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Contents

| Contents | 2 |
|--|----|
| Executive Summary | 3 |
| 1 Methodology | |
| 1.1 Organisational and operational boundaries | |
| 1.2 Emission sources and activity data | 6 |
| 1.3 GHGs applied | 9 |
| 1.4 Emission factors | 9 |
| 2 Results | 10 |
| 2.1 Total net carbon emissions | 10 |
| 2.2 Transportation in vehicles owned or controlled by NEPCon | 12 |
| 2.3 Employee commuting | 12 |
| 2.4 Electricity consumption | 13 |
| 2.5 NEPCon Development Week | 14 |

Executive Summary

NEPCon aims to lead by example in managing our environmental performance and disclosing the impact of our operations. We have been reporting on the climate impacts associated with our operations since 2016.

This report provides a comprehensive breakdown of NEPCon carbon emissions arising in 2018 from all its operations.

It should be noted that NEPCon on October 2018 significantly increased in size with the acquisition of RA-Cert – an acquisition significantly impacting our carbon emissions. We will therefore conduct a review in 2020 to determine the necessity of a baseline restatement. Nevertheless, NEPCon is strongly committed to reduce the environmental impact of its activities and the data presented in this report will among others form basis for a revision of our travel and procurement policies and help set targets for further reductions.

Over the past year, the significant acquisition of RA-Cert coupled with continued growth in our business and employee numbers has created upward pressure on both business travel and office-related emissions. In addition, the quality of emission data from NEPCon's internal system has increased compared to previous years.

In 2016, the total net carbon footprint of NEPCon's normal operations was 387,3 tCO2e and the relative emissions 3,49 tCO2e/full-time employee. In 2017, these figures increased to 499,6 tCO2e and 3.84 tCO2e/full-time employee, respectively. In 2018, these figures increased to 1 028 tCO2e and 6.8 tCO2e/full-time employee, respectively. Emissions from business travel accounted for 69% of total carbon emissions from NEPCon's normal operations in 2018 followed by business accommodation (17%), commuting (6%), electricity (3%) and NEPCon owned cars (2%).

In 2018, NEPCon held its biannual NEPCon Development Week (NDW) bringing together staff from all over the world to build relational ties as well as professional and social competencies. As the NDW is not part of normal operations, and to enable yearly comparison, the carbon emissions from the NDW are presented in this report separately from the emissions related to our regular operations. They are however of course considered part of the NEPCon's total carbon footprint for 2018 and will be included in our carbon offsetting scheme. The carbon emissions from the NDW 2018 amounted to approximately 381t CO2e with travel and accommodation accounting for 86% and 14%, respectively.

1 Methodology

The carbon footprint accounting in this report is based on NEPCon Carbon Footprint Management Standard (2013 version 1,0). Additional documents were referenced during the accounting process:

- Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- Technical Guidance for Calculating Scope 3 Emissions (2013 version 1.0)
- 2018 Government GHG Conversion Factors for Company Reporting (UK, Department of Business, Energy and Industrial Strategy)

1.1 Organisational and operational boundaries

The accounting covers the corporate carbon footprint of NEPCon's subsidiaries during the reporting year 01.01.2018 – 01.12.2018 (Table 1):

