

# 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

- We welcomed our first woman board member Stephanie Mann has joined the Leyline Board of Directors. Stephanie is the Chief Strategy Officer at [Live Oak Bank](#). She brings a depth of experience in knowledge in financing, venture capital, M&A, fintech, and lending to the Leyline Board.
- We have officially hired a Director of People and Culture; Dee Dixon. We are grateful and excited to add her to the team.
- Our JEDI Manager has also joined Renewables Forward, and we look forward to continuing that partnership.

#### EDUCATION

- Currently registering for Career Fairs at local HBCUs.
- Planning more HBCU and minority-serving high school outreach in the Durham area.
- The SEE Fellowship is continuing with its work and has completed Board documentation. Currently, they are working on board recruitment, a fundraising plan, and a budget, and they are actively program planning.

#### EMPLOYMENT

- TS Metrics and Tracking- JEDI Metrics subgroup has identified a list of metrics that will contribute to evaluating the social justice ratings for pipeline investments. They are currently working on accumulating data resources for JEDI metrics flagging as well as where in the diligence process this belongs.
- Evaluated our JEDI metrics around job postings and utilizing diverse job boards. In addition, the Director of People and culture and JEDI manager are looking at hiring and onboarding processes to make all aspects more inclusive.
- Our JEDI Manager has met with DG Plus and through their work together DG Plus ran an evaluation on the website to make sure the website is ADA compliant. They are working with the JEDI Manager to include full team pronouns on the Leyline website.
- A new Employee Resource Group called "Women at Leyline" has begun and hosted their first speaker, Hendrée Jones, PhD.

#### FINANCE & COMMUNITY PARTNERSHIPS

- This quarter we had twelve volunteers spend three hours at the Food Bank of Central and Eastern NC's Durham warehouse unpacking, inspecting, and sorting food and household goods donations from local grocers. They processed over 9,000 lb. of donations, and at an average size of 1.2 lb. per meal. This equates to over 7,000 meals provided for the Durham community.
- In a few weeks, a group will be attending a Habitat build with our local Habitat for Humanity.



## 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:*

**6.0**  
GW

total electricity generation  
capacity of Leyline financed  
projects

**185.6 Mt**  
CO<sub>2</sub>Eq

forecasted amount of greenhouse  
gas carbon emissions avoided  
because of Leyline projects

**335.1**  
TWh

lifetime renewable electricity  
production of projects Leyline  
helped make possible

**\$17.2 MM**  
dollars

capital invested  
in carbon-reducing  
projects



**34%**  
of Leyline employees

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

**34%**  
of 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.