

Environmental Policy

March 2021



Environmental Policy

Business is intrinsically linked with climate change and environmental impact. These issues aren't a distraction from doing business – they are a part of doing business. We recognise that we all have a part to play, and we are committed to reducing our negative environmental impact on the planet.

To help shape our Environmental, Social and Governance (**ESG**) activities, we have adopted the [United Nations' Sustainable Development Goals \(SDGs\)](#). Our environmental commitments are aligned with [SDG 12](#) (Responsible Consumption and Production) and [SDG 13](#) (Climate Action).

Our current approach

In 2020, we began work on our first global environmental plan as part of a broader ESG Strategy. The plan will be implemented in 2021. Complementing the environmental plan is our first global sustainable procurement plan.

As our energy procurement contract in Australia concluded in 2020, we commenced a new three-year contract with a renewable energy provider for our Melbourne and Sydney offices, representing 95% of our Australian energy use. These offices will now be powered by solar and wind.

In 2019, we established energy-efficient offices and limited paper printers. We also increased our use of cloud infrastructure to reduce electricity from always-on servers. As office and equipment lease arrangements come to an end, we will plan to reduce the use of, or to change to more environmentally efficient alternatives.

Since 2015, we have reported on our energy use, air travel and paper use for all major jurisdictions in which we operate (and associated emissions for a number of offices). Our broad goal is to achieve a net reduction of energy, emissions, air travel and paper use annually on a per capita basis, for all major jurisdictions in which we operate.

We are committed to being transparent and accountable for our environmental impacts, and report our performance annually to our stakeholders in our [ESG Report](#).

Our future commitments

In 2021 we will:

- Manage the consumption of energy, paper and other resources used in our day to day operations
- Identify opportunities to reduce our office waste and responsibly manage e-waste
- Evaluate how we can further reduce our carbon emissions
- Incorporate environmental considerations into procurement decisions (including office goods, energy efficient offices, renewable energy provider choices)
- Meet the following legislated environmental reporting obligations:
 - Energy Savings Opportunity Scheme - ESOS (UK)
 - Streamlined Energy and Carbon Reporting – SECR (UK)
 - EU Waste Electrical and Electronic Equipment Directive – WEEE.
- Raise awareness with our people on our environmental activities

In 2022, we will begin to consider specific targets to further reduce our impact on the planet and strive for continuous improvement.