

Global Environmental Statement

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

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

Purpose & Commitment

At Davies, we are dedicated to upholding the highest standards of responsible business practices across our business. Our Environmental Policy embodies our commitment to driving positive change, minimizing environmental impact, advancing climate resilience, and fostering corporate responsibility. We are committed to measurable climate action, resource efficiency, and sustainable operations aligned with recognized standards.

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 includes 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. Where differences exist between local requirements and this policy, the more stringent standard shall apply. 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

The management of an organization's activities and associated impacts on the environment, with the objective of preventing or minimizing harm, preserving natural resources, supporting climate resilience, and complying with applicable environmental and climate-related regulations and standards.

Our Commitment

Davies embraces its responsibility to support efforts to combat 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.

We commit to:

- Reducing greenhouse gas (GHG) emissions across Scope 1, 2, and applicable Scope 3 categories
- Achieving net zero emissions by 2050 in line with SBTi commitments
- Improving energy efficiency and increasing the use of renewable energy
- Promoting resource efficiency and circular economy principles
- Reducing water consumption, where material
- Integrating environmental considerations into decision-making, risk management, and procurement processes

Davies strives to inspire environmental advancements through our value chain and engages with industry peers to enhance sustainability performance collaboratively.

We also commit to monitoring and publicly reporting our environmental performance where appropriate.

How we Fulfil our Commitment

Davies supports clients and suppliers in calculating attributable GHG emissions through spend-based and volume-based estimation methods. We aim to actively engage with suppliers to improve environmental performance and encourage alignment with our sustainability expectations. Furthermore, through proactive measures, we minimize environmental impacts globally and enhance resilience to environmental risks. Environmental risks and opportunities are identified, assessed, and integrated into enterprise risk management processes. 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. We monitor environmental performance metrics and set targets for continuous improvement. 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. We aim to reduce business travel emissions by encouraging virtual collaboration and the adoption of lower-carbon travel options

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. Environmental awareness and role-specific training are provided periodically to support effective implementation.

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 Compliance function undertakes regular monitoring and review of our policies, controls and their effectiveness. Environmental performance is periodically reviewed by senior management and relevant governance forums.

All documents with the Global Policy Framework include requirements to ensure good governance and proper oversight. This policy will be reviewed at least annually, or more frequently where required.

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 Responsible Business office via email to responsiblebusiness@davies-group.com.

Should you have any concerns about this statement and its requirements, these can also be raised with Responsible Business or Group Compliance, 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

Version	4			
Effective Date	26-Jun-2026			
Policy Owner	Group Compliance			
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 Compliance 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 Compliance on request.