| Legal Entity | Main Office | Region of activity | No of employees 2018 |
|---|--------------------------------|---------------------------------------|----------------------|
| Nature Ecology and People Consult Sdn Bhd | Kuala Lumpur, Malaysia | Asia Pacific | 3 |
| Nature, Ecology and People Consult Sweden AB | Home Office | Sweden | 1 |
| NEPCon F.M.B.A | Copenhagen, Denmark | Global | 18 |
| NEPCon Bulgaria EOOD | Sofia, Bulgaria | Bulgaria | 3 |
| NEPCon Certificering ApS | Aarhus, Denmark | Denmark | 8 |
| NEPCon Group s.r.o | Brno, Czech Republic | Czech Republic | 2 |
| NEPCon LT UAB | Vilnius, Lithuania | Lithuania, Belarus, Ukraine | 16 |
| NEPCon OOO | Home Office | Russia | 14 |
| NEPCon OÜ | Tartu, Estonia | Estonia | 16 |
| NEPCon SIA | Riga, Latvia | Latvia | 8 |
| NEPCon Sp. z o.o. | Krakow, Poland | Belgium, Germany, Poland, Romania, | 21 |
| NEPCon Spain S.L. | Madrid, Spain | Spain | 7 |
| NEPCon UK Ltd | London, UK | UK | 7 |
| NEPCon Vietnam Ltd | Ho Chi Ming City, Vietnam | Vietnam | 3 |
| NEPCon Guatemala Certificaciones, Limitada* | Guatemala City, Guatemala | Meso America | 7 |
| Nepcon Costa Rica S.A.* | Home Office | Meso America | 4 |
| PT Nature Economy and People Connected* | Jakarta and Bali, Indonesia | Asia Pacific | 20 |
| Nepcon Kenya Limited* | Nairobi, Kenya | Africa | 2 |
| Nepcon Bolivia S.R.L.* | Santa Cruz, Bolivia | South America | 6 |
| Nepcon Peru S.A.C.* | Home Office | South America | 2 |
| Nature Economy People Connected (NEPCon)* | Accra, Ghana | Africa | 4 |
| Nepcon Canada Inc.* | Home Office | North America | 10 |
| NEPCON LLC* | Vermont, USA | North America | 26 |
| NEPCON MEXICO A.C.* | Durango, Mexico | Meso America | 7 |
| NEPcon (Beijing) Technical Promotion Co., Ltd* | Beijing, China | East Asia | 2 |
| TOTAL | | | 217 |
| | | | |

Table 1 Legal entities of NEPCon covered by carbon footprint accounting 2018. *Accounting only covers Q4.

The accounting covers following organisational activities:

- Emissions from electricity usage in offices owned or controlled by NEPCon and from home offices used by NEPCon employees
- Emission from transportation in vehicles owned or controlled by NEPCon
- Emissions from business travel of NEPCon employees, board members, external auditors and consultants
- Emissions from NEPCon employees commuting to work
- Emissions from hotel accommodation due to business travel

Detailed activities are listed in Table 2

| Activity | Description | | |
|--|--|--|--|
| Transportation in vehicles owned or controlled by NEPCon | Car travel in 4 NEPCon offices | | |
| Electricity | Electricity usage in NEPCon offices and home offices | | |
| Business travel (employees, board | Air travel short-haul/Economy class | | |
| members, external consultants) | Air travel long-haul/Economy class | | |
| | Rail travel (train travel and city train) | | |
| | Bus travel (long-distance bus and city bus) | | |
| | Metro travel | | |
| | Tram travel | | |
| | Ferry travel | | |
| | Taxi travel | | |
| | Employee owned car travel | | |
| | Rental car travel | | |
| | Hotel accommodation due to business travel | | |
| Commuting (employees) | Car travel | | |
| | Car sharing | | |
| | Rail travel | | |
| | Bus travel | | |
| | Other public transport (PT) travel | | |
| | Motorbike travel | | |

Table 2 NEPCon's activities covered by carbon footprint accounting

Three organisational activities were excluded from the current accounting due to lack of relevance:

| Activity | Reason for excluding |
|--|---|
| Product transportation by third parties | NEPCon is not producing, delivering or selling any kind of products |
| Extraction, production, transportation and storage of goods and services purchased or acquired | NEPCon is not producing, delivering or selling any kind of products |

| Downstream | transportation | and | distribution |
|----------------|------------------|------|--------------|
| of products se | old by the repor | ting | company |

NEPCon is not producing, delivering or selling any kind of products

1.2 Emission sources and activity data

Following definitions were used to identify emissions associated with NEPCon's operations:

