Programme

Equitable Earth Governance

Summary

This document lays out Equitable Earth governance mechanisms and details the role and responsibilities of each internal entity, namely the Executive team, the Secretariat, the Certification team, the Research and Development (R&D) team, the External Relations team and the Administrative team. The Governing Board, Technical Advisory Board, and the Fiduciary Board are excluded from the scope of this document.

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1 Introduction

1.1 Normative References

This document must be read in conjunction with the following documents:

- [Anti-Fraud Policy](#)

- [Code of Ethics and Business Conduct](#)

- [Programme Manual](#)

- [Standard Setting and Methodology Development Procedure](#)

- [Technical Advisory Board](#)

- [Terms & Definitions](#)

- [Validation and Verification Procedure](#)

2 Equitable Earth Governance

Equitable Earth consists of a set of entities, each with distinct roles and responsibilities. The following sections outline the governance structure, operational framework, and the specific functions of each entity.
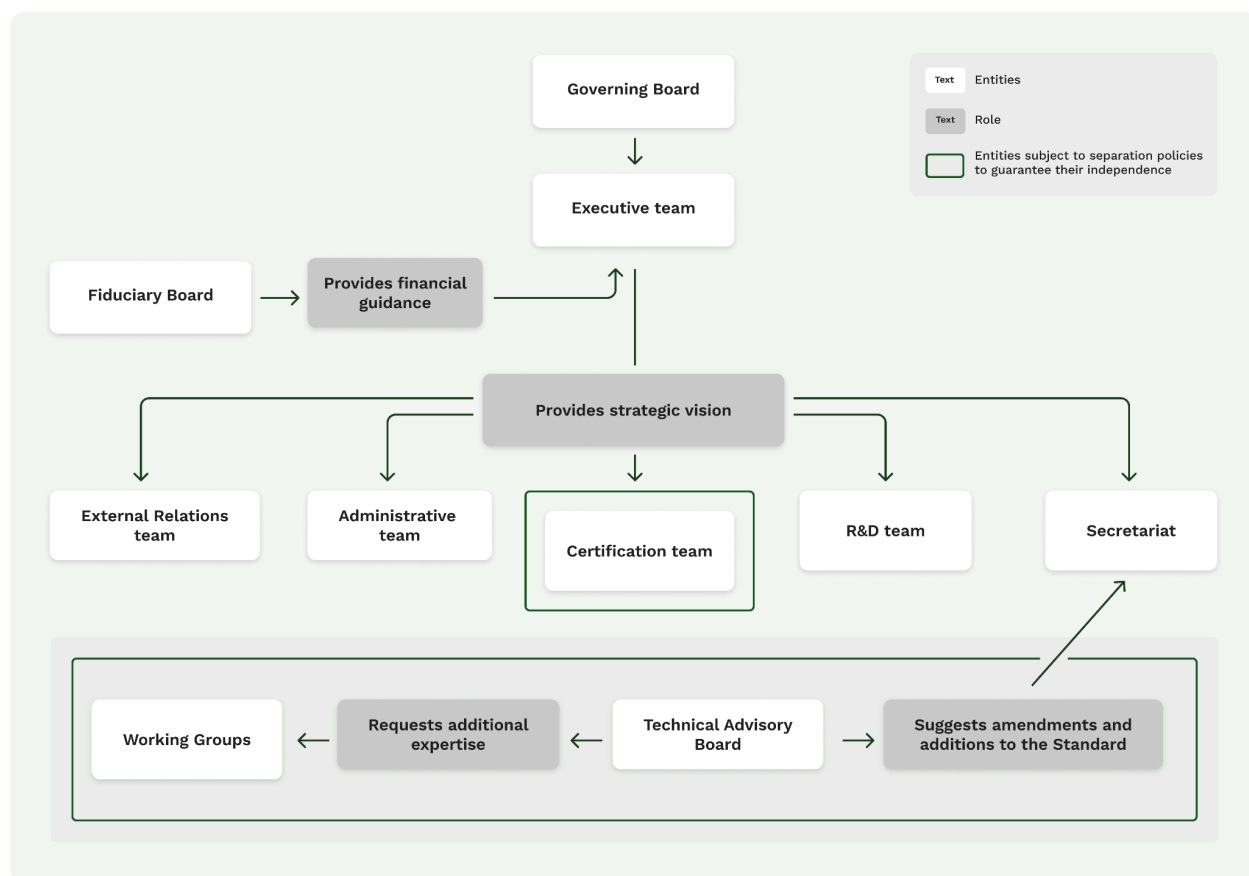
2.1 Governance History

Equitable Earth, formerly the Ecosystem Restoration Standard (ERS), has been continuously governed and operational since 2020. Further details on the evolution of its governance are provided below:

- ERS was incorporated on December 10, 2020.

