



Period covered by your Communication on Progress (COP)

From: April 2020 To: May 2021

Statement of continued support by the Co-Chief Executive Officers

To our stakeholders:

I am pleased to confirm that Treedom Srl SB supports the ten principles of the Global Compact concerning human rights, labour, environment and anti-corruption.

Year after year we have been seriously committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and engaging in collaborative projects to advance the broader development goals of the United Nations, particularly the Millennium Development Goals.

Like the previous years, Treedom Srl SB will make a clear statement of this commitment to our stakeholders and the general public. As of 2020, we plan to include this statement in the following sustainable balance sheet to increase further the visibility of the ten principles of the Global Compact.

We support public accountability and transparency, committed to reporting on progress within one year of joining the Global Compact and annually according to the Global Compact COP policy.

Sincerely yours,

Federico Garcea

CEO Treedom S.r.l.

A handwritten signature in black ink, appearing to read "Federico Garcea". The signature is written in a cursive, flowing style with a circular flourish at the end.

Human Rights

Assessment, policy and goals

Description of the relevance of human rights for the company (i.e. human rights risk assessment). Description of policies, public commitments and company goals on Human Rights.

All the Treedom activities, both related to its direct employees or external partners, are based on the respect of human rights recognised by the Universal Declaration of Human Rights and Charter of fundamental rights of the European Union.

For this reason, our external activities have been developed so far only with NGOs that can prove to respect and promote human rights principles. Here's an updated list of our partners:

- [ASIA](#) in Nepal,
- [WIRIO](#), [Sustainable Global Gardens](#), [Africa IPM Alliance](#), [Health and Water Foundation](#) in Kenya,
- [Libera Terra - Cooperativa Beppe Montana](#), [Cooperativa Sociale Resistenza Anticamorra Napoli](#) , [Arese Parco delle Groane](#), [Municipality of Scorzè](#) in Italy
- [AVSI](#) in Haiti,
- S.A.F.E., [IRAD Institute of Agricultural Research for Development](#) in Cameroon,
- [COOPI](#) in Malawi,
- [COSPE](#) in Senegal,
- [Bambini nel deserto](#) in Burkina Faso,
- [ACDI](#) in Argentina,
- [Tsiryparma](#) in Madagascar,
- [Environomica](#) in Colombia,
- [CISP](#) in Honduras,
- BUsiness Development in Ecuador,
- [Tree Aid](#) in Ghana,
- [Amka](#) in Guatemala,
- [RUCONET](#), [Matonyok](#) in Tanzania

Here a list of the programmes that these NGOs implement:

- protection of human rights
 - promotion of women's rights and equal opportunities
 - support for refugee populations and victims of war
 - antiracism training and support of equal-opportunity policies for citizens from ethnic minorities
 - right to education and intercultural awareness
-



Implementation

Description of concrete actions to implement Human Rights policies, address Human. Rights risks and respond to Human Rights violations.

Treedom in 2016 has drafted an important corporate internal code related to the implementation of human rights in all its operations. Based on this document we choose all the NGOs we collaborate with or we establish new business relations. To better ensure the compliance of the new partners with our human rights code, Treedom asks possible partners to fill a questionnaire in which they inform the organization about their human rights commitment.

Furthermore, Treedom promotes human rights within the activities of our business partners and clients by advising them on human rights issues and measures to respect, protect and promote human rights.
<https://www.treedom.net/pdf/methodology/treedom-methodology-01-ethical-code-en.pdf>

Measurement of outcomes

Description of how the company monitors and evaluates performance.

So far, Treedom has not received any complaint from employees, business partners, clients or farmers in relation to human rights violations.

Because of the scope of our activities and the limited number of employees, an external audit on human rights performance is not required.
Although we undertake all the Italian law prevision regarding human rights.



Labour

Assessment, policy and goals

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.

Every employee in Treedom knows the importance that labour rights have for the company. In fact, every employee received a copy of the corporate labour rights code drafted by the company board which shows the commitments of Treedom toward the defence of their rights on the job place. Treedom conducts business in accordance with the Italian and US law, including nondiscrimination and equal opportunities, freedom of association and the right to collective bargaining, workplace health and safety, as well employment conditions and work (wages, working hours, leave, benefits etc).

In addition, Treedom develops its projects in the South of the world respecting labour rights as indicated in the ILO Core Conventions, rejecting child labour and employment discrimination.

Treedom adheres to the Global Compact Labour principles for achieving its goals.

Implementation

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.

As already mentioned, Treedom drafted a corporate labour rights code which shows the commitments of Treedom toward the defence of their rights on the job place.

Treedom CEO discusses monthly with each employee regarding his/her work conditions and satisfaction, collecting any useful comment to improve the work environment.



Furthermore, Treedom's staff holds weekly meetings to discuss its activities and verifies the state of its initiatives and new ideas are proposed during the meetings.

Internally, the health and safety of all employees are ensured in accordance with the Italian and branch countries law requirements. Externally, in our projects across the world, Treedom operates through NGOs that involve local communities respecting human and labour rights and giving them a fair income.

According to Italian law, each employee before starting his/her activities has to follow a training organized by external agencies recognized by public authorities and national labour unions on safety in the workplace and labour law and rights.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

Treedom's team is now composed of 50 employees with an average age of 32 years and it is composed of about 50% women.

Regularly, Treedom asks its employees to fill a labour rights report in order to understand their satisfaction with their job place.

Treedom also supervises how its partners carry on the projects and if there are any irregularities regarding the respect of communities' rights.

Treedom has received no grievances or complaints from employees or others in relation to labour rights violations.

Because of the scope of our activities and the limited number of employees, an external audit on labour rights performance is not required.



