

Global Environmental Policy Statement

Purpose

At Davies, we are dedicated to upholding the highest responsible business practices across our business. Our Environmental Policy embodies our commitment to driving positive change, minimizing environmental impact, and fostering corporate responsibility.

Scope and applicability

This policy governs all Davies entities across various jurisdictions, ensuring strict adherence to local legislative and regulatory frameworks. We extend this commitment to all stakeholders, including directors, officers, employees, consultants, and contractors, fostering a corporate ethos rooted in environmental responsibility and compliance with applicable laws.

What is Environmental Management?

It is the management of human impact on the environment, especially with the intention of preserving natural resources. Environmental management consists of different environmental initiatives to address various ecological issues that are affecting the globe and finding appropriate solutions. The key Davies' commitments are outlined below.

Our Commitment

Davies embraces its responsibility to support efforts in combating climate change. Our targets are aligned with our Planet Objectives within our group level – Responsible Business Strategy which aims to prioritize minimizing our environmental impact. Central to this is our Science Based Target Initiative (SBTi) commitment which sets out our aim to be Net Zero by 2050. This encompasses our reduction strategy, adoption of renewable energy sources, and supporting a circular economy within our business and supply chain. Davies strives to inspire environmental advancements through our value chain and engages industry peers to enhance sustainability performance collaboratively.

How We Fulfil Our Commitments

Through proactive measures, we minimize environmental impacts globally and enhance resilience to environmental risks. We diligently identify potential hazards and implement robust mitigation measures, ensuring strict compliance with environmental standards across all levels of the organization.

Premises Management

Our environmental management practices focus on optimizing energy and water efficiency, while maintaining conducive office environments, and enhancing waste management and recycling initiatives. By embracing sustainable practices, we minimize resource consumption and environmental pollution across our premises.

Transport and Pollution

We prioritize pollution reduction through our transport and business activities, promoting alternative transportation modes and agile working policies. Our fleet transition plan aims to facilitate a shift to hybrid or electric vehicles by 2025, underscoring our commitment to reducing carbon emissions.

Waste Management and Recycling

We actively promote waste minimization and recycling across all our offices, with end-of-life equipment assessed for reuse or recycling. Our commitment to environmental sustainability is evident in our dedication to responsible disposal practices.

Training and Communication

Davies ensures that all our Employees receive annual training around Environmental management efforts. Training is also provided for all new Employees as part of their on-boarding process.

Monitoring and review

Davies is committed to managing and improving its corporate governance and internal controls on a regular basis. We are continually establishing new systems and procedures, whilst maintaining existing ones.

As part of the oversight framework within Davies, we undertake regular review of the Global Environmental Policy, controls, and their effectiveness. Any improvements identified are implemented as soon as possible.

Regular reporting is also provided to our Board members where material Global Environmental issues are discussed.

Responsibilities and Raising Concerns

Every employee is expected to adhere rigorously to this statement, with clear procedures established to address environmental incidents promptly. We nurture an open and honest culture within Davies, any employee that raises a concern will not be treated differently for doing so.

Any employee who is found to be in breach of the Global Environmental Policy may face disciplinary action.

Whistleblowing

As part of our Global Speak Up Policy, Davies confirms that no employee will be punished or subjected to any detriment by reason of having made a disclosure in good faith. Any harassment, victimisation, or less favourable treatment of any person on such grounds will be treated as a matter to be investigated under the internal Capability Policy.

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