

IMPACTX ISSUER CODE OF CONDUCT

As an impact investing intermediary, SVX acknowledges the pressing need to adhere to international standards encompassing human rights, labour, environmental sustainability, gender equality, racial equity, Indigenous reconciliation, financial integrity, and transparency.

Our commitment is to operate in a fashion that aligns with these standards, striving for continuous enhancement of our practices to mitigate any adverse impact on stakeholders and the environment. This Code of Conduct delineates our expectations and a set of standards for ImpactX issuers, serving as a blueprint for our decision-making and actions. By adhering to this Code, we aim to garner the trust and respect of our stakeholders, and contribute to sustainable and equitable social, economic, and environmental development.

As an an ImpactX issuer, you are agreeing to abide by the following standards:

1. Human Rights Standards

- Conduct its operations in a manner that respects and promotes human rights, and avoids contributing to or causing human rights abuses.
- Respect the human rights of all its employees and stakeholders, including their right to freedom of association, freedom of expression, and freedom from discrimination.
- Not engage in any form of forced or child labour, or tolerate such practices in its supply chain.
- Adopt a “do no harm” approach to its business operations, with a commitment to respect and protect human rights, and to address any negative impacts that may arise from its operations.

2. Labour Standards

- Provide fair and equal employment opportunities, and prohibit any discrimination or harassment based on gender, race, religion, ethnicity, or sexual orientation.
- Ensure safe and healthy working conditions for its employees, and provide appropriate training, equipment and protective gear to prevent occupational hazards.
- Pay its employees a fair wage, and provide employee benefits that meet and/or exceed the requirements of national and local laws and regulations.

3. Environmental Standards

- Minimize its impact on the environment, and adopt sustainable practices that reduce greenhouse gas emissions, waste, and pollution.
- Comply with all applicable environmental laws and regulations, and obtain necessary permits and licenses for its activities.
- Promote environmental awareness among its employees, suppliers, and customers, and encourage them to adopt sustainable practices as well.

4. Gender Equality Standards

- Promote gender equality and women's empowerment in all aspects of its operations, including recruitment, hiring, promotion, and training.
- Ensure equal pay for equal work and benefits, regardless of gender.
- Prohibit all forms of gender-based discrimination and harassment, and ensure a safe and respectful workplace for all employees.

- Seek to provide family-friendly policies to support the work-life balance of all employees, regardless of gender.
- By adopting these gender equality standards, the enterprise can create a more inclusive and diverse workplace that benefits everyone, and contribute to the achievement of the United Nations Sustainable Development Goals, particularly Goal 5: Gender Equality.

5. Racial Equity Standards

- Commit to promoting racial equity, dismantling systemic racism, and adopting policies that address racial disparities and foster inclusivity both within the organization and in interactions with stakeholders.
- Strive for diversity and equitable representation across all organizational levels, implementing fair recruitment, promotion, and retention practices to support racial diversity and inclusion.
- Provide continuous education and training on racial equity, anti-racism, and cultural competency, while fostering a supportive environment for open discussions on race, equity, and inclusion.
- Engage with diverse communities to understand their needs and foster partnerships with organizations working towards racial equity and social justice.
- Establish clear racial equity goals and metrics, publicly report progress, and encourage feedback to hold the organization accountable for advancing racial equity objectives.

6. Indigenous Reconciliation Standards

- Recognize and respect the rights, traditions, and cultures of Indigenous peoples, while acknowledging historical and ongoing injustices, and committing to positive reconciliation efforts.
- Ensure meaningful engagement, consultation, and obtain Free, Prior, and Informed Consent (FPIC) from Indigenous communities before initiating activities affecting their lands, resources, or cultural heritage.
- Foster economic partnerships and opportunities that respect Indigenous cultural values and self-determination, supporting Indigenous enterprises and encouraging their participation at all organizational levels.
- Promote cultural sensitivity and awareness, and provide education and training on Indigenous rights, cultures, and histories to all stakeholders.
- Establish mechanisms to reasonably monitor, measure, and report on reconciliation efforts, engaging in open dialogue with Indigenous communities for continual learning and improvement.

7. Financial Standards

- Maintain accurate and transparent financial records, and comply with all applicable laws and regulations related to taxation, accounting, and reporting.
- Conduct its business with integrity, honesty, and fair dealing, and avoid any form of corruption, bribery, or money laundering.
- Respect the intellectual property rights of others, and protect its own intellectual property through patents, trademarks, and copyrights.

8. Community Engagement and Transparency

- Engage with communities, stakeholders, and other relevant entities to ensure that the social impact goals are being met, monitored, and reported transparently to prevent impact washing or greenwashing.

- Commit to an annual public disclosure of its social, environmental, and financial impact data, thereby fostering a culture of transparency and enabling stakeholders and the investor community to assess the actual impact. This disclosure should encompass methodologies, metrics, and findings, demonstrating the enterprise's commitment to its stated impact goals and to continuous improvement.
- Agree to publicly release comprehensive data concerning the impact of their fund, organization, or enterprise on an annual basis. This disclosure shall include, but not be limited to, key performance indicators, achieved milestones, challenges encountered, and the lessons learned over the reporting period.
- Ensure that the disclosed data is accurate, verifiable, and adheres to the prevailing standards of impact measurement and reporting, providing a clear and honest depiction of its performance and impact on the community and the environment.

Adherence to this Code of Conduct signifies the issuer's steadfast commitment to upholding impact standards, protecting human rights, promoting labour, gender, and racial equity, environmental sustainability, financial integrity, advancing Reconciliation, and ensuring a transparent, accountable operational ethos.