

Report on racial equity, environmental impact, & social change



LEYLINE ADDRESSING RACISM

We created the LEYLINE ADDRESSING RACISM (LAR) Working Group in the transformative summer of 2020 with a commitment to expand diversity and address inequity in the renewable energy industry and our broader society. We identified three focus areas – education, employment, and finance and community partnerships – where we feel most able to make meaningful contributions.

Our work in the past quarter included:

COMMITMENT

- First anniversary of Leyline Addressing Racism!
- Celebrated Juneteenth as a paid company-wide holiday.
- Implemented monthly meeting leaders.
- Implemented monthly updates on LAR efforts to the entire company.
- Started internal conversations about broadening the consultant scope to help create a holistic strategic JEDI (just, equitable, diverse, and inclusive) plan for Leyline.

EDUCATION

- Completed mock interviews with Meredith College.
- Further development on mentorship program with hopes to bring more BIPOC (Black, Indigenous, and people of color) populations into the world of renewables and sustainability by increasing accessibility and entry points.
- Planning and completion of focus group with North Carolina Central University students for mentorship program.
- REEAL (Renewable Energy Externship at Leyline) intern rotated through another three teams at Leyline and completed the externship, now moving into the internship portion.

EMPLOYMENT

- Began debrief related to Q1 implementation of our new JEDI hiring policy.
- Created onboarding process for educating new and current employees on LAR's mission and purpose.
- LAR subgroup focused on identifying an unconscious bias and diversity training for all employees.
- Working with local Durham bookstore [Rofhiwa Book Café](#) to build an LAR resource library.

FINANCE & COMMUNITY PARTNERSHIPS

- MIT Sloan student ["S-Lab"](#) team completed project incorporating JEDI metrics into Leyline's origination process.
- Seeking out potential grant and rebate opportunities for residents with Durham Community Land Trustees.
- Leyline continues partnerships with Black Oak Collective, Renewables Forward, North Carolina Central University, and Made in Durham.
- If interested in a future partnership, please reach out to any Leyline employee!



ENVIRONMENT - SOCIAL - GOVERNANCE

With a portfolio of renewable energy investments, we obviously factor environmental goals into every project we take on. But we strive to go beyond that and find ways to perform well on a range of impact metrics. To that end, we adopted the broadly accepted “ESG” criteria, which serve as markers for tracking how well an organization meets and makes progress across a number of environmental, social, and governance categories. The following outlines our performance against these standards as of the end of the past quarter:

4.3
GW

total electricity generation capacity of Leyline financed projects

296.2MM
MWh

lifetime renewable energy output of projects Leyline helped make possible

175.6
metric tons

carbon dioxide emissions avoided because of Leyline projects

\$114.4 MM
dollars

capital invested in carbon-reducing projects



implementation of just, equitable, diverse, and inclusive hiring policy

8

Leyline employees

self-designated as part of a historically underrepresented racial or ethnic group in finance or renewable energy

11

Leyline employees

self-identified as having a historically underrepresented gender identity in finance or renewable energy

REPORT ON RACIAL EQUITY, ENVIRONMENTAL IMPACT, & SOCIAL CHANGE

LEYLINE RENEWABLE CAPITAL, LLC exists to make a difference in the world – both through the projects we invest in and the way that we operate. Because actions speak louder than words, we adopted goals and established processes to effect real change. We also committed ourselves to regular and transparent reporting on our progress and on what we still have in front of us to accomplish.

[For more details on Leyline's impact in Q2 2021, please read our blog post.](#)