Direct GHG emissions – emissions from sources that are owned or controlled by the reporting company:

SCOPE 1 emissions from operations that are owned or controlled by the reporting company

Indirect GHG emissions – emissions that are a consequence of the activities of the reporting company, but occur at sources owned or controlled by another company:

| SCOPE 2 | emissions from the generation of purchased or acquired electricity, steam, heating or cooling consumed by the reporting company |
|---------|--|
| SCOPE 3 | all indirect emissions (not include in Scope 2) that occur in the value chain of the reporting company, including upstream emissions |

Greenhouse gas emissions can be measured directly at the source by continuous emissions monitoring or by estimating the amount emitted using activity data (such as the amount of fuel or distance travelled) and applying relevant conversion factors. Table 3 lists the activity data used in current carbon footprint accounting. It is based on primary data received from following sources:

- NEPCon employees' expense reports registered in Salesforce travel tickets and employee own car usage for work purposes
- Data from RA-Cert on Q4 expenses related to internal operations
- Office reports data provided by office managers about company car usage and consumption of electricity
- Commuting survey data from a questionnaire about employees commuting habits.

| Emission type | Scope | Definition (GHG Protocol) | Category (GHG Protocol) | Emission source (NEPCon) | Unit | Activity data source (NEPCon) | | | | |
|----------------------|---------|---|---|--|--------------|---------------------------------------|--|--|--------------------|--------------|
| Direct emission | Scope 1 | Emissions from operations that are owned or controlled by the reporting company | Transportation of products, materials, waste and employees | Transportation in vehicles owned by NEPCon | km | Office report | | | | |
| Indirect emission | Scope 2 | Emissions from the generation of purchased or acquired electricity, steam, heating or cooling consumed by the reporting company | Imports of electricity, heat and steam | Electricity | kWh | Office report | | | | |
| Indirect | Scope 3 | All indirect emissions that | Business travel - | Business travel/Air travel long haul | passenger km | Employee expense report in Salesforce | | | | |
| emission | | occur in the value chain of the reporting company | transportation of employees for | Business travel/Air travel short haul | passenger km | Employee expense report in Salesforce | | | | |
| | | the reporting company | business-related | Business travel/Rail travel | passenger km | Employee expense report in Salesforce | | | | |
| | | | activities in vehicles owned or operated | Business travel/City train travel | passenger km | Employee expense report in Salesforce | | | | |
| | | | by third parties All indirect emissions | Business travel/Bus travel | passenger km | Employee expense report in Salesforce | | | | |
| | | | that occur in the value chain of the | Business travel/City bus travel | passenger km | Employee expense report in Salesforce | | | | |
| | | | reporting company | Business travel/Metro travel | passenger km | Employee expense report in Salesforce | | | | |
| | | | | Business travel/Ferry travel | passenger km | Employee expense report in Salesforce | | | | |
| | | | | Business travel/Taxi travel | passenger km | Employee expense report in Salesforce | | | | |
| | | | | Business travel/Rental car | km | Employee expense report in Salesforce | | | | |
| | | | | Business travel/Employee owned car | km | Employee expense report in Salesforce | | | | |
| | | | | Hotel accommodation | room/night | Employee expense report in Salesforce | | | | |
| | | | Employee commuting | Commuting/Car travel | km | Commuting survey | | | | |
| | | | transportation of employees between their homes and their worksites | Commuting/Car sharing | km | Commuting survey | | | | |
| | | the | | Commuting/Bus travel | passenger km | Commuting survey | | | | |
| | | | | Commuting/Rail travel | passenger km | Commuting survey | | | | |
| | | | Commuting/Other PT | | | | | | Commuting/Other PT | passenger.km |
| | | | | Commuting/Moped, motorcycle | km | Commuting survey | | | | |

Table 3 Activity data, units and data sources



The calculations were performed using a excel spreadsheet - an inventory of GHG emissions by source was calculated by applying the emission factors to relevant activity data and aggregating the results to calculate NEPCon's total carbon footprint.

