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The purpose of this document

This document addresses the vision, mission, and ambitions of Viable Community. It also describes objectives, activities, and projects that we carry out and will carry out in order to achieve the set target.

This document also explains the management of the assets, from the method of collecting funds and goods to the spending of Viable assets. If money is reserved for spending in future years, this will also be addressed within this Policy Plan.

¹ Obs.: This policy plan is valid until 2030 and will be revised annually by the board.

Chapter 1 | Mission, Vision and Values

1.1 Mission

Preserve and Regenerate Ecosystems through efficient resource allocation and community collaboration to identify, develop, organize, and implement initiatives that focus on co-ownership, co-working, knowledge sharing, and promoting sustainability.

1.2 Vision

Safeguard Earth's beauty and vital ecosystems for a sustainable future.

1.3 Values

Our Values form the cornerstone of Viable Community's identity and serve as a guiding light in our mission to preserve and regenerate nature.

Knowledge and Innovation

1. We trust in science! We listen to what scientists say to make good decisions
2. We seek learning! Viable Community is a learning organization. We are dedicated to the continuous pursuit of knowledge and personal growth.

Organizational Culture and Management

3. We uphold a culture of accountability! Each member takes responsibility for their actions and decisions.
4. We are committed to transparency! Openly sharing information and decision-making processes ensures honesty and integrity, that define our organizational conduct.
5. We embrace self-management! Striving beyond traditional hierarchical structures, we have embraced self-management.

Collaboration and Community

6. We work together! Collaboration is at the heart of our mission.
7. We are committed to freedom! We champion a culture that respects and values the freedom of every member.
8. We empower! We enable individuals to take initiative, make decisions, and grow both personally and professionally.

Ethical and Sustainable Interactions

9. We are committed to sustainability! Our commitment to environmental stewardship is ingrained in every decision we make.



Chapter 2 | Ambitions

Leading the Sustainable Revolution

- Pioneer a sustainable revolution by reshaping the narrative of nature conservation.
- Commit to transformative preservation and restoration through efficient projects.
- Innovate finance to redefine value and foster economic engagement.
- Build a future-proof organization that combines financial resources, volunteer efforts, and strategic partnerships.

Provide participants with a direct avenue for improving their quality of life, purpose, and continuous self-development.

Efficient Projects | Transformative Preservation and Restoration

- Preserve and restore ecosystems through strategic acquisition, protection, and revitalization of nature.
- Apply sustainable practices in underwater, land, and forest management for holistic environmental impact.
- Evaluate sites for biodiversity enhancement, soil regeneration, carbon sequestration, and positive community impact.
- Utilize advanced technologies and expert consultation for efficient site selection and monitoring.
- Empower local stakeholders, farmers, and community members through education on soil regeneration and reforestation techniques.
- Foster active community involvement for ongoing project maintenance and sustainable living practices.

Financial Innovation | Pioneering Sustainability

- Structure financial and legal frameworks to attract investments and redefine the concept of value.
- Issue tokens corresponding to the value of sustainability projects for community-driven goods and service exchange.
- Foster economic engagement and reinforce shared responsibility through innovative finance.

Future-Proof Organization | Catalysts for Change

- Combine financial resources and volunteer efforts locally and internationally for a high return on investment.
- Forge collaborations with governments, environmental organizations, companies, property owners, and investment funds.
- Achieve economies of scale through strategic partnerships, multiplying the impact of initiatives.
- Accelerate organic growth internationally by establishing partnerships with sectoral leaders.

Viable Community's ambition goes beyond projects—it pioneers a transformative journey towards sustainability, forging paths for others to follow in the pursuit of a harmonious and regenerative future.

Chapter 3 | Opportunities, Risks and Mitigation

3.1 Opportunities

Our objective aligns perfectly with current societal priorities and is met with support from a diverse range of stakeholders. This includes governments, companies, private individuals, and local communities. Companies and hedge funds seeking to invest in our projects, combined with the surplus of capital available from companies with few green investment opportunities, provide a strong foundation for success. Our team, currently consisting of 70+ highly skilled and dedicated international members, is growing consistently, following our gradual growth approach. We enjoy a strong reputation within the industry. Additionally, our team members' networks provide access to a wealth of resources and expertise.

3.2 Risks & Mitigation

Cultural and regulatory challenges: The project may face resistance from local communities and authorities due to cultural differences and unfamiliarity with the rules and regulations.

Climate risks: The project may be affected by changes in weather patterns, extreme weather events, and other climate-related impacts.

Financial risks: The project may face financial challenges such as budget overruns, unexpected expenses, or difficulty securing funding.



Organizational growth: fast growth can lead to a loss of the effective "bottom-up" approach.

To mitigate these risks, possible solutions include:

Adapting to local requirements: Continuously evolving and adapting to local requirements to achieve collaboration with the local communities and authorities.