Environment

Assessment, policy and goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.

Environmental protection is the reason why in 2010 Treedom was created. In fact, Treedom promotes agroforestry projects, with the goal to produce multiple environmental benefits. For this reason, environmental issues are at the core of every Treedom's action.

We have an environmental policy based on the principles of green procurement and energy savings.

The online CO2 calculator, by which people can calculate their emissions, is based on reference protocols and international standards, as:

- UNI ISO 14064-1
- The Greenhouse gas Protocol (World Research Institute & World Business Council for Sustainable Development).

Implementation

Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.

The annual CO2 emissions of Treedom are calculated by the same methodology used to calculate the carbon footprint of its customers.

Appropriate bins, provided by the city municipality for the collection of paper, plastic, glass, cans are present in our office in order to reduce the environmental impact of our activities.

Furthermore, we also adopt the following measures:

- the usage of only recycled paper in the office;
- all members of the staff go to the office by bicycle;
- recycling 100% of the waste we produce;
- Treedom's communication material provided to clients is made by recycled paper;
- using energy-saving lights.

Finally, we encourage our team to commute by bike or public transports.



Measurement of outcomes

Description of how the company monitors and evaluates environmental performance.

Being a service company, the material inputs used by Treedom are reduced to the necessary office supplies.

However, operating in the field of environmental consulting, we know how even a small structure, through small gestures, can significantly reduce its environmental impact. Therefore we have an environmental policy based on the principles of green procurement and energy saving.

In addition, in 2020 Treedom has changed location and increased its employees, therefore having to calibrate and analyze its consumption.

Resources used

As explained above, the resources used are exclusively constituted by the supplies needed to carry out office activities. In particular in 2020 Treedom has consumed:

Services and raw materials	Units	Tot	Kg CO2e
Water	mc	943.00	324.39
Gas	SMC	1,563.00	3,086.93
Energy	Kwh	10,127.00	4,400.18
Paper	Ream	31.00	91.68
Toner	Unis	4.00	59.36

Impact on the environment

Treedom's CO2 emissions are calculated for each year of activity through the same methodology with which we calculate the carbon footprint of our customers.

Below is the calculation of emissions released into the atmosphere from our activities carried out in the year 2020.

Sector	Tn CO2e
Services and raw materials	7.9625385
Web & mail traffic	28.113318
People transport	21.4527059



Goods Transport	31.28707058
TOT	88.81563298

Environmental impact mitigation

In order to reduce the environmental impact of our activities, we take the following measures: we only buy recycled paper, we recycle 100% of the waste we produce, we use energy-saving lights and we pay great attention to the food products consumed in the office: we prefer to buy zero-kilometre or fair-trade products. In addition, being an environmental consulting company that offers the possibility of offsetting emissions, we set a "good example" and every year we personally cancel our carbon footprint.

This year in addition to the operations of Treedom Srl SB we have considered (through an estimate) the CO2 produced by our offices abroad and the management by the originators:

	Tn CO2e (e)
Operations headquarters Monaco (Gr)	4.441
31 agroforestry projects	34.100

TOT : 127.356633 Tn CO2e (e)

To offset these emissions we have 1,500 trees planted in Kenya, Tanzania, Cameroon, Madagascar, offsetting total co2: 127,525 kg.

The trees are visible at the link.



Anti-Corruption

Assessment, policy and goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk assessment). Description of policies, public commitments and company goals on anti-corruption.

Transparency is one of the core Treedom's values. Treedom repudiates any form of corruption and consequently, it is committed to the Italian and US anti-corruption laws. The organization does not engage with business partners and clients with a track record of corruption.

Implementation

Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.

As reported in the previous reports, Treedom organizes every year an anti-Corruption Training Course to enable its employees to become better acquainted with the intertwined manner in which corruption manifests itself, and the social complexities surrounding it.

To avoid a conflict of interest, the appearance of a conflict of interest, or the need for our employees to examine the ethics of acceptance, our company, and its employees do not accept gifts from vendors, suppliers, customers, potential employees, potential vendors or suppliers, or any other individual or organization, under any circumstances.

Finally, the organization only accepts assignments that are within the range of our expertise and experience and are compatible with our vision and mission.

Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance.

There have been no cases of corruption over the course of the Treedom's existence. According to Italian law, we provide national authorities with our financial documentation and we respect the National and International procedures and law for the obtainment of grants and public funds



Relation with SDGs

The idea of the business model was born in 2010 the founders, Federico Garcea and Tommaso Speroni, experience in rural development projects and from their desire to reverse a recent dangerous trend, common to many indigenous populations of Southern hemisphere countries: "selling out" the forest to wood and agricultural industries. Therefore, Treedom went against the tide from its inception and was founded on the idea to incentivize local populations not to cut down trees but to plant them and take care of them.

Treedom is the only platform worldwide that allows companies and consumers to plant trees online, directly financing farmers around the world. In fact, Treedom thanks to its web platform ww.treedom.net sells a tree planting service, by directly financing cooperatives of farmers who then plant the trees and manage their upkeep. Since it was founded in Florence in 2010, more than 1 million trees have been planted in Africa, Latin America, Asia, and Italy.

In fact, with Treedom users finance farmers who plant trees, supporting their work in the early years, when the trees are not yet productive. The farmers receive know-how and technical support from Treedom for tree planting and management. Trees are photographed, geolocated and monitored by Treedom over time.

The Sustainable Development Goals (SDGs) are a collection of 17 global goals set by the United Nations Development Program in 2015 to end poverty, protect the planet and ensure prosperity for all in the context of a new sustainable development agenda. Treedom's tree planting activities in Asia, Africa, South America, and Italy make a significant contribution to tackling a total of 10 challenges to secure a sustainable future.