- In 2021, ERS performed research and development activities in partnership with the ESA (European Space Agency) and the CNES (French national space agency).

- In January 2022, ERS launched a first version of its Standard and tools to certify ecosystem restoration projects on the ground. Throughout the year, ERS certified three pilot projects based on the ERS 0.9 Programme and M000 methodology.

- In March 2023, ERS launched the public consultation of the Ecosystem Restoration Standard, gathering more than 500 participants.

- In November 2023, ERS released the ERS Programme v1.0 and the M001 v1.0, integrating feedback from 60+ stakeholders, including project developers, corporate carbon credit buyers, environmental organisations, researchers in ecosystem restoration, specialised consultancy companies, and the general public.

- In January 2024, ERS assembled an external Technical Advisory Board and a Fiduciary Board to strengthen the governance of the ERS Standard.

- In November 2024, ERS updated the organisation's statutes (i.e., Articles of Association). These Articles of Association formalised the ERS Governing Board (also known as the "Strategic Committee"). The Governing Board is the highest governing body of ERS, assuming fiduciary responsibility for the organisation and providing binding final decision-making on strategic, operational, and governance-related matters.

- In November 2024, ERS released the ERS Programme v1.1 and the M001 v1.1, following the ERS [Standard Setting and Methodology Development Procedure](#).

- In June 2025, ERS [acquired](#) Equitable Earth and in July 2025, ERS [rebranded](#) to Equitable Earth.

- In August 2025, Equitable Earth released the v1.2 of the Programme, and v1.2 of M001, following the Equitable Earth [Standard Setting and Methodology Development Procedure](#).

2.2 Appointment Principles

ERS's appointment process is guided by the following principles:

2.2.1 **Transparency**. Equitable Earth openly advertises vacancies via its official platforms, clearly defining the qualifications and skills required. Appointments and the rationale behind decisions are made at the discretion of Equitable Earth.

2.2.2 **Merit and diversity**. Equitable Earth evaluates candidates on their skills and experience while ensuring diversity in the team's backgrounds. The process actively promotes and ensures diversity across gender, ethnicity, age, geographic background, and ability. Equitable Earth also supports the participation of neurodivergent individuals and individuals with differing physical abilities by facilitating accessible applications and work processes.

2.2.3 **Integrity and accountability**. Candidates undergo rigorous reference checks, and Equitable Earth provides clear terms of reference for roles, detailing responsibilities and selection criteria. Furthermore, all Equitable Earth team members must fill out a declaration of interest, ensuring alignment with Equitable Earth's values.

2.3 Working Modalities

The following working modalities apply equally to all Equitable Earth team members:

2.3.1 **Communication**. The working language is English for both written and oral communication.

2.3.2 **Duties**. To promote best practices, transparency and accountability, Equitable Earth team members must:

 2.3.2.1 Adhere to and abide by the internal rules of procedure, as well as the [Code of Ethics and Business Conduct](). All team members are required to read and sign both documents prior to assuming their duties, either as part of their employment contract or as an addendum.

 2.3.2.2 Confirm they hold no vested interests that could lead to a potential conflict of interest.

Independence of the Technical Advisory Board (TAB)

Equitable Earth recognises the Secretariat's potential influence on the Technical Advisory Board. Refer to the [Technical Advisory Board]() for more details regarding the procedures implemented to uphold the TAB's independence.

Independence of the Certification Team

2.3.3 Equitable Earth separates its operational and commercial activities to maintain the integrity and independence of sourcing, certification and monitoring activities. To do so, Equitable Earth abides by the following rules:

2.3.3.1 The External Relations team must not seek to influence any aspect of the certification process at any stage.

2.3.3.2 The External Relations team cannot participate in Certification team meetings if the agenda of said meeting is related to an ongoing certification process.

2.3.3.3 Equitable Earth cannot be involved in the direct sales of issued credits; the External Relations team is in charge of promoting the Standard to potential buyers, but it must not promote a specific project.

2.3.3.4 The Certification team must refrain from giving strategic information on any project to the External Relations team. The latter can only access project documents and information once it is publicly disclosed on the Equitable Earth Registry.

2.3.3.5 All matters related to fees and pricing must be addressed following the Equitable Earth Fee Schedule.

2.3.4 Any violation of this policy must be investigated and may be sanctioned according to the Code of Ethics and Business Conduct.

3 Equitable Earth Entities, Roles & Responsibilities

3.1 Executive Team

Role

The Executive team is responsible for setting the organisation's overall direction and strategy, managing day-to-day operations, and making key decisions that impact the objectives of the company.

