



Technical Advisory Board

Terms of Reference

Version 2.0



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1 Background

Equitable Earth is a global standards body focused on conservation and restoration in the carbon market. Through its multi-pillar programme, encompassing ecological condition, carbon, and livelihoods, Equitable Earth develops and maintains rigorous standards and methodologies that enable trusted, long-term environmental and social outcomes.

Equitable Earth established a Technical Advisory Board (TAB) in 2023 to strengthen the governance of the Equitable Earth Programme. To support the continued evolution of the Equitable Earth Programme, Equitable Earth has revised these terms of reference for the next phase of engagement with the TAB. This document sets out the purpose, authority, composition, working modalities, and terms of engagement of the TAB.

2 Purpose

The TAB is an independent advisory body that provides expert guidance and technical oversight to Equitable Earth. Its core purpose is to ensure that Equitable Earth's methodologies, standards, and programme documents are robust, technically sound, and represent best practice in science and the market. The TAB is distinct and operates independently from Equitable Earth's Governing Board.

Specifically, the TAB is expected to:

- Provide insights and recommendations on technical, governance, and operational matters.
- Ensure that Equitable Earth's methodologies align with best practices in science and the voluntary carbon market.
- Challenge Equitable Earth's approach, bring new ideas, and act as a sounding board to test innovative concepts and prioritise methodology and programme development.
- Operate in a responsive, proactive, and self-governing manner.

The Equitable Earth Secretariat supervises and administers the TAB.

Working Groups

Equitable Earth will supplement the TAB with working groups of technical experts to progress specific initiatives or gather targeted insights on particular topics. TAB



members may or may not participate in those working groups. Example working groups and topics may include:

- Carbon: field calibration, risk map development, quantification approaches
- Ecological Condition: field assessment protocols, ecological risk assessments
- Social and Livelihoods: monitoring indicators and protocols, community and stakeholder engagement

Working groups will have clearly defined scopes and time-bound work plans. Equitable Earth will issue a call for applications in advance of convening working groups.

3 Authority and Scope

The TAB serves as an independent advisory body. The TAB operates collegially and independently of Equitable Earth's internal hierarchy and executive leadership. TAB members are not subject to Equitable Earth's operational management. TAB members serve in a personal capacity and not as representatives of their employers or organisations.

The TAB does not have decision-making authority over Equitable Earth's operations, nor does it have the power to mandate, block, or require specific actions from Equitable Earth. Equitable Earth retains responsibility for all final decisions. Within this advisory role, the TAB:

- Provides feedback, input, and recommendations for Equitable Earth's consideration on technical, governance, and operational matters.
- Ensures Equitable Earth follows due process and makes balanced, informed decisions.
- Reviews and provides sign-off on proposed revisions and/or final programme documents ahead of public consultations and publication.

Note that sign-off confirms that the approach is scientifically sound, that Equitable Earth has followed the appropriate process, gathered diverse perspectives, consulted relevant experts, and arrived at decisions in an appropriate manner. Sign-off does not require full consensus among TAB members, though Equitable Earth seeks broad agreement wherever possible.

The scope of the TAB broadly includes any Equitable Earth Programme operations, including the design and development of requirements, certification and related procedures, and governance.



4 Composition

The TAB is composed of one chair and up to five members. Equitable Earth may add additional members at its discretion.

Equitable Earth seeks diverse representation across relevant technical disciplines, geographies, and market perspectives.

The TAB should include representatives with experience in the following fields:

- Ecosystem restoration and/or conservation projects
- Certification and Measurement, Reporting, and Verification (MRV)
- Carbon credits and issuance mechanisms
- Environmental and climate governance and policy

Equitable Earth will seek members with experience in biodiversity management and monitoring, ecology, local community engagement, and Indigenous Rights.

5 Roles and Responsibilities

TAB Members

The TAB chair will, in addition to the TAB member responsibilities:

- Ensure the Terms of Reference and mandate of the TAB are executed.
- Ensure effective running of TAB meetings and appropriate record keeping.
- Ensure the annual report of the TAB is accurate and reflects the advice of the TAB.

