

# Environmental Policy

## Our Commitment

The United Nations has stated in no uncertain terms, climate change is the defining crisis of our time. Combined with the rapid destruction of natural resources and the huge amounts of waste being created, society is faced with an existential challenge that simply must be overcome.

We recognise as a responsible business we have a part to play in the creation of a sustainable future. Protecting the world around us is important to the firm and we are looking at ways we can minimise our impact on the environment both through our operations and behaviours.

By fostering a culture that stimulates respect for the environment we can be a leader and force for good within our sector and are committed to building and developing a sustainable business.

## Our Strategy

We are committed to the Science Based Targets Initiative's (SBTi) Corporate Net Zero Standard and to setting a robust emission reduction target at the pace and scale required by climate science. Care for the environment shall be applied to every aspect of our activity and shall be the responsibility of everyone throughout the business.

- We are committed to achieving net zero by 2040 (subject to verification by the SBTi).
- Our near-term targets include the reduction of scopes 1&2 by 50% and scope 3 by 25% by 2030 (subject to verification by the SBTi).
- We will work with our supply chain and support our clients in achieving their own net zero ambitions.
- We will support our employees in reducing their own carbon footprint as well as contributing to the reduction of the firm's.
- We will adhere to all legislative requirements.
- Our Green Steering Group, made up of our Head of ESG and three members of our Senior Management Team, set our environmental strategy, ensure coverage at a senior level, and ensure environmental impact is considered in business decisions.

## Our Policy

To achieve our strategic aims, we will carry out all reasonably practicable measures to meet, exceed or develop all necessary or desirable requirements. We will continually improve environmental performance through the implementation of the following.

- Measure and analyse our carbon footprint on an annual basis and track progress against our baseline and targets.

- Comply with all applicable environmental legislation and any other standards and codes of practice applicable to our business.
- Annually audit our environmental management system, UKAS certified to ISO 14001.
- Undertake an annual review of our supply chain to measure and report on the sustainability credentials of their service and or product portfolios.
- Promote the use of recyclable, sustainable and renewable materials.
- Use renewable energy where possible and implement energy efficiencies.
- Training of employees and supporting suppliers in environmental issues.
- Reduce and / or limit the production of pollutants to water, land, and air.
- Minimise the risk to the public and employees from operations and activities undertaken by the business.
- Review operational activities to support the drive to achieve our strategic aims.
- Our Green Team drive our firmwide commitment through education, communication, and implementation at a local level.

This policy is communicated to all colleagues, suppliers and sub-contractors and is made available to the public. Any revisions will be incorporated when necessary and will also be brought to the attention to all interested parties.

This policy will be reviewed annually. The next review is due July 2024.



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