Notes for calculations in different activity fields are listed in Table 4.

| Activity | Notes for calculations |
|-------------------------|--|
| Business travel | Following distances were applied to trips where origin and destination were not indicated: - Taxi trip – 5 km |
| | - City bus trip – 10 km - City train trip - 20 km - Metro trip - 20 km |
| Hotel accommodation | Average number of nights per expense line registered in Salesforce was estimated from a sample and applied to the total number of expense lines used for hotel accommodation related to business travel in 2018. |
| Employee commuting | Data from 1 survey was used to estimate the yearly distances travelled and modal split. 224 annual working days (working days in Denmark) was used to estimate the annual value for distances. |
| Electricity consumption | Electricity consumption data was collected from offices in 11 countries. In the remaining countries, either no data was available, or no office is in place. |
| | Based on reported data, an average yearly consumption was found per employee of NEPCon and applied to estimate the consumption in those offices or for those employees where data was not available. |
| | The estimation of electricity consumption included employees working from home, assuming that their electricity consumption is the same as for employees working in NEPCon offices. |
| | An average emission factor for all countries reported in DEFRA2014 was applied to the calculations. |

Table 4 Notes for calculations

According to NEPCon Carbon Footprint Management Standard p 2.1.8, emissions which do not account for more than 5% of the total anticipated carbon footprint and which are costly of unfeasible to quantify precisely, may be excluded from the calculations. Based on the 2016 and 2017 carbon footprint accounting, following activity data were left out from 2018 accounting: heating, water supply, water treatment, waste generation and paper purchases. To compensate for the emissions excluded from these activities, a buffer (3% of total emissions as per 2016 calculations) was added to the total annual carbon emission.

1.3 GHGs applied

Values for the non-carbon dioxide (CO2) GHG, methane (CH4) and nitrous oxide (N2O), are presented as CO2 equivalents (CO2e) in the current accounting. UK "Government Greenhouse Gas (GHG) Conversion Factors for Company Reporting 2018" was used as the best available public data source for conversion factors.

1.4 Emission factors

Emission factors are calculated ratios that link GHG emissions to an activity at an emission source thereby converting activity data to carbon emissions. Emission factors used for the calculation of the 2018 carbon footprint and sources of data are found in Table 5.

| Scope | Emission source | Туре | Unit | Emissio n factor kgCO2e /unit | Data source |
|------------|----------------------------|--------------------------------|-------------|--|--|
| Scope 1 | Transportation in vehicles | Average car/ petrol | km | 0.18368 | DEFA2018/Business travel land |
| | owned or controlled by | Average car/ diesel | km | 0.17753 | DEFRA2018/Business travel land |
| | NEPCon | Average car/ hybrid | km | 0.12568 | DEFRA2018/Business travel land |
| Scope 2 | Electricity | Country average, consumption | kWh | 0.28307 | DEFRA2014 ¹ /Overseas electricity |
| Scope 3 | Air travel | Short/haul/Economy class | passengerkm | 0.15970 | DEFRA2018/Business travel air |
| | | Long-haul/Economy class | passengerkm | 0.16279 | DEFRA2018/Business travel air |
| | Rail travel | National rail | passengerkm | 0.04424 | DEFRA2018/Business travel land |
| | Bus travel | Coach | passengerkm | 0.02801 | DEFRA2018/Business travel land |
| | Tram travel | Light rail and tram | passengerkm | 0.03967 | DEFRA2018/Business travel land |
| | Ferry travel | Car passenger | passengerkm | 0.12952 9 | DEFRA2018/Business travel sea |
| | Taxi travel | Regular Taxi | passengerkm | 0.11529 | DEFRA2018/Business travel land |
| | Car travel | Average car/ unknown fuel type | km | 0.18064 | DEFAR2018/Business travel land |
| | Accommodation | Average acommodation | bednight | 52.2 | DEFRA2018/Business travel land |

Table 5 Emission factors and data sources

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¹ DEFRA is not providing overseas CO2 emission factors for electricity from 2015 onward.