1. Zero Poverty: the fruits generated by the trees are owned by the beneficiaries of the projects who can sell them and generate extra income for their families. Treedom by funding the start-up of agroforestry projects gives farmers the opportunity to build or improve their business, improving their economic status.

2. Zero hunger: the fruits generated by the trees are the property of the farmers who can use them for their food. The agroforestry system provides a wider variety of products than the monoculture (e.g., corn) that has expanded in many developing countries; this approach improves the quantity of food and the quality of nutrients in the diets of farmers and rural communities.

In addition, with the training provided, rural communities will adopt agroforestry and farming techniques (e.g., grafting) expanding their capacity to produce quality food.

4. Quality education: Treedom, through its training activities, provides education on environmental issues, sustainable development, agroforestry techniques and ICT skills (e.g. on the use of GPS) to rural communities regardless of education level, gender and age.

A community that knows more about the environment, climate change and sustainable development is a guarantee for the quality of the projects. In addition, the theoretical and practical skills are valuable for the personal and professional development of each



beneficiary beyond their function in Treedom projects.

5. Gender equality: Treedom, in its projects, promotes the participation of women at all stages, selecting them as the first target beneficiaries. In this way, it provides them with the right resources to start their agroforestry activities (training and trees) and promote their role as entrepreneurs and leaders within their communities.

8. Decent work and economic growth: Treedom allows small farmers and rural cooperatives to start agroforestry activities at no cost; this allows them, on the one hand, to expand their activities and improve their income and quality of life. On the other hand, it is an incentive to work in their lands and communities and to be able to carry out their activities as farmers with dignity and profit.

10. Reduction of inequalities: through its activities, Treedom involves local communities both as final beneficiaries and as local managers and technicians of the projects. This approach allows to bring economic wealth, training, employment opportunities even in less developed areas. In addition, Treedom's projects are open indiscriminately to all genders, ages, levels of education and social status.

Finally, the financing of tree planting activities by small cooperatives of farmers or local NGOs allows overcoming existing prejudices in access to credit/financial institutions, allowing small farmers fair access to funding for agricultural activities.

With this approach, Treedom helps to reduce inequalities within communities, between small rural communities and more developed areas within the countries where it operates.

12. Responsible consumption and production: Treedom encourages consumers and companies that buy its trees to adopt sustainable consumption patterns.

At the same time, it encourages small local farmers to apply agroforestry production systems that are more sustainable and have less impact on the environment.

13. Climate Action: activities carried out led to the planting of 754,931 trees with 44,400 farmers in 12 countries. This approach has led to the offsetting of 17,329 tons of CO₂. In addition, Treedom is committed both in its projects and with its customers, employees and stakeholders to promote sustainable behaviour.

15. Life on Earth: the activities carried out to improve the ecosystems in which we operate. Our project areas must benefit overall from the initiatives we carry out. The selection of species to be planted is determined by the needs of local communities and local biodiversity. Native plant species are preferred so as not to pose a threat to local flora and fauna.

17. Partnership for goals: through its work, Treedom brings together different actors under a single goal: sustainable economic, environmental and social development.

In the most economically advanced countries and communities, Treedom connects with individuals and companies to involve them in the purchase of the tree to achieve a sustainable purchase and offset their CO₂ emissions. The connection of companies is



essential because they use Treedom to carry out corporate social responsibility activities for their customers and employees.

For agroforestry activities, Treedom builds partnerships with local cooperatives of farmers, NGOs and local authorities to assess the real needs and make efficient activities in the field. The goal is to achieve the involvement of the whole community at all levels.

In this process, Treedom is a connector between different actors: individuals, businesses, rural communities, the non-profit sector, local authorities and public bodies.

All the information about our social, environmental, and sustainability standards are available at this link

www.treedom.net/pdf/methodology/treedom-methodology-02-treedom-standard-en.pdf

Up to date, we have planted 1,927,692 trees in 26 agroforestry projects (17 countries) involving 113,393 farmers. We now have 748,993 consumers adopting trees to offset CO2 emissions. 5,423 companies have built forests with Treedom to reach goals in CSR, marketing and communication.

A main environmental contribution are trees absorption of CO2, considering 1.193.30 planted can be estimated at 356.885.093 kg, and the mitigation of phenomena such as loss of habitat, desertification, soil deterioration.

Socially, thousands of farmers in developing countries can plant fruit trees, guaranteeing food security and extra income. The SROI analysis of the Kisii project (Kenya) has stressed out how the social value that each tree brings can be estimated at 8\$.

Next to the agroforestry activities Treedom, according to the local's needs and aspiration, foster micro-business project related to fruit process, the construction of small infrastructure (eg. greenhouse, water cistern) and specific training.

2020 Impact Report

According to the legislation on Benefit Societies. Law 28-12-2015 n. 208

Fiscal Year 2020

Our Identity	2
About Us	2
Mission, Vision, Values	2
Where we are	3
Organizational Structure	4
Treedom's numbers in 2020	5
The Sustainability Plan	6
Benefit Society what it means and our commitment	6
The 10 UN Global Compact Principles and the Sustainable Development Goals (SDGs)	7
Reference standard for assessment: BIA Standards	9
Sustainability Certifications	10
Evaluation Report	11
Focus: Treedom and its employees	12
Focus: Treedom and its environmental impact	14
Focus: Treedom and the SDGs	15
An example of an agroforestry project. Treedom in Ghana	17
2021 Goals	19

Our Identity

This chapter is dedicated to our business model, our history and the values that guide all our activities both in agroforestry projects in different regions of the world and in our operating sites.

