment and communities.

### 2.2 Mission

At FutureWise Partners, we prepare companies for challenges posed mainly by climate change, loss of biodiversity, social impact in value chains, increased regulations, and evolving taxonomy.

### 2.3 Core Values

We hold ourselves accountable for transparent, collaborative, and ethical conduct in all areas of operation. Our core values of Integrity, Transparency, Collaboration, and Sustainability serve as the foundation of our ethical framework.

## 3. Ethical and Legal Conduct

### 3.1 Compliance

Compliance with all applicable laws is a starting point; we strive to go above and beyond in ethical conduct.

### 3.2 Expected Behaviour

We expect our staff to act respectfully, ethically, and with integrity in all interactions, whether it be with colleagues, clients, or other stakeholders.



## 4. Conflicts

Potential conflicts of interest should be identified and declared.

Potential internal conflict: We believe in open dialogue and encourage all team members to voice their concerns promptly. We commit to being open, active listeners, showing empathy, and finding suitable resolutions for all parties involved.

## 5. Workplace Environment

### 5.1 Health and Safety

We respect the physical and mental well-being of our staff and are committed to a healthy work environment. We encourage open dialogue about well-being. If an employee is unwell, they should feel empowered to communicate it without fear of retribution.

### 5.2 Clear Communication

We value clear and open communication among team members. If you are experiencing stress, illness, or any form of discomfort, we encourage you to communicate this directly. Your well-being matters to us and the entire team.

### 5.3 Flexibility and Commitment

We foster a culture where everyone feels listened to and part of our mission. We value flexibility in working hours and location, provided commitments are met on time.



## 6. Employment Standards

### 6.1 Compensation and Benefits

We are committed to providing a living wage that accounts for the full range of a staff's needs. Our contracts are task and result-based, offering flexibility in work while expecting active participation in weekly meetings.

### 6.2. Training and Development

While we currently do not have the resources to provide formal training sessions, we strongly encourage peer learning and team sessions to help our staff stay updated on sustainability and ESG complexities.

### 6.3. Human Rights and Fair Labour Practices

We are committed to fair labour practices and aim to provide a living wage to all our staff. We respect human rights and extend these principles to our clients and suppliers.

### 6.4. Inclusion and Diversity

We actively promote diversity and inclusion in our organisation. Our commitment to these principles is such that we do not accept speaking engagements at events where there is no evident diversity in the panels or conference line-up.

## 7. Environmental Stewardship

### 7.1 Environmental Impact

We take conscious steps to minimise our environmental impact, including a business travel policy.



## 7.2 Green Initiatives

We host our servers on green energy platforms as part of our commitment to reducing our carbon footprint.

# 8. Information and Asset Management

## 8.1 Data Protection

We are committed to treating all personal and business information with care and caution. While we are in the process of formalising our data protection guidelines, we strive to adhere to best practices for data security. All team members are encouraged to remain vigilant in this area.

## 8.2 Intellectual Property

All intellectual property created while working with or for FutureWise Partners remains the property of the company, unless otherwise agreed upon.

# 9. Business Practices

## 9.1 Financial Integrity

We commit to full compliance with all financial laws and regulations, including accurate financial reporting and accounting.

## 9.2 Taxes

We fulfil all tax obligations and require all employees and contractors to do the same. We take our responsibility for contributing to the public finances of the communities in which we operate seriously.

# 10. Environmental Responsibility



## 10.1 Sustainable Mindset

We strive for a comprehensive approach to environmental responsibility. This includes efforts to minimise waste, use energy efficiently, and be mindful of our carbon footprint. These are not just operational guidelines but values we expect our staff to integrate into their personal lives. We are collectively committed to being conscious of our impact on ecosystems, including CO<sub>2</sub> emissions and biodiversity.

## 10.2 Business Travel Policy

We have a business travel policy that emphasises the use of eco-friendly modes of transport and minimises unnecessary travel to reduce our carbon footprint.

## 10.3 Server Hosting

Our servers are hosted in Switzerland and are powered exclusively by green energy, adhering to high standards of data protection and environmental responsibility. Hosting servers in geographical proximity also aligns with our commitment to reduce carbon emissions.