Building relationships: Building strong relationships with local communities and authorities through effective communication and engagement.

Transparency: Being transparent about the project's goals and objectives to gain the trust of the local communities and authorities.

Compliance: Ensuring compliance with local regulations, guidelines, and policies (legal, regulatory, and governance) .

Climate-smart practices: Implementing climate-smart practices² to protect against climate risks and adapt to changing conditions.

Financial planning: Implementing sound financial planning and budget management practices to mitigate financial risks, such as creating detailed budgets, securing multiple sources of funding, and regularly monitoring expenses.

Gradual growth: Growing gradually, following a growth strategy, and cherishing the calm way of working, instead of getting caught up in a sense of urgency that can lead to ineffective execution of the work.

Chapter 4 | The strategic Objectives



Impact priority areas

Create tangible, Inclusive Positive Impact on the Environment and Society, Emphasizing Education, Awareness, and Active Participation. Ensure Precise Project Planning and Robust Business Cases with Transparent Budgets.

² Implementing smart systems providing accurate and real time data, in order to improve the (water) management practices such as rainwater harvesting, irrigation efficiency, and soil moisture monitoring. Developing drought-tolerant crop varieties and tree species. Incorporating agroforestry practices to provide shade and cool the environment, improve water retention, and reduce evapotranspiration and wildfires.



Strengthen the Organization

Grow from a Startup into a Strong, Reliable, and Well-Respected Organization with a Clear, Easily Accessible, Enjoyable, and Transparent Structure



Have Funds

Attracting available funds from different sources, such as crowdfunding campaigns, grants to support our non-profit activities, and revenues from our for-profit entity, Viable Equity.

Chapter 5 | Roadmap

Our Approach

1. Build and Manage the Organization

- Appropriately assign and manage the necessary personnel, technical, and physical resources to the project. This includes knowledge-sharing opportunities and training among volunteers.
- Provide digital communication and management tools to support volunteers in performing their tasks efficiently and effectively.

2. Project Selection

- Research and analyze potential project locations suitable for our Project Goals to restore soil health and fertility, leading to improved living conditions for local communities, carbon sequestration, and desertification combat.
- Select areas with high desertification levels, EU funding opportunities, and declining local economies.

3. Stakeholder Engagement

- Engage with the following stakeholders and build positive relationships to achieve resultsRecruit volunteers through platforms like "VolunteerTheHague" and LinkedIn.
- Establish an organizational structure appropriate to the nature and goals of the project. It also clearly defines the roles of project members and ensures that each member contributes as expected. This facilitates cooperation and effective division of work to achieve the project's goals.

- **Local Inhabitants, Companies, and Agricultural Communities:** We foster open communication and collaboration with the local community, businesses, and agricultural stakeholders. Seeking their input, addressing concerns, and involving them in the decision-making process. Establishing feedback mechanisms to ensure their voices are heard.
- **Supporters and Donors:** We communicate regularly with individuals and organizations that support the project financially or through in-kind contributions. Keeping them informed about project progress, impact, and how their contributions are making a difference. Organizing appreciation events and acknowledgment campaigns.
- **EU Citizens (EU Subsidies):** We maintain transparent communication with EU citizens who indirectly contribute through subsidies. Providing updates on how EU funds are being utilized, emphasizing the positive environmental and community impact.
- **Investors:** We cultivate strong relationships with investors involved in the project. Keeping them informed about the project's financial performance, milestones achieved, and any potential risks or challenges. Providing regular reports and opportunities for direct engagement, such as investor meetings or forums.
- **Department of Agriculture at the University of Extremadura:** We collaborate closely with experts and researchers from the University's Department of Agriculture. Seeking their expertise in soil analysis, agronomic practices, and sustainable agriculture. Exploring opportunities for joint research and knowledge exchange.
- **Local Organizations, NGOs, and other Educational Institutions:** We establish partnerships with local organizations, non-governmental organizations (NGOs), and other educational institutions. Collaborating on community outreach, educational programs, and capacity-building initiatives related to soil health and environmental sustainability.
- **Governmental Bodies and Local Authorities:** We coordinate with relevant governmental bodies and local authorities to align the project with regional policies and regulations. Seeking necessary approvals, permits, and support to ensure the project's compliance and success.