About Us

Treedom is the first platform in the world that allows individuals and companies to plant trees online and follow the history of the project to which they will give life, directly funding communities of farmers in many countries around the world.

Since its foundation in 2010 in Florence, more than 1,800,000 trees have been planted in Africa, Latin America, Asia and Italy. All trees are planted directly by local farmers and help produce environmental, social and economic benefits.

After being planted, each tree is geolocated and photographed individually, allowing users to follow their own and receive updates and photos from the project of which they are a part. Thanks to these features, Treedom trees are engaging and, at the same time, can become marketing and communication tools for a growing number of global companies that pursue Corporate Social Responsibility (CSR) objectives.

Treedom directly finances small agroforestry projects, spread throughout the territory. The philosophy is to create sustainable ecosystems and allow thousands of farmers to meet the initial costs of planting new trees, ensuring food sovereignty and income opportunities over time.

Today we are a Benefit Company, in fact in 2020 we changed our Articles of Association from SRL to SRL Benefit Company. This is the natural continuation of a path that sees us, for more than 10 years, combining business activity, environmental and social sustainability.

Mission, Vision, Values

Treedom wants to allow anyone to contribute to the welfare of the planet in a simple, transparent and fun way.

Treedom operates with the mission to bring social and environmental benefits through the promotion of agroforestry projects that provide for the planting of new trees directly by farmers or small cooperatives of farmers, i.e. by those who have the greatest need of social and local benefits obtainable through the planting of trees.

Every tree the right way!

We believe that throwing 100 seeds into a field does not mean planting 100 trees.

And we believe that planting only one species, in an intensive way, is not a sustainable choice and respectful of biodiversity.

We believe that communities of people living in a place are the best custodians of trees, so we support them financially and help them plant and grow trees on their land. Trees will benefit them, the place they live and the entire planet.

We believe in the bond that, through trees and thanks to Treedom, you can create between people far away.

We believe that each of us must strive to reduce our CO2 emissions and in doing so we can also contribute to absorb them by planting trees.

We believe that we can make this planet greener. And we want to do it in the right way.

Treedom's values

Rights of the person

Treedom respects human rights and the rights of workers, who must be guaranteed safety and health in the workplace. Treedom is a spokesman for the protection of the right to childhood and the consequent protection against the exploitation of children.

Democracy, participation, empowerment

Treedom does not discriminate on the basis of ethnic origin, gender, religion, sexual orientation, disability and age, neither the proponents / participants of the projects nor its staff. Treedom also aims to make more and more inclusive choices and to support those who demonstrate to realize agroforestry projects aimed at being as participatory and inclusive of the local population as possible. The projects are open to anyone who embraces the values of the company's Code of Ethics and are carried out with the aim of triggering a process of social empowerment among the participants and the population.

Protection of the environment and biodiversity

Treedom's mission is focused on the protection of the environment, the fight against deforestation, the fight against the anthropogenic greenhouse effect, the fight and mitigation of climate change, the fight against biodiversity loss, desertification and hydrogeological disruption. Having environmentally irreproachable behavior and protecting biodiversity in all its forms is a fundamental criterion and a distinctive feature of Treedom's work.

Diversity and opportunity

Treedom considers diversity as a value, which is why it wanted to create opportunities within the carbon market for small and micro projects, with the aim of including these realities otherwise cut off from the market. In selecting projects to be supported Treedom positively evaluates small projects, not discriminating on the basis of location and size of the projects. Project quality Agro-forestry projects promoted by Treedom must be transparent and meet the criteria of reality, permanence additionality and sustainability, as detailed in the operating principles

Where we are

Currently, Treedom finances more than 108,000 farmers in 31 agroforestry projects located in 12 countries: Kenya (5), Senegal, Malawi, Burkina Faso, Cameroon, Haiti, Nepal, Thailand, Tanzania (2), Madagascar, Ecuador, Honduras, Ghana, Guatemala, Colombia,

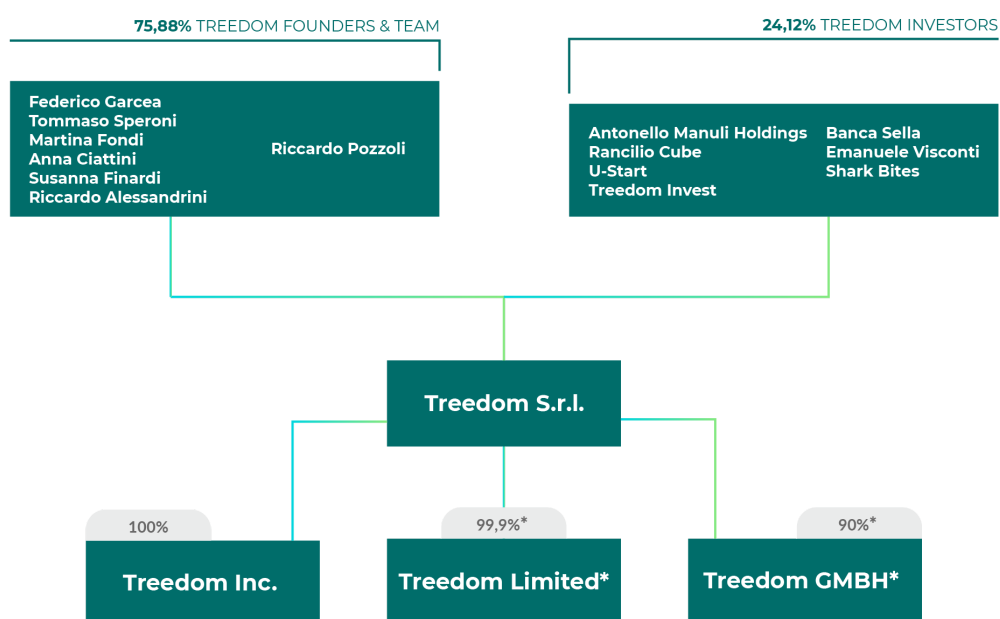
Argentina and Italy (4). Currently Treedom has two operating offices, the main one in Florence and one in Munich.