2 Results

2.1 Total net carbon emissions

Total carbon footprint from NEPCon internal operations in 2018 was 1028 tCO2e corresponding to a relative emission of 6.8 tCO2e per employee. Table 6 below provides a details overview of the Scope 1, Scope 2 and Scope 3 emissions.

| Scope | Category | Emission source | Unit | Activity data | Emission (tCO2e) |
|--------------------------------|----------------------------------|---|---------------|------------------|---------------------|
| Scope 1 | Transportation of products, | Transportation in vehicles owned or controlled by NEPCon (diesel) | km | 96 010 | 17.04 |
| materials, waste and employees | | Transportation in vehicles owned or controlled by NEPCon (hybrid) | | 36 875 | 3.99 |
| | | Transportation of employees TOTAL | | | 21 |
| Scope 2 | Imports of | Electricity kWh | | 93 360 | 26.28 |
| | electricity, heat and steam | Imports of electricity TOTAL | | | 26 |
| Scope 3 | Business travel - | Business travel/Air travel long haul | passenger. km | 2 298 566 | 374.18 |
| | transportation of employees for | Business travel/Air travel short haul | passenger. km | 1 244 883 | 198.80 |
| | business-related | Business travel/Train travel | passenger. km | 304 835 | 13.48 |
| | activities in vehicles owned or | Business travel/City train travel | passenger. km | 5 933 | 0.25 |
| | operated by third parties | Business travel/Bus travel | passenger. km | 25 314 | 0.71 |
| | parties | Business travel/City bus travel | passenger. km | 3 190 | 0.32 |
| | | Business travel/Metro travel | passenger. km | 7 700 | 0.29 |
| | | Business travel/Ferry travel | passenger. km | 4 332 | 0.56 |
| | | Business travel/Taxi travel | passenger. km | 8 120 | 0.94 |
| | | Business travel/Employee owned car | km | 367 755 | 66.43 |
| | | Business travel/Rental car | km | 34 095 | 6.16 |
| | | Business travel/hotel accommodation | bed night | 3443 | 179.45 |
| | | Business travel/unidentified | NA | | 42.80 |
| | | Business travel TOTAL | | | 884 |
| | Employee | Commuting/Car travel petrol | km | 184 346 | 33.86 |
| | commuting - transportation of | Commuting/Car travel diesel | km | 100 814 | 17.89 |
| | employees between their | Commuting/Car travel hybrid | km | 2 880 | 0.35 |
| | homes and their | Commuting/Carshare | passenger. km | 14 918 | 2.7 |
| | worksites | Commuting/Bus travel | passenger. km | 24 109 | 0.67 |
| | | Commuting/Rail travel | passenger. km | 90 406 | 3.6 |
| | | Commuting/Other PT | passenger. km | 8 760 | 0.33 |
| | | Commuting/Motorbike travel | passenger. km | 16 558 | 1.9 |
| | | Commuting TOTAL | | | 61 |
| TOTAL | | 1 | | | 998 |
| Buffer 3% | | | | | 30 |
| GRAND TO | | la 6 Datailed evenieur of NEDCan's total em | | | 1028 |

Table 6 Detailed overview of NEPCon's total emissions 2018

Almost 71% of the total carbon emissions were related to business travel followed by accommodation (18%) and electricity (3%) (Figure 1).

