

# Conflict of Interest Policy

Governance



BeZero

# Introduction

This policy is for employees engaged in analytical activities through our Ratings process to understand and surface possible conflicts between their work at BeZero Carbon and any other activities. It outlines your responsibilities as an employee to avoid actual and perceived conflicts of interest, and to alert us of anything you aren't sure about.

All employees in the Ratings team must attest to this policy and disclose any actual or perceived conflicts of interest in the disclosure section. If you're not sure whether something presents a conflict, let us know through your attestation and we can discuss it with you.

Please direct any questions to the COO if you have concerns about this disclosure and how it applies to you.

## Examples Of Conflicts Of Interest (Actual Or Perceived)

- BeZero's staff's interest (in either their current or previous professional or personal capacity) with organisations involved in the voluntary carbon market including - but not limited to - project development, feasibility assessments, model development, accreditation, verification, funding.
- BeZero's staff's interest or involvement (in either their current or previous professional or personal capacity) in any manner in any advisory, consulting or similar work as related to any aspect of the Carbon Market including - but not limited to - creating or updating methodologies, accreditation process, approval process (by whatever name called), funding process (direct or indirect), MRV, trading, retirements.
- BeZero staff's interest (in either their current or previous professional or personal capacity) with any supplier / potential supplier to or client / prospective client of BeZero.
- BeZero staff's interest or linkage to any current/ prospective employee / contractor of BeZero.
- BeZero's staff's direct or indirect commercial interest in a project being rated.
- Any other conflict that may potentially impinge on the integrity of the work of the analyst or BeZero's decision making process.

## Employee Responsibilities

1. Employees in the Ratings team are required to familiarise themselves with the policies contained in this document and attest that they understand what is required of them.
2. Employees are required to make a full, written disclosure of interests, such as relationships, and posts held, that could potentially result in a conflict or perceived conflict of interest. Your disclosure must be updated for any changes as soon as such changes come into force. Consider past interests (e.g. previous employment) as well as current interests.
3. On an ongoing basis, in the course of meetings or activities, employees must disclose any interests in a transaction or decision where there may be a conflict between the organisation's interests and their personal interests, either ongoing or pre-existing (e.g. an employee has previously worked on a project BeZero is now rating).

## Employer Responsibilities

- If a potential conflict of interest is disclosed, BeZero's COO in consultation with the CEO and Chief Ratings Officer shall determine:
  - a. If the disclosed interest does not constitute a potential conflict for BeZero as per this policy, then such staff members could continue with those engagements.
  - b. If the disclosed interest could constitute a potential conflict for BeZero, then such staff member would be required to
    - i. vacate/dis-engage from such association as could potentially cause the conflict;
    - ii. recuse themselves from any involvement or participation in any discussions or decisions causing the conflict (for example not acting as an analyst, or reviewer, or contributor on an individual project where there's a potential conflict).

# Policies related to managing conflicts of interest

## Prohibition Of Advisory Services

To retain its independence as a ratings agency within the carbon markets, BeZero Carbon does not engage in any manner in developing carbon projects.

We also do not provide any recommendations or consulting services on our ratings; we are an independent opinion provider. We do not advise clients on any part of the design, development, auditing, accreditation or MRV processes. We do not facilitate introductions between buyers and sellers of credits through our platform or otherwise.

Employees are therefore prohibited from engaging in any advisory services pertaining to carbon markets, carbon projects or carbon credits.

## Outside Engagement & Professional Conduct

Employees need to conduct themselves in relations with individuals, companies and other entities outside of BeZero Carbon in a way that is consistent with the principles and values laid out in our Code of Conduct.

Employees may not engage in any outside employment or other activity that would create an actual or apparent conflict of interest with their employment at BeZero. Any work for other employers, consultancy, memberships of Boards or other external engagements must be disclosed and approved by the COO.

## Investment Compliance

Employees are required to adhere to BeZero Carbon's Investment Compliance policy which prohibits you from investing in, holding or trading in carbon credits issued by individual projects (exchange traded instruments are permitted) during the course of your employment (Detailed policy link [here](#)).

## Avoiding Privileged Access & Selective Disclosure

Employees must not disclose material non-public information when communicating with market participants, including but not limited to customers, vendors, contractors, advisors, project developers and investors.

Material non-public information includes, among other things, decisions on Ratings.

## Updates and reviews

<b>Version number</b>	<b>Date</b>	<b>Description</b>
1.00	09/04/2024	Initial release
1.01	06/11/2024	Content edits for clarity