Organizational Structure

Treedom is a limited liability and benefit company, supervised and managed by Federico Garcea as CEO, supported by a group of experienced managers (Martina Fondi, Susanna Finardi, Costanza Mosi and Valerio Manzo). The team (with an average age of 35) includes 45 other members (8 are also partners). The head office is in Florence, Italy and there is an active commercial branch in Munich, Germany.

The company is registered with the Chamber of Commerce of Florence and is controlled by 10 founders/employees (75.88%) and a group of 28 small investors (24.12%). In February 2016, Treedom was registered at the Chamber of Commerce as an innovative SME thus being able to benefit from some tax breaks. Treedom s.r.l. owns three companies: Treedom GMBH based in Germany, Treedom Inc, based in the state of California and Treedom Limited, based in Nairobi, Kenya.



Treedom's numbers in 2020

In 2020 Treedom has:

- planted 754,931 trees,
- contributing to absorb 17,329 tons of CO₂,
- supporting 44,400 small farmers in 12 countries.

Of the 12 countries where we are present, the ones that received the most trees are:

- Kenya, 299,082
- Cameroon, 213,558
- Madagascar, 73,659

In the past year, 24 new tree species were planted, while the most popular ones were:

- Cocoa, 224,589
- Coffee, 127.623
- Avocado, 43,615

Also the Treedom community has had an exceptional increase with

- + 289,891 new users (+80% vs 2019)
- +2,325 business customers (+110% vs 2019)
- 22% of trees were purchased to make a gift.

Its social media presence reflects Treedom's reach, the company's followers increased on Facebook 149,301 and Instagram 155,631. The website was visited by 4,004,348 users, of which 60% Italian and 40% from foreign countries (GR-UK-ES-FR-US).

In a certainly difficult year for the Covid-19 health emergency, the company's commitment has been to ensure the safety of its employees and collaborators, to respect and carry out the commitments made with rural communities and organizations involved in agroforestry projects.

The Sustainability Plan

In this chapter we report how Treedom pursues in its ordinary operations the objectives of the UN Global Compact and the United Nations Sustainable Development Goals expressed in the 2030 Agenda. In addition, we report the international standards included in our Articles of Association as a Benefit Society useful for the evaluation of the impact.

Benefit Society what it means and our commitment

Treedom since 2020 has become a Benefit Company; a new legal form of business, introduced in Italy with the law December 28, 2015, n. 208 (see L. 28-12-2015 n. 208, Commi 376-384)) that ensures a basis for aligning the mission is to create shared value in the long term.

Companies that adopt this form also undertake to indicate in their Articles of Association specific objectives of common benefit for the community and the environment. They also undertake to draw up and make public an annual report on the actions carried out to approach the achievement of these objectives, using as a reference a third-party standard, such as the B Impact Assessment, GRI, ISO 26000 or others. Below are the objectives reported in Treedom's Statute:

*"... **Common benefit 1** Treedom operates with the mission to bring social and environmental benefits through the promotion of agroforestry projects that provide for the planting of new trees directly by farmers or small cooperatives of farmers, i.e. those who need more social and local benefits obtained through planting trees.*

***Common benefit 2** Carry out training activities in the beneficiary communities involved.*

***Common benefit 3** Promotion and dissemination of sustainable economic and social models and systems from an environmental and social point of view.*

***Common benefit 4** Treedom promotes innovative and sustainable agronomic practices, aimed at safeguarding the environmental heritage.*

***Common benefit 5** Treedom carries out research activities aimed at the pursuit of the corporate purpose.*

***Common benefit 6** Treedom works to contribute to the achievement of the 17 Sustainable Development Goals (SDGs) established by the United Nations Development Program to end poverty, protect the planet and ensure prosperity for all in the context of a new agenda for sustainable development. In particular, Treedom's activities contribute to the achievement of the Goal:*

O1 End all forms of poverty in the world;

O2 End hunger, achieve food security, improve nutrition and promote sustainable agriculture;

O4 Provide quality, equitable and inclusive education and learning opportunities for all;

O5 Achieve gender equality and empower all women and girls;
 O8 Incentivize sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all;
 O9 Build a resilient infrastructure and promote innovation and equitable, responsible and sustainable industrialization;
 O10 Reduce inequality within and between nations;
 O12 Ensure sustainable patterns of production and consumption;
 O13 Promote actions, at all levels, to combat climate change;
 O15 Protect, restore and foster sustainable use of the Earth's ecosystem;
 O17 Strengthen means of implementation and renew the global partnership for sustainable development."

The 10 UN Global Compact Principles and the Sustainable Development Goals (SDGs)





Treedom since 2012 adheres to the United Nation Global Compact, an international network of the business sector that encourages companies around the world to adopt sustainable policies and respect for corporate social responsibility and to make public the results of actions taken. It is a framework that brings together ten principles in the areas of human rights, labor, environmental sustainability and anti-corruption.

Alongside this tool in 2015, the UN General Assembly launched the 2030 Agenda, which recognizes the close link between human well-being, the health of natural systems and the presence of common challenges for all countries. The strategy identified 17 interconnected Sustainable Development Goals (SDGs) that address issues related to economic and social development such as poverty, hunger, the right to health and education, access to water and energy, labor, inclusive and sustainable economic growth, climate change and environmental protection, urbanization, production and consumption patterns, social and gender equality, justice and peace.

