

# ENVIRONMENTAL RESPONSIBILITY POLICY

Climate change and environmental sustainability present challenges and opportunities for the Company and our stakeholders. To address these, the Company is committed to incorporating leading environmental practices into its business strategy and operations and fostering environmental awareness and responsibility among our employees, clients, suppliers and other interested parties within the context of our business.

## Our priorities:

### Employees

- Encourage environmental awareness among our employees and provide environmental learning opportunities.
- Develop programs to harness employee enthusiasm and offer opportunities for employees to collaborate on our journey to improve environmental performance.

### Clients and Suppliers

- Engage with our clients to consider the environmental impact of how we deliver our work and support them in addressing their own environmental impacts.
- Consider environmental factors when procuring goods and services.
- Assess the environmental performance of our key suppliers, expecting improvement in their environmental performance as well as our own.
- Strive to advance environmental sustainability by serving as a collaborator, convener and thought leader.

### Environmental Management System

- Maintain global certification to ISO 14001, the international standard for Environment Management Systems, in order to enhance environmental performance and demonstrate continual improvement. In alignment with our Environmental Management System, we are committed to the prevention of pollution, considering a life cycle perspective. Key areas of focus for our business include:

### Energy and Emissions

- Tracking carbon dioxide emissions resulting from the company's energy usage and business travel activities and implement a continual improvement program to reduce these emissions where possible.
- Our carbon management program includes energy efficiency programs, renewable energy procurement, travel management programs and the use of collaboration technology.

### Natural Resources

- Seeking to minimize our consumption of natural resources through procurement opportunities and operational conservation.
- Aiming to reuse and recycle where opportunities exist, which may include managing waste such as e-waste and water where relevant to our business.

### Compliance Obligations

- Comply with all applicable environmental compliance obligations in the management of our operations.

In delivering on this policy, the Company is committed to a program of continual improvement and will set objectives and targets, measure progress against them and, where appropriate, share our key metrics with stakeholders. Targets will be reviewed annually to ensure they remain appropriate and achievable.