4. Site and Strategy Evaluation

- Assess our different options for soil revitalization together with our soil regeneration experts;



- **Microbial Enrichment:** Enhancing soil health by introducing beneficial microbes or fungi tailored to specific soil types.
- **Amendment Application:** Applying soil amendments based on soil sample analysis, including additions like sand, lime, compost, or other organic compounds to improve soil structure and fertility.
- **Cover Cropping:** Planting cover crops to protect and improve soil when main crops are not growing, preventing erosion and promoting biodiversity.
- **Rotational Cropping:** Alternating the types of crops planted in a specific area to prevent soil depletion and improve overall soil health.
- **Solar Panel Ground Cover:** Using solar panels to cover soil, providing shade and reducing water evaporation, which can benefit certain crops and the overall soil environment.
- **Biodiversity Enhancement:** Including measures in line with EU proposals for biodiversity, ensuring that revitalization efforts contribute to ecological balance and diversity.
- Identify the most suitable combinations of strategies.
- In addition to the above, other aspects will be considered, including environmental impact assessment, technical feasibility, economic evaluation, social acceptability, legal and regulatory compliance, technological innovation and sustainability, operational and maintenance feasibility, scalability and ease of deployment, risk assessment and countermeasures, and coordination and cooperation.

5. Project Goal setting / Planning

- *Establish specific project goals in consultation with stakeholders.*
- *Develop an initial project plan. The initial project plan should include the following Budget projections and financial feasibility analysis, risk assessment and appropriate remediation processes, communication plan including stakeholder reporting, and methods for monitoring results.*
- *Conduct a financial and environmental feasibility study.*
- *Establish a project team and establish responsibilities, authorities, and role assignments. This includes selecting members with appropriate skill sets and ensuring effective communication with team members.*
- *Draft contracts with relevant stakeholders.*
- *Execute contracts.*

6. Implementation and Monitoring

- *Implement the projects according to the agreed-upon plan.*

- Implement regenerative techniques:
 - Cover cropping: Use a diverse mix of plants to protect the soil from erosion.
 - Reduced tillage: Minimize soil disruption through minimal or no-tillage practices.
 - Agroforestry: Integrate trees into agricultural landscapes to promote biodiversity and improve soil health.
 - Composting: Use organic matter to improve soil fertility and structure.
 - Crop rotation: Alternate crop types to improve soil health and reduce pest and disease pressure.
- Monitor adherence to contract agreements.
- Regularly evaluate the projects through continuous monitoring.
- Raise awareness and appreciation for the importance of preserving and regenerating natural resources. Provide educational opportunities related to soil regeneration, plant species, and volunteer involvement.

7. Evaluation of project results

- *The evaluation will assess the degree to which the project is achieving its goals. Evaluation includes schedule, budget, quality, and stakeholder satisfaction. Through the collection of stakeholder feedback and surveys, Viable understands stakeholder opinions and finds areas for improvement based on them.*
- *The knowledge and experience gained from the project will be evaluated and considered for possible use in the next project and throughout the organization. These are documented and accumulated as Viable's knowledge.*
- *The results of the project and evaluation will be properly documented and summarized in a report. This will include project accomplishments, challenges, learning points, and future improvement plans. Documents and data related to the project will be properly managed in accordance with regulations.*

6. Fine print

Financial accountability:

The financial accountability of Viable Community is of the utmost importance. In our annual report, we provide detailed information on how we manage and allocate our resources and assets. This includes a comprehensive overview of our activities, key policy objectives, and a statement of income and expenditure. Our annual accounts are available for public viewing on our website. Any surplus funds at the end of the year are directed towards our mission of protecting, restoring, and regenerating nature.

We engage an external third-party consultancy firm to conduct an audit of our organization

Overhead Ratio:

We target an operating overhead cost ratio of 18% and guarantee this to stay below 35%. The overhead ratio shall be calculated by dividing the total overhead costs by the total amount of yearly income.

Establishment of an Investment Committee

To ensure sound financial decision-making, Viable Community will establish an Investment Committee dedicated to overseeing the organization's investment activities. Comprising experienced professionals with diverse financial backgrounds, the committee's primary responsibility is to assess potential investment opportunities aligned with our mission. Rigorous due diligence and risk assessment processes are integral to their work, ensuring that any investments made are in harmony with our values and contribute positively to our financial sustainability. The Investment Committee plays a pivotal role in guiding the organization towards prudent and ethical financial strategies.

Remuneration

In terms of remuneration, policymakers may only receive reimbursement for expenses incurred and may receive reasonable attendance fees for meetings. We adhere to the Dutch Top Income Standards Act (WNT) for remuneration guidelines. If there are paid staff members, we also comply with the relevant collective labor agreement.

Reporting

We ensure transparency and communication through regular, easy comprehensible updates and results shared on our website and social media channels. Our strategy for the following year is determined during our annual board meeting. To maintain transparency with our stakeholders, Viable Community prioritizes clear and regular communication with investors. Our reporting mechanisms go beyond mere financial statements, encompassing detailed insights into the impact of investments on our mission and the broader community. Quarterly reports, accessible through our website and other communication channels, provide a comprehensive overview of investment performance, risk management strategies, and the alignment of our financial activities with our organizational goals. This commitment to open communication fosters trust and allows investors to stay informed about the tangible outcomes of their support.