Composition

3.1.1 **Chief Executive Officer (CEO)**, the head of Equitable Earth. The CEO is responsible for the overall strategic planning, decision-making, and management of Equitable Earth. They set the vision for the company and communicate it to other team members, external stakeholders, and investors.

3.1.2 **Chief Operations Officer (COO)**, the co-head of Equitable Earth. The COO oversees daily operations, ensures all processes and safeguards are implemented and followed, facilitates cross-team collaboration, and ensures timely achievement of company milestones.

3.1.3 **Director of the Secretariat**, head of the Secretariat. The Director of Secretariat drives the Secretariat's core functions, which include collecting feedback from the different Equitable Earth entities, overseeing Standard and methodology development, managing the Technical Advisory Board (TAB), ensuring the transparent disclosure of Standard documents and processes, managing anti-fraud policies, investigating grievances, and managing the issuance of Verified Restoration Units on the Equitable Earth [Registry]. The Director of Secretariat also supervises the network of Validation and Verification Bodies approved by Equitable Earth.

3.1.4 **Director of Certification**, head of the Certification team. The Director of Certification co-manages, in collaboration with the Certification Lead, a team of Certification agents, who are responsible for the selection, assessment, and ongoing measurement and reporting of projects.

3.1.5 **Chief of Staff**, head of the Administrative team. The Chief of Staff is responsible for managing the company's finances—including budgeting,

financial planning, and accounting—to ensure sufficient resources for achieving company goals and managing financial risk. Additionally, the Chief of Staff oversees all Human Resources activities.

3.1.6   **Director of Product**, head of the Product team. The Director of Product is responsible for defining the product strategy, which includes determining the product roadmap, identifying key product features, and prioritising development efforts based on market needs. The Director of Product is responsible for designing tools and workflows to digitise and improve all steps of the certification process and MRV procedures.

3.1.7   **Director of Engineering**, head of R&D. The Director of Engineering is responsible for overseeing and managing the development and implementation of scientific models into a technological solution. The main role of the Director of Engineering is to coordinate R&D, to ensure all the models, tools and workflows used by the company are updated based on state-of-the-art technology and science.

3.1.8   **Director of External Relations**, head of the External Relations team. The Director of External Relations manages Equitable Earth's external relations, communication and commercial efforts, playing a key role in expanding Equitable Earth's pipeline of project developers and establishing strategic partnerships with end-buyers, funds, and intermediaries.

3.2 Secretariat

Role

3.2.1   **Feedback**. The Secretariat gathers feedback, updates, proposals and requests from all other Equitable Earth entities. Such feedback can lead to Standard and methodology updates, as well as more general evolution of the [Programme Manual](#).[1]

3.2.2   **Standard updates**. Building upon received feedback, the Secretariat is responsible for drafting Standard documents and methodologies following the [Standard Setting and Methodology Development Procedure](#) and under the guidance of the [Technical Advisory Board](#).

3.2.3   **TAB administration**. The Secretariat is responsible for organising the administrative and logistical aspects of TAB activities, which include:

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[1] The Secretariat has no obligation to implement this feedback and is the sole judge of the opportunity for such implementation.

3.2.3.1   Scheduling meetings

3.2.3.2   Drafting the agenda for each meeting

3.2.3.3   Drafting the meetings' minutes

3.2.4   **VVBs**. The Secretariat manages the Equitable Earth network of Validation and Verification Bodies by approving, training and mandating them to audit projects, in line with the [Validation and Verification Procedure](#).

3.2.5   **Integrity.** The Secretariat must ensure Equitable Earth complies with the highest integrity principles. This includes:

3.2.5.1   Conducting an enquiry when concerns arise, determining the nature and severity of the concern and applying the appropriate level of response.

3.2.5.2   Managing all requests issued through the [Grievance Mechanism](#). Refer to the [Programme Manual](#) for more information on Equitable Earth Grievance Mechanism.

3.2.5.3   Applying the [Anti-Fraud Policy](#) internally.

3.2.6   **Registry management**. The Secretariat is responsible for overseeing and managing operations on the Equitable Earth [Registry](#), ensuring accurate recording, tracking, and verification of Restoration Units. This includes issuance, transfers, and cancellation of VRUs. For more information, refer to the [Registry Procedures](#).

3.2.7   **Record-keeping**. The Secretariat must keep a permanent record of:

3.2.7.1   All elements and versions of the Standard and methodologies and their related documentation

3.2.7.2   Every version of Standard and methodology revision/development propositions

3.2.7.3   All elements related to the public consultations

Composition

The Secretariat is composed of the Director of Secretariat, the Methodology Lead, and a team of Secretariat agents, responsible for running the Secretariat's day-to-day operations.

