

# 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 people, clients, suppliers and other interested parties within the context of our business.

## Our priorities:

### Our people

- Encourage environmental awareness among our people and provide environmental learning opportunities.
- Develop programs to harness employee enthusiasm and offer opportunities for our people 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 (EMS), in order to enhance environmental performance and demonstrate continual improvement. In alignment with our EMS, we are committed to the prevention of pollution, including air pollution, considering a life cycle perspective. Key areas of focus for our business include climate change mitigation, climate change adaptation, natural resource conservation and compliance with environmental legal obligations and other commitments.

### Climate Change Mitigation

- Track greenhouse gas emissions resulting from the Company's energy usage, business travel and other relevant activities and implement a continual improvement program to reduce these emissions where possible.
- Execute our emissions reduction program with a focus on: energy efficiency programs, renewable energy procurement, travel management programs and collaboration technology.
- Invest in nature-based carbon removal solutions, which are expected to remove carbon from the atmosphere, as well as reforest land, improve biodiversity and the resilience of ecosystems, and make agriculture more sustainable.

### Climate Change Adaptation

- Assess climate-related physical and transition risks, relevant to the locations in the Company's office portfolio.
- Construct business resiliency strategies intended to minimize impact to business continuity from climate-related risks.

### Natural Resource Conservation

- Seek opportunities to minimize our consumption of natural resources in an effort to protect and promote biodiversity, through procurement practices and operational conservation.
- Implement the principles of the circular economy, where practical. This includes the management of technology and office furniture.

### 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 relevant 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.