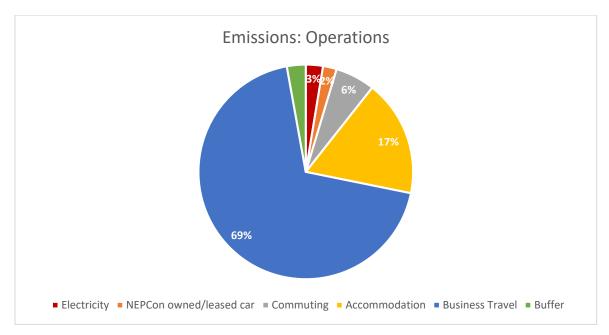


Figure 1 Total carbon footprint by emissions source

Mobility emissions such as business travel, owned/leased vehicles and employee commuting, accounted for 76% of NEPCon's total carbon emission in 2018. The breakdown of the carbon emission from NEPCon's business travel is shown in the figure below (Figure 2). Air travel accounts for 89% of all emissions related to business travel followed using car (9 %) and travel by train (2%)

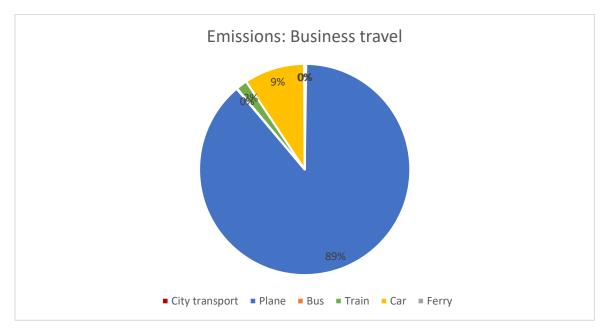


Figure 2 Carbon footprint from business travel by emissions source



2.2 Transportation in vehicles owned or controlled by NEPCon

Three of NEPCon's subsidiaries reported to own or lease vehicles in 2018 (Table 10).

| Entity | Car Model | Fuel type | Car Manufacture year |
|---------------|-------------------|-----------|----------------------|
| Nepcon OÜ | Hyundai i40 wagon | Diesel | 2015 |
| Nepcon OÜ | Open Astra | Diesel | 2018 |
| NEPCon SIA | Skoda Octavia | Diesel | 2016 |
| NEPCon LT UAB | Nissan Qashqai | Diesel | 2016 |
| NEPCon LT UAB | Kia Niro | Hybrid | 2018 |

Table 7 Vehicles owned or leased by NEPCon

Approximately 130 000 kilometres was travelled in cars owned or leased by NEPCon in 2018, resulting in net carbon emissions of approximately 21 t CO2e (Table 6).

2.3 Employee commuting

In 2018, NEPCon employees commuted approximately total distance of 443 000 km from their home to work (please note that 44% of NEPCon employees stated that they work from home and don't regularly go to any offices). Personal car accounted for 63% of the total commuting distance followed by train (20%), bus (5%) and motorbike (4%). In terms of carbon emissions, commuting via personal car accounted for approximately 85 % (52 t CO2e) of the total emissions from commuting.

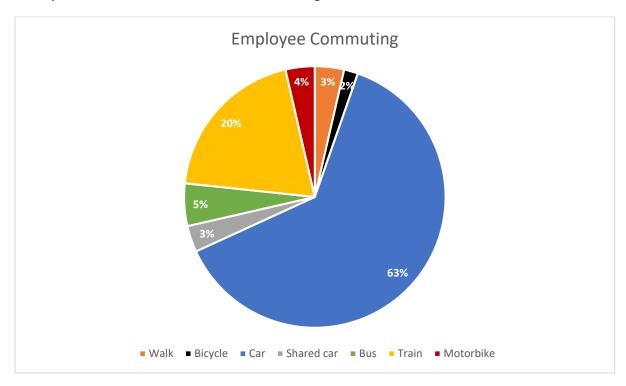


Figure 3 Employee commuting by mode

Of the NEPCon employees who stated that they go the office, 63 % of employees stated that they go to the office every day while 25 % go to the office 3-4 days a week and 12 % only 1-2 days a week.

