



KruShan Foundation Sustainability Policy

KruShan Foundation Vision Statement

We envision a world where all humans are valued, diversity is applauded and encouraged, where no one is disproportionately affected by climate change, and where no person, class, group, institution, or organization profits from technologies, policies, or actions that harm populations who polluted the least yet suffer the worst effects of the climate crisis.

KruShan Foundation Mission Statement

KruShan Foundation is a global NPO practicing trust-based philanthropy to serve populations disproportionately affected by climate change.

KruShan Foundation Values

KruShan Foundation values empathy, equity, and empowerment.

KruShan Foundation Programs

KruShan Foundation is a 501(c)(3) charitable organization. We are not a private foundation but rather a publicly supported organization that receives support from contributions.

We partner with organizations that aren't on the big donors' radar who work with us to implement solutions in three programs:

- affordable clean energy to off-grid communities, which brings clean cooking, light, education opportunities, increased health, and women's empowerment and safety;
- women's equity and financial inclusion via training and support of women-led businesses; and
- protection of African penguins, a marine sentinel whose endangered status symbolizes climate change's devastating impact on Africa's marine ecosystem and whose decline threatens local economies.

Objectives

Our commitment to environmental, social, economic, and governance responsibilities includes transparency, accountability, internal controls, diversity, equity, inclusion, and justice to be innovative and demonstrate leadership on important issues to those we serve.

We commit to the following:

- Minimize waste, water, energy, land use, and air quality environmental impacts.
 - We work remotely and commit to lowering our carbon impact as much as possible. We collect rainwater, use energy-efficient electric appliances and workstations, reuse, repair, and recycle,

own one compact car that gets 33 mpg city/40 mpg highway (until we can afford an electric vehicle), and reject consumerism.

- We have banking relationships with institutions that do not do business with the fossil fuel industry.
- Land acknowledgment and certifications: Our home and workplace are situated on the land of the Jumano Nation people. Our 4.5-acre forested property in Wimberley, Texas, is a National Wildlife Foundation Certified Wildlife Habitat (#171510), a Xerces Society Pollinator Habitat, a MonarchWatch Monarch Waystation (#10692), a North American Butterfly Association (NABA) Certified Monarch Garden (#2223) and is recognized by the International Dark-Sky Association (IDA)-Texas Chapter as Nature, Neighbor, and Night-Skies Friendly
- Given the nature of our work, we must fly to Sub-Saharan Africa. We directly plant trees to offset air travel GHG emissions rather than purchasing carbon offsets.
- We hold 90% of our meetings online.
- Give back to communities by volunteering and donating resources.
 - We are members of the Texas Master Naturalists (Hays County chapter), where we volunteer for environmental projects, donate personally to Sub-Saharan Africa wildlife organizations, and participate in The Climate Reality Project as Al Gore-trained Climate Reality Leaders.
- Ensure our supply chain has responsible social and environmental practices to the extent possible.
- Advocate for sustainability, resiliency, climate justice, and DEI via our newsletter, social media channels, and presentations.
- Call for transparency in our financial reporting, board governance, funding sources, and grantor/grantee relationships.
- Practice diversity, equity, inclusion (DEI), and justice—An integral component of sustainability is embracing diverse communities and the unique voices they support. We are equity, inclusion, and justice-oriented, which results in diversity, which we sustain by seeing, understanding, valuing, and removing barriers to success. We can't solve complex problems with only the voices of a few.
 - Our [trust-based philanthropy](#) practice demonstrates equity in an unequal dynamic between grantor and grantee. We look for organizations that aren't on the more prominent donors' radar and center on those who have been historically least well served (funding those furthest from opportunity first).

We acknowledge we have limited influence over third parties whose events we may attend but do not organize, such as trade shows, conferences, and other gatherings. While we cannot control the decisions of these parties, we commit to sharing our policy and encourage them to align their operating practices with sustainability goals.

Reporting

We report our progress on our sustainability goals at our annual board meeting.