Treedom has found in the Global Compact an ethical and strategic reference on how to act and in the SDGs concrete objectives and areas of action to be pursued together with all stakeholders in its community.



Below is the relationship between these international instruments, and highlighted the Sustainable Development Goals (SDGs) that Treedom impacts with its work.

10 Principles UN Global Compact	Macro Areas	SDGs	Treedom Statute
 <p>ANTI-CORRUPTION</p> <p>X Businesses are committed to fighting corruption in all its forms, including extortion and bribery..</p>	<p>Economy</p>	<p>8 Decent work and economic growth</p> <p>9 Industry, Innovation and Infrastructure</p> <p>10 Reducing inequality</p> <p>11 Sustainable cities and communities</p> <p>12 Responsible consumption and production</p> <p>16 Peace, justice and strong institutions</p> <p>17 Partnership for Goals</p>	<p>Common Benefit</p> <p>1-2-3-4-5-6</p>
 <p>HUMAN RIGHTS</p> <p>I Businesses should promote and respect the protection of internationally proclaimed human rights within their sphere of influence; and</p> <p>II ensure that they are not complicit in human rights abuses.</p>  <p>LABOUR</p> <p>III support the freedom of association of workers and recognize the right to collective bargaining;</p> <p>IV the elimination of all forms of forced and compulsory labor;</p> <p>V the effective elimination of child labor;</p> <p>VI the elimination of all forms of discrimination in employment and occupation.</p>	<p>Society</p>	<p>1 Zero Poverty</p> <p>2 Zero Hunger</p> <p>3 Good health and well-being for people</p> <p>4 Equitable and quality education</p> <p>5 Gender equality</p> <p>8 Decent work and economic growth</p> <p>10 Reducing inequality</p> <p>16 Peace, justice and strong institutions</p> <p>17 Partnership for Objectives</p>	<p>Common Benefit</p> <p>1-2-4-6</p>
 <p>ENVIRONMENT</p> <p>VII Businesses are required to support a precautionary approach to environmental challenges; to</p> <p>VIII undertake initiatives that promote greater environmental responsibility; and to</p> <p>IX encourage the development and diffusion of environmentally friendly technologies..</p>	<p>Environment</p>	<p>2 Zero Hunger</p> <p>6 Clean Water and Sanitation</p> <p>7 Clean and Affordable Energy</p> <p>13 Climate change</p> <p>14 Life underwater</p> <p>15 Life on Earth</p> <p>17 Partnership for the goals</p>	<p>Common Benefit</p> <p>1-3-4-6</p>

Reference standard for assessment: BIA Standards

The **B Impact Assessment (BIA)** is a free and confidential platform designed to help measure and manage the positive impact of companies on their workers, community, customers and environment. The BIA assesses the impact of both the company's day-to-day operations and its business model and operations. Impact Assessment B questions are determined by company size, industry and market, with about 200 questions in total. The content of the B Impact Assessment is overseen by B Lab's independent Standards Advisory Council.

Assessment Areas:



Responses to the B Impact Assessment result in a total numerical score useful in obtaining B Corp certification. B Corp certification requires a minimum verified total score of 80 in all impact areas. Treedom in its latest BIA scored 122.40/200, performing above the average of companies globally. (Results: <https://bcorporation.net/directory/treedom>)

The BIA management platform also offers a specific assessment to evaluate corporate impact on the SDGs called **SDG Action Manager**.

Developed in partnership with B Lab, SDG Action Manager is a web-based impact management solution that enables companies to take action on the Sustainable Development Goals through 2030.

SDG Action Manager brings together B Lab's B Impact Assessment, the Ten Principles of the UN Global Compact, and the Sustainable Development Goals to enable meaningful corporate action through dynamic self-assessment, benchmarking, and improvement.

Currently Treedom has verified a baseline score of 72.7%.

Sustainability Certifications

Below are the company's sustainability certifications related to its processes and products.



B CORP

Treedom is part of the Certified B Corporations, the network of companies that are distinguished by high environmental and social performance.

[website](#)



FSC®

FSC cares for the forests and the people and wildlife that call them home FSC® C139550 - www.fsc.org
Treedom has obtained the FSC® Chain of Custody certification for its gadgets. A further commitment to offer the best products to our customers.

[website](#)



Global Compact

Treedom joins the UN Global Compact, the largest strategic initiative of corporate citizenship in the world.

[website](#)



GIIRS

The performance score assigned to Treedom by the Global Impact Investing Rating System (GIIRS), an audit system that calculates in a rigorous and transparent way the environmental and social performance of companies, is positive.

[website](#)

Evaluation Report

Italian regulations require Benefit Companies to prepare a Report that is a narrative and evaluation of the impact generated by the Company's activities, and includes the following areas of analysis.

Corporate governance, to assess the overall mission, ethics, accountability and transparency of the company through the integration of social and environmental goals into employee performance evaluation, impact reporting and transparency, stakeholder engagement and more;

Employees, to assess the company's contribution to the economic, physical, professional and social well-being of our employees;

Community, to assess Treedom's impact on the external communities in which it operates, covering topics such as diversity, economic impact, civic engagement and supply chain impact;

Environment, to assess the company's overall environmental stewardship, including how Treedom identifies and manages overall environmental impacts, its management of air and climate issues, water sustainability, and land and life impacts.

For consistency with the BIA standard, we also considered an additional area of analysis.

Customers, to assess the value of the company to our direct customers and consumers of our services, covering various topics including ethical and positive marketing, product and service quality assurance and assurance, data privacy, and data security.