TAB members will:

- Participate in quarterly virtual meetings and engage asynchronously through shared platforms.
- Review pre-reads, draft requirements, proposed revisions, research results, and other relevant programme documents.
- Provide expert input and recommendations to strengthen Equitable Earth's methodologies and programme.



- Bring new ideas and challenge Equitable Earth's approaches to ensure alignment with guiding principles and best practices.
- Provide guidance on Equitable Earth's roadmap and strategic priorities.
- Provide sign-off on programme documents and methodologies ahead of public consultations and publication (see Section Authority and Scope for more information about sign-off).
- Prepare and publish an annual report, documenting TAB discussions, feedback, diverging views, recommendations, and decisions, including any objections.
- Maintain confidentiality on sensitive matters and declare any potential conflicts of interest, in line with Equitable Earth's [Code of Ethics](#) and [Anti-Fraud Policy](#).

Equitable Earth Secretariat

The Equitable Earth Secretariat will:

- Facilitate communication, coordinate meetings, and share relevant materials in advance.
- Provide regular updates — through newsletters or briefing notes — ahead of quarterly meetings to ensure meeting time is used productively.
- Share background papers, proposals, and research in advance of all meetings and asynchronous review requests to enable productive and informed sessions. Materials will be shared at least one week before quarterly meetings and two working days before ad-hoc meetings.
- Share the strategic programme development roadmap.
- Document TAB meeting minutes, feedback, recommendations, and decisions, including any diverging views and objections.
- Support members' participation through compensation.

6 Working Modalities

Formats for Engagement

Equitable Earth plans to engage TAB members through the following formats:

- Quarterly two-hour virtual meetings using video conferencing tools (e.g., Google Meet). Meeting agendas and background materials will be shared at least one week in advance.



- Ad hoc virtual meetings on specific topics, as required. Background papers, proposals, and research will be shared in advance.
- Asynchronous reviews and input on proposals, research results, revised requirements, and other programme documents, submitted via email or shared document platforms.

Outside of quarterly meetings, an estimated 8-10 hours of work is expected each quarter, though this may vary depending on priorities.

TAB members are not expected to attend every ad hoc meeting. Equitable Earth will always seek to provide sufficient advance notice and background materials to enable meaningful participation.

TAB members operate remotely. If an in-person meeting is required, Equitable Earth will cover reasonable travel expenses for all TAB members.

7 Terms of Appointment

TAB members are appointed for an initial term of two years. Terms may be extended by mutual agreement between Equitable Earth and the TAB member, up to a maximum of three consecutive years. TAB members may be reappointed for a second term after a 24-month cooling-off period.

Equitable Earth reserves the right to remove a TAB member where there is a material breach of confidentiality obligations, an undisclosed conflict of interest, or persistent non-participation, which includes non-attendance of two meetings without advance notice of three weeks.

TAB members may voluntarily resign before the term has ended by providing advance written notice of at least two months to Equitable Earth, who may appoint a replacement at its discretion.

8 Compensation

TAB members' time and expertise are valued and integral to the integrity of the Equitable Earth Programme. Equitable Earth will compensate TAB members through a quarterly retainer to cover preparation and participation in scheduled meetings and asynchronous review activities.

Compensation specifics will be confirmed with members upon appointment. Additional compensation for work related to ad hoc meetings or specific deliverables will be determined on a case-by-case basis and agreed in advance.



9 Confidentiality

All members of the TAB, including Equitable Earth staff, must:

- Treat all discussions as confidential unless explicitly stated and formally communicated by Equitable Earth otherwise.
- Follow principles of integrity, transparency, and accountability outlined in the Equitable Earth [Code of Ethics](#).
- Disclose any potential real or perceived conflict of interest that may arise, particularly in project-specific discussions, and comply with the procedures established in Equitable Earth [Anti-Fraud Policy](#).
- Respect and protect community rights, cultural protocols, and knowledge-sharing boundaries, where applicable.



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