2.4 Electricity consumption

Electricity consumption from NEPCon subsidiaries amounted to 93,360 kWh resulting in related emissions of 26.28 t CO2e.

| Subsidiary | # employe es | Consumpti on (kWh) | Emissio ns (kgCO2 e) | Emissions/employee/y ear (kgCO2e) |
|---|--------------------|-----------------------|-------------------------------|--------------------------------------|
| NEPCon LT UAB | 16 | 24217 | 6855 | 428 |
| NEPCon F.M.B.A. | 18 | 21600 | 6114 | 340 |
| NEPCon OOO | 14 | 7165 | 2028 | 580 |
| NEPCON LLC* | 26 | 4333 | 1227 | 47 |
| NEPCon Certificering ApS | 8 | 4095 | 1159 | 145 |
| NEPCon OÜ | 16 | 4005 | 1134 | 71 |
| NEPCon Sp. z o.o. | 21 | 3788 | 1072 | 51 |
| NEPCon Spain SL | 7 | 3583 | 1014 | 145 |
| NATURE ECONOMY AND PEOPLE CONNECTED SDN. BHD. | 3 | 3004 | 850 | 283 |
| PT Nature Economy and People Connected* | 20 | 2559 | 724 | 145 |
| NEPCon SIA | 8 | 2131 | 603 | 75 |
| NEPCon Bulgaria EOOD | 3 | 1535 | 435 | 145 |
| NEPCon Vietnam Ltd | 3 | 1535 | 435 | 145 |
| Nepcon Bolivia S.R.L.* | 6 | 1515 | 429 | 286 |
| NEPCon UK Ltd | 7 | 1479 | 419 | 60 |
| Nepcon Canada Inc.* | 10 | 1280 | 362 | 145 |
| Nepcon Peru S.A.C.* | 2 | 1024 | 290 | 580 |
| NEPCon Guatemala Certificaciones, Limitada* | 7 | 896 | 254 | 145 |
| NEPCON MEXICO A.C.* | 7 | 896 | 254 | 145 |
| NEPCon Group s.r.o | 2 | 740 | 209 | 105 |
| Nepcon Costa Rica S.A.* | 4 | 512 | 145 | 145 |
| Nature Economy People Connected (NEPCon)* | 4 | 512 | 145 | 145 |
| Nature, Ecology and People Consult Sweden AB | 1 | 512 | 145 | 145 |
| NEPcon (Beijing) Technical Promotion Co., Ltd.* | 2 | 256 | 72 | 145 |
| Nepcon Kenya Limited* | 2 | 190 | 54 | 108 |

Table 8 Electricity consumption and related emissions by subsidiary. *Accounting only covers Q4.



2.5 NEPCon Development Week 2018

Every second year NEPCon holds an event for all staff called the NEPCon Development Week. As the Development Week is not part of normal operations it is decided for the purpose of yearly comparison not to include the carbon emissions in the statistics above. Nevertheless, the emissions from the NEPCon Development Week are considered part of the total carbon footprint for 2018 and will be included in NEPCon's carbon off-setting scheme. The carbon emissions from the NEPCon Development Week 2018 amounted to approximately 381 t CO2e with travel and accommodation accounting for 86% and 14%, respectively.



NEPCon

About NEPCon

NEPCon (Nature Economy and People Connected) is an international non-profit organisation working to support better land management and business practices that benefit people, nature and the climate in 100+ countries around the world. We do this through innovation projects, capacity building and sustainability services. We focus on forest and climate impact commodities and related sectors, such as tourism.

We are accredited certifiers for sustainability schemes such as FSCTM (Forest Stewardship CouncilTM), PEFC (Programme for the Endorsement of Forest Certification), RSPO (Roundtable on Sustainable Palm Oil), Rainforest Alliance Sustainable Agriculture and SBP (Sustainable Biomass Program). We also certify to our own LegalSourceTM, Sustainable Tourism and Carbon Footprint Management standards. A self-managing division of NEPCon promotes and delivers our certification services. Surplus from certification activities supports the NEPCon's non-profit activities.

NEPCon is recognised by the EU as a Monitoring Organisation under the EU Timber Regulation.

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