Treedom's commitment to the environment and its innovative and sustainable business model are now well known, in this session we want to provide concrete examples of actions of common benefit that the company performs in other equally important areas.

Focus: Treedom and its employees

"Treedom pays great attention to its employees because it wants the office to be first of all a place of life, where everyone can find their place and be themselves. Moreover, if we want a greener, fairer and more beautiful world then we must start from the place where we work; for this reason Treedom is a house with a garden. Because it wants to maintain a daily connection with nature, its inspirational muse."

In this perspective in 2020 has seen two important actions for the benefit of its employees the first was the transfer to a new location and the second the activation of a corporate welfare plan.



Treedom's Home

In the last two years the team of Treedom has grown a lot, more than doubling in 2020.

There was therefore a practical need to find a more spacious location to accommodate employees.

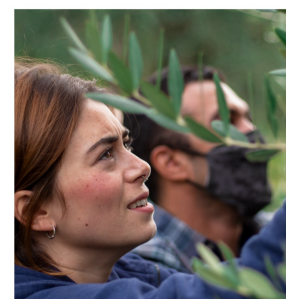
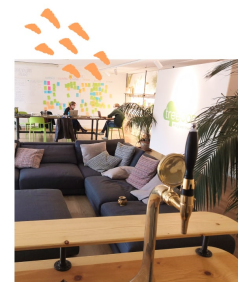
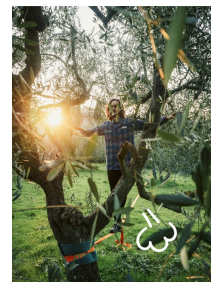
The choice was not trivial and great attention was paid to elements that represent the company, but above all consider the welfare of

its employees.

For this reason, the new Treedom headquarters is organized as a house surrounded by greenery where importance has been given to social spaces that employees can use even outside working hours.

The large garden and the activities related to nature that are carried out within it (beekeeping, vegetable gardens, olive harvesting) are a further element of sociality and well-being.

A balance has also been found between direct contact with nature and reconciling the life needs of employees, so the headquarters is located in a residential area of Florence, is easily accessible by public transport and has parking for cars and bicycles inside.



Corporate Welfare

In 2020 Treedom has launched for all its employees, in addition to a system of benefits and economic incentives based on performance, a corporate welfare service.

It has therefore activated a portal dedicated to welfare with the aim of offering services to support the needs of its employees and their families. Each member of staff, regardless of their role, received an economic credit that can be spent on the eudaimon.it platform.

Within the portal there are numerous services and products that workers can take advantage of using their available Welfare Credit. Among these:

Family - request reimbursement for expenses incurred for health care of elderly family members or for public transportation, assistance to elderly or disabled family members.

Children and Education - obtain reimbursement of expenses incurred for the education of children, babysitting services or be able to enroll in online training and refresher courses.

Health - Book medical check-ups on restricted terms, apply for subscriptions to gyms and fitness centers or take online courses on nutrition and wellness.

Retirement - Obtain vouchers to be used on the main online platforms and in affiliated stores, choose to obtain a refund of the interest paid on your home mortgage or make an additional payment to your Retirement Fund.

Leisure - Use the Welfare Credit for your leisure and cultural activities.



Focus: Treedom and its environmental impact

Being a service company, the material inputs used by Treedom are reduced to the necessary office supplies.

However, operating in the field of environmental consulting, we know how even a small structure, through small gestures, can significantly reduce its environmental impact. Therefore we have an environmental policy based on the principles of green procurement and energy saving.

In addition, in 2020 Treedom has changed location and increased its employees, therefore having to calibrate and analyze its consumption.

Resources used

As explained above, the resources used are exclusively constituted by the supplies needed to carry out office activities. In particular in 2020 Treedom has consumed:

Services and raw materials	Units	Tot	Kg CO2e
Water	mc	943.00	324.39
Gas	smc	1,563.00	3,086.93
Energy	Kwh	10,127.00	4,400.18
Paper	Ream	31.00	91.68
Toner	Unità	4.00	59.36

Impact on the environment

Treedom's CO2 emissions are calculated for each year of activity through the same methodology with which we calculate the carbon footprint of our customers.

Below is the calculation of emissions released into the atmosphere from our activities carried out in the year 2020.

Sector	Tn CO2e
Services and raw materials	7.9625385
Web & mail traffic	28.113318
People transport	21.4527059
Goods Transport	31.28707058
TOT	88.81563298

Environmental impact mitigation

In order to reduce the environmental impact of our activities, we take the following measures: we only buy recycled paper, we recycle 100% of the waste we produce, we use

energy-saving lights and we pay great attention to the food products consumed in the office: we prefer to buy zero-kilometre or fair-trade products. In addition, being an environmental consulting company that offers the possibility of offsetting emissions, we set a "good example" and every year we personally cancel our carbon footprint.

This year in addition to the operations of Treedom Srl SB we have considered (through an estimate) the CO2 produced by our offices abroad and the management by the originators:

	Tn CO2e (e)
Operations headquarters Monaco (Gr)	4.441
31 agroforestry projects	34.100

TOT : 127.356633 Tn CO2e (e)

To offset these emissions we have 1,500 trees planted in Kenya, Tanzania, Cameroon, Madagascar, offsetting total co2: 127,525 kg.
The trees are visible at the [link](#).

Focus: Treedom and the SDGs

Treedom within the statute also makes specific reference to the Sustainable Development Goals of which we report the general impact and a detail on the actions carried out with particular reference to the impact of the SDGs (common benefit 6) on rural communities benefiting from Treedom projects. Using SDGs Manager Tool we have evaluated the impact of the company in reference to each goal.