3.3 Certification Team

Role

3.3.1 **Certification, Measurement & Reporting**. The Certification team selects, assesses and continuously measures and reports on Equitable Earth-certified projects.

3.3.2 **Feedback**. Based on its operational expertise, the Certification team may submit suggestions for amendments and additions to Equitable Earth methodologies to the Secretariat.

Composition

The Certification team is composed of the Director of Certification, a Certification Lead and Certification agents, who perform all certification activities.

3.4 Research And Development (R&D)

Role

3.4.1 **Model building**. The R&D team is responsible for developing and updating Equitable Earth models and algorithms in line with the latest scientific advancements, specifically regarding GHG emissions and removals quantification. The team's objective is to ensure the highest possible level of accuracy across all quantification methodologies.

3.4.2 **Continuous improvement**. The R&D team assesses the accuracy of the selected AGB provider(s) over time. It closely follows and assesses relevant scientific developments to continuously improve all models and workflows used by the company.

3.4.3 **Product development**. The R&D team is also responsible for the development and maintenance of all supporting tools used in the Equitable Earth certification processes.

3.4.4 **Feedback**. Based on its scientific and technical expertise, the R&D team may submit suggestions for amendments and additions to Equitable Earth methodologies to the Secretariat.

Composition

3.4.5   **Product department.** The team is composed of the Director of Product, the UX/UI Designer, and the Product Coordinator. They are responsible for defining the product's vision in line with the company's strategy and continuously improving product features to meet users' needs and expectations.

3.4.6   **Engineering department.** The team is managed by the Director of Engineering, who oversees software development projects in line with the company's strategy and leads the Development and Data teams.

   3.4.6.1   **Development team.** The team is composed of the Lead Developer and Full Stack Developers. They are responsible for developing the mobile and web applications that enable Equitable Earth to certify and monitor projects.

   3.4.6.2   **Data team.** The team is composed of remote sensing engineers, machine learning engineers, and data engineers. They are responsible for the development and integration of satellite imagery models that estimate and monitor carbon stocks and biomass in projects, leveraging machine learning, algorithms, and geospatial datasets.

3.5 External Relations Team

Role

3.5.1   **Sourcing**. The External Relations team is responsible for developing partnerships and liaising with stakeholders to identify and source suitable projects to be certified. These are then transferred to the Certification team for selection and assessment. If they meet the scope and eligibility criteria of the Programme Manual, the Equitable Earth Standard and related methodologies.

3.5.2   **Demand.** The External Relations team is also tasked with promoting the Standard to buyers in the voluntary carbon market. This includes attending conferences, building relationships with market players. The External Relations team is strictly prohibited from participating in any commercial transactions between a buyer and a developer.

3.5.3   **Feedback**. After each event, the External Relations team gathers stakeholders' feedback and submits a summary of this feedback to the Secretariat.

3.6   **Composition.** The team is composed of External Relations agents, responsible for prospecting and establishing partnerships with relevant market players, as

well as a Communication and Editorial Coordinator, in charge of shaping and managing how Equitable Earth communicates its mission, vision, and values.

3.7 Administrative Team

Role

3.7.1 **Finance, legal and administration.** The Administrative team manages the financial aspects of operations and compliance with all legal and regulatory requirements, including contracting.

3.7.2 **Human resources**. The Administrative team is responsible for structuring and managing Equitable Earth entities, including recruitment, onboarding, corporate events, and CSR commitments.

3.7.3 **Communication**. The Administrative team oversees all internal and external communications for Equitable Earth.

3.7.4 **Anti-Fraud**. The Administrative team must uphold the [Anti-Fraud Policy](), specifically:

    3.7.4.1 **Continuous training**. Equitable Earth regularly trains its team members on anticorruption, conflicts of interest and anti-money laundering, and counter-terrorism financing (AML/CTF).

    3.7.4.2 **Accounting measures**, namely:

        3.7.4.2.1 **Transaction monitoring**. Equitable Earth monitors all its financial transactions in real time. Any irregularity must trigger an immediate investigation.

        3.7.4.2.2 **Budget analysis**. Monthly meetings are held with the subcontracted accountant working with Equitable Earth to reconcile financial records with bank statements and compare budgeted and actual expenses and revenues.

3.7.5 **Internal audits**. The Administrative team may conduct yearly randomised internal audits focusing on high-risk areas. These consist of:

    3.7.5.1.1 **Regular operational reviews**. Examine the efficiency and effectiveness of various operational processes to ensure they align with the company's objectives.

3.7.5.1.2   **Compliance checks.** Assess that all activities comply with local, national, and international laws and regulations. The Administrative team is responsible for mandating a third-party auditor to audit the Secretariat's governance and processes annually.

Composition

The team is composed of the Chief of Staff and the People Operations Coordinator.

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