

## Member Expectations

Global sustainability threats—the climate crisis, water scarcity, racial, gender and economic inequity—grow more urgent with each passing day and are already undermining the well-being of our planet and its people. The business case for sustainability has never been stronger. The imperative to act has never been more urgent.

As sustainability advocates, Ceres works with members of the Ceres Company Network to help them evolve, transform and successfully navigate toward a more equitable, just and sustainable future where sustainability is the bottom line. Ceres helps companies move from commitment to impact.

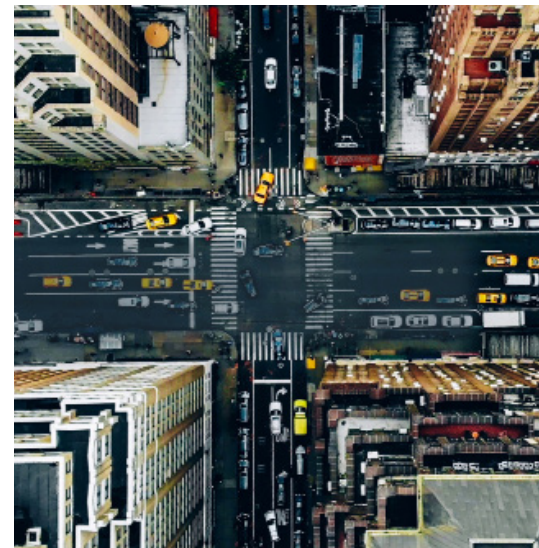
### From words to results.

Our members recognize the business value of embedding sustainability into core business priorities, governance and strategy, and consistently strive toward sustainable business leadership. In support of this, all members commit to a set of expectations that are designed to build a foundation of collaborative partnership, guide constructive engagement and define a minimum standard of performance for sustainable business leadership.

### Joining the Company Network





All Ceres Company Network members are formally approved by the Ceres Board of Directors. In support of that approval process, all prospective member companies will:

- **Provide a letter of commitment**, issued from a member of the executive management team to the Ceres CEO, describing the company's acknowledgement of and commitment to the Ceres Company Network member expectations and articulation of the opportunities provided by membership.
- **Schedule a meeting** between the company's CEO and the Ceres CEO to affirm the mutual commitment to engage on the company's most material and salient issues, as well as support for Ceres strategic priorities. In the case of a future leadership transition, a meeting between the company's new CEO and the Ceres CEO will take place within 12 months of the transition in order to reaffirm that commitment.







## Business Integration Expectations

Ceres member companies recognize the value of building integrated and effective sustainable business strategies that are guided by material and salient sustainability risks and opportunity, informed by a diversity of stakeholder perspectives and implemented via clear commitment and oversight of critical decision-makers from across the enterprise. To demonstrate this level of integration, Ceres member companies commit to the following:

-  A clear, consistent and accessible public acknowledgement by the executive management team recognizing sustainability as a business imperative.
-  Regular and public disclosure of the most material and salient sustainable business priorities, commitments and performance, as well as information describing how sustainability considerations are integrated across the business via governance and management systems.
-  Regular, constructive engagement with Ceres on issues of material and salient importance to the company, as identified with Ceres at the outset of membership and on an ongoing basis. This commitment includes at least one structured engagement within the first 12 months of membership and thereafter no less frequently than every 24 months. The member company will ensure the participation of key business decision makers in both direct engagement with Ceres and Ceres-led multi-stakeholder dialogues.
-  Ongoing improvement of sustainable business integration as described in the [Ceres Roadmap 2030](#), with a particular emphasis on embedding sustainability into accountability systems and advancing regulatory certainty by aligning policy activity with the latest environmental science, internationally recognized standards for human and labor rights and opportunities to maximize community and worker well-being.

## Performance Expectations

Members of the Ceres Company Network are committed to driving sustainable business leadership and taking action to stabilize the climate, protect water and natural resources and build a just and inclusive economy. As guided by the [Ceres Roadmap 2030](#), certain actions are now foundationally necessary in the transition to a just and sustainable economy—and are now the minimum standard for operating as a sustainable business. Therefore, Ceres member companies commit to the following within 24 months of joining the Company Network:

-  Have and disclose Scope 1, 2 and 3 greenhouse gas emission reduction targets (including short and mid term milestones) aligned with the most current science.
-  Have and disclose a policy and/or target(s), as is sector relevant, to conserve and protect water and natural resources, on a path toward future resource positivity.
-  Have and disclose a policy that clearly articulates respect for the human rights of both direct and indirect employees, preferentially aligned to the UN Guiding Principles for Business and Human Rights
-  Have and disclose target(s) to improve representation, on a path to achieving equity for women and other historically disadvantaged or underrepresented groups across the workforce.

Ceres believes that appropriately ambitious commitments create accountability, drive innovation and enable performance improvements. But commitments are only the starting point. Ceres will work with Company Network member companies on an ongoing basis to evaluate performance relative to each member expectation, ensure consistent progress to address their most material and salient impacts, and will use this information to determine engagement priorities.

Failure to meet one or more of the member expectations listed above could lead to a review of membership status and could result in removal from the Company Network. In addition, all member companies will pay an annual network membership fee determined by the company's annual revenue.

For more information, please visit [ceres.org/companynetwork](https://ceres.org/companynetwork), or contact us at [companynetwork@ceres.org](mailto:companynetwork@ceres.org).

