

SR Inc Governance Policy

Corporate Structure

Sustainability Roundtable, Inc. (SR Inc) is governed by a Board of Directors led by the CEO, currently James F. Boyle, who serves as Chairman of the Board. The board is responsible for setting strategic direction for the company, advising SR Inc's management, determining executive compensation, and advancing the interest of all stakeholders. Additionally, the BOD reviews yearly financial documents from SR Inc's two business services, the Sustainable Business and Enterprise Roundtable (SBER) and the Net Zero Consortium for Buyers (NZCB). SR Inc's CEO is responsible for building sustainable value for all SR Inc stakeholders including customers, employees, investors, suppliers, and host communities. SR Inc's CEO, COO, and senior team meet monthly to develop and drive mission aligned strategy and value creation for all stakeholders.

Code of Conduct and Ethics

SR Inc seeks to be an example of integrity, kindness, and commitment to excellence. Employees are expected to deal respectfully with current, former, and prospective Member-Clients as well as other members of the SR Inc team. Employees are also required to fulfill their roles and conduct themselves in the workplace fairly, ethically, and honestly. No instances of bribery or accepting bribes will be tolerated, and employees are encouraged to report any violations to upper management. There will be zero tolerance for retaliation against any employee or board member who in good faith reports an ethics violation.

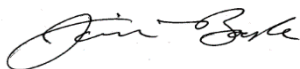
Anti-Harassment and Non-Discrimination

SR Inc is committed to creating an environment free from intimidation, harassment, or inappropriate behavior where all employees can feel safe, supported, and included. Employees are emphatically encouraged to report evidence of harassment (sexual or otherwise) to their immediate supervisor or to other members of the team. SR Inc does not discriminate or tolerate discrimination on the basis of race, ethnicity, gender identity, sexual orientation, pregnancy/marital status, age, disability, religious belief, veteran status, or any other identity. This policy applies to activity in hiring, training, compensation, benefits, promotion, and termination.

Confidentiality and Data Privacy

All Member-Client information is treated confidentially. As part of our shared-cost research service, SR Inc may share aggregated and anonymized conclusions with all Member-Clients. SR Inc will only share specific, attributed examples with explicit permission from the Member-Client in question. SR Inc also uses web security software to ensure the security of all Member-Client data. For more detail about the information we collect online and what we do with it, please see our [Privacy Policy](#).

All SR Inc employees and contractors will operate under this policy. In the event of an acquisition, this policy will be reviewed and updated to reflect the relevant governance structure and operations. The management of SR Inc will support and enforce this policy and will review and update it on an annual basis to reflect evolving best practices.



James F. Boyle
CEO and Founder