

Confidentiality: Public

Global Environmental Statement

To support and promote good governance globally, Davies Group operates a Global Policy Framework made up of global statements, global policies, global policy supplements, and local policies.

This statement forms the top level of the Responsible Business policy suite.

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

This statement applies to all directors, officers, employees, consultants, and contractors whether permanent, fixed-term, or temporary, when they are working for, or providing services to, any Davies entity globally. This including those of any Appointed Representative of a Davies entity where this policy applies to the principal firm.

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 a 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 Commitment

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.

Staff Competency and Training

All members of staff are expected to keep their knowledge of relevant requirements and procedures related to this statement and associated policy suite up to date.

It is the responsibility of each member of staff to ensure that they complete relevant training to maintain their individual competence. Each line manager is responsible for ensuring that their teams have access to, and can complete, such relevant training as their roles require. This is reflected in annual performance review scoring.

Policy Governance and Oversight

Davies is committed to ensuring good corporate governance and internal controls globally, and as part of the global policy framework within Davies, our Group Governance function undertake regular monitoring review of our policies, controls and their effectiveness.

All documents with the Global Policy Framework include requirements to ensure good governance and proper oversight.

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.

Queries and Escalations

We welcome any queries or comments in relation to this statement and any such queries regarding the statement can be raised with Group Governance via email to GroupGovernance@davies-group.com.

Should you have any concerns about this statement and its requirements, these can also be raised with Group Governance, alternatively, you can refer to the Global Speak Up policy if it is more appropriate.

All applicable concerns raised in line with the Davies Global Speak Up Policy will be investigated accordingly and inaction by management of a qualifying disclosure will not be tolerated. We also confirm 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 not be tolerated and will be investigated and escalated accordingly.

Document Control

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Approved By	Group Chief Risk Officer

This document is subject to annual periodic review and may also be subject to ad hoc review. The latest version of this document will be published on the Group Intranet and available from Group Governance on request.

The review process and audit history for this document is managed on the Group Policy Management Platform. Document review and approval audit history can be provided by Group Governance on request.