Treedom's tree planting activities in Asia, Africa, South America and Italy contribute significantly to address 10 of the global challenges to ensure a sustainable future. Below is the type of impact agroforestry projects have on communities.

1. Zero Poverty: the fruits generated by the trees are owned by the beneficiaries of the projects who can sell them and generate extra income for their families. Treedom by funding the start-up of agroforestry projects gives farmers the opportunity to build or improve their business, improving their economic status.

2. Zero hunger: the fruits generated by the trees are the property of the farmers who can use them for their food. The agroforestry system provides a wider variety of products than the monoculture (e.g., corn) that has expanded in many developing countries; this approach improves the quantity of food and the quality of nutrients in the diets of farmers and rural communities.

In addition, with the training provided, rural communities will adopt agroforestry and farming techniques (e.g., grafting) expanding their capacity to produce quality food.

4. Quality education: Treedom, through its training activities, provides education on environmental issues, sustainable development, agroforestry techniques and ICT skills (e.g. on the use of GPS) to rural communities regardless of education level, gender and age.

A community that knows more about the environment, climate change and sustainable development is a guarantee for the quality of the projects. In addition, the theoretical and practical skills are valuable for the personal and professional development of each beneficiary beyond their function in Treedom projects.

5. Gender equality: Treedom, in its projects, promotes the participation of women at all stages, selecting them as the first target beneficiaries. In this way it provides them with the right resources to start their agroforestry activities (training and trees) and promote their role as entrepreneurs and leaders within their communities.

8. Decent work and economic growth: Treedom allows small farmers and rural cooperatives to start agroforestry activities at no cost; this allows them, on the one hand, to expand their activities and improve their income and quality of life. On the other hand, it is an incentive to work in their lands and communities and to be able to carry out their activities as farmers with dignity and profit.

10. Reduction of inequalities: through its activities, Treedom involves local communities both as final beneficiaries and as local managers and technicians of the projects. This approach allows to bring economic wealth, training, employment opportunities even in less developed areas. In addition, Treedom's projects are open indiscriminately to all genders, ages, levels of education and social status.

Finally, the financing of tree planting activities by small cooperatives of farmers or local NGOs allows to overcome existing prejudices in access to credit/financial institutions, allowing small farmers fair access to funding for agricultural activities.

With this approach, Treedom helps to reduce inequalities within communities, between small rural communities and more developed areas within the countries where it operates.

12. Responsible consumption and production: Treedom encourages consumers and companies that buy its trees to adopt sustainable consumption patterns.

At the same time, it encourages small local farmers to apply agroforestry production systems that are more sustainable and have less impact on the environment.

13. Climate Action: activities carried out in led to the planting of 754,931 trees with 44,400 farmers in 12 countries. This approach has led to the offsetting of 17,329 tons of CO₂. In addition Treedom is committed both in its projects and with its customers, employees and stakeholders to promote sustainable behavior.

15. Life on Earth: the activities carried out to improve the ecosystems in which we operate. Our project areas must benefit overall from the initiatives we carry out. The selection of species to be planted is determined by the needs of local communities and local biodiversity. Native plant species are preferred so as not to pose a threat to local flora and fauna.

17. Partnership for goals: through its work, Treedom brings together different actors under a single goal: sustainable economic, environmental and social development.

In the most economically advanced countries and communities, Treedom connects with individuals and companies to involve them in the purchase of the tree to achieve a sustainable purchase and offset their CO₂ emissions. The connection of companies is essential because they use Treedom to carry out corporate social responsibility activities for their customers and employees.

For agroforestry activities, Treedom builds partnerships with local cooperatives of farmers, NGOs and local authorities to assess the real needs and make efficient activities in the field. The goal is to achieve the involvement of the whole community at all levels.

In this process, Treedom is a connector between different actors: individuals, businesses, rural communities, non-profit sector, local authorities and public bodies.

An example of an agroforestry project. Treedom in Ghana



The low and sandy coasts of Ghana overlook the Gulf of Guinea, while the inner body of the country is characterized by plains and small hills (suffice it to say that the highest peak of the country is Mount Afadjato, of only 885 meters). Crossed by the Equator and characterized by a tropical

climate, Ghana, particularly the north of the country, suffers from the advancing Sahara desert and drought brought by the Harmattan, the wind that blows periodically from there.

Treedom's work focuses precisely in the northern region of the Daka River. The population of this area is extremely dependent on natural resources and inevitably tends to exploit them in a massive way, risking to worsen their condition in the long run. Treedom's project aims primarily to strengthen the local ecosystem and offer, at the same time, food opportunities and income integration to local communities.

2021 Goals

The Impact Assessment Report is not a static document, but the story of a journey that began with the accession of Treedom to the Global Compact in 2012, evolved with the B Corp certification in 2014 and made a further leap with the transformation of its statute into a Benefit Society and continues over time.

In light of this, starting with the first 2020 budget, we want to set new goals for the year 2021. Continuing to work in all the areas we mentioned in the previous chapters in the new year we want to focus on two aspects:

1. **Methodology:** we aim to improve 2021 the monitoring and evaluation system of our impact to provide more and more details and information about our activity following the principles of effectiveness and transparency.
2. **Gender equality:** in light of the first objective we want to pay particular attention to the measurement of our impact for gender equality among both Treedom staff and beneficiaries. Within the staff we will improve internal policies for greater attention and awareness of gender dynamics within our working groups.
In agroforestry operations and in relation to the beneficiaries we will commit to implement at least 2 agroforestry projects with a specific focus on gender equality.

The objective is not only to carry out one-off actions, but to generate internal methodologies that permanently promote and foster gender equality in the company, among its suppliers and project beneficiaries.