# 11. Community Engagement

## 11.1 Social Responsibility

We are not only committed to advancing sustainability within our organisation but also actively participate in sustainability-focused workgroups and forums. This helps us broaden our impact beyond our immediate sphere of influence.

## 11.2 Stakeholder Involvement

We believe that true progress can only be achieved through collaborative efforts. To this end, we involve our stakeholders, including board members and partners, in our sustainability initiatives to foster a community of like-minded individuals and organisations.



## 12. Review and Accountability

### 12.1 Regular Review

This Code of Conduct will be regularly reviewed and updated during the annual reporting process to reflect changes in law, our business practices, or in response to lessons learned.

### 12.2 Reporting and Consequences

Employees are encouraged to report any violation of this Code of Conduct. Failure to comply with this code may result in disciplinary action up to and including termination of employment.



## Appendices

### **United Nations Global Compact Principles**

The United Nations Global Compact is a voluntary initiative that aims to encourage businesses and organisations to adopt sustainable and socially responsible policies. The UNGC outlines ten principles that focus on various areas such as human rights, labour, the environment, and anti-corruption.

#### **Human Rights**

- Businesses should support and respect the protection of internationally proclaimed human rights.
- Businesses should make sure they are not complicit in human rights abuses.

#### **Labour**

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Businesses should eliminate all forms of forced and compulsory labour.
- Businesses should abolish child labour.
- Businesses should eliminate discrimination in respect of employment and occupation.

#### **Environment**

- Businesses should support a precautionary approach to environmental challenges.
- Businesses should undertake initiatives to promote greater environmental responsibility.
- Businesses should encourage the development and diffusion of environmentally friendly technologies.

#### **Anti-Corruption**

- Businesses should work against corruption in all its forms, including extortion and bribery.





## **OECD Guidelines for Multinational Enterprises**

*The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises provide recommendations for responsible business conduct across areas such as disclosure, human rights, and employment. These guidelines aim to ensure that operations of enterprises in adhering countries are in harmony with government policies, strengthen the basis of mutual confidence, and improve the foreign investment climate.*

### Disclosure

- Enterprises should ensure that timely, regular, reliable, and relevant information is disclosed regarding their activities, structure, financial situation, and performance.

### Human Rights

- Enterprises should respect human rights, which means they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved.

### Employment and Industrial Relations

- Enterprises should provide stable employment, fair wages, and foster relations between workers and management based on the principles of the International Labour Organisation.

### Environment

- Enterprises should take due account of the need to protect the environment, public health and safety, and generally conduct their activities in a manner contributing to the broader goal of sustainable development.

### Bribery and Corruption



- Enterprises should not, directly or indirectly, offer, promise, or give any undue pecuniary advantage to public officials or any private-sector employees.

#### Consumer Interests

- Enterprises should act in accordance with fair business, marketing and advertising practices and should take all reasonable steps to ensure the safety and quality of the goods or services they provide.

#### Science and Technology

- Enterprises should contribute to the diffusion of technology and know-how, considering the interests of both the enterprise and the countries in which they operate.

#### Competition

- Enterprises should conduct their business in a competitive manner and should refrain from anti-competitive practices.

#### Taxation

- Enterprises should contribute to the public finances of host countries by making timely payment of their tax liabilities.



## International Labour Organization (ILO) Principles

- **Fundamental Principles and Rights at Work:** Freedom of Association and the Right to Collective Bargaining: Workers have the right to join organisations of their own choosing and to negotiate collectively.
- **Elimination of Forced and Compulsory Labour:** No form of forced labour is permissible under any circumstance.
- **Abolition of Child Labour:** The use of child labour is strictly prohibited.
- **Elimination of Discrimination in Employment:** No discrimination is allowed in terms of employment and occupation based on race, colour, sex, religion, political opinion, national extraction, or social origin.
- **Employment Policies:** Full and Productive Employment: Aim to provide everyone the opportunity for work that delivers a fair income, security, and social protection.
- **Equal Remuneration:** Equal pay for men and women for work of equal value.
- **Social Protection:** Social Security: Workers should be provided with a level of social security that covers all contingencies.
- **Safety and Health at Work:** The workplace should be safe and healthy for all workers.
- **Social Dialogue:** Tripartism and Social Dialogue: Social dialogue among government, employers, and workers is crucial for sound governance and social peace.