Approach to Climate Change

We recognise that climate change is an important issue. Climate change has resulted in more frequent and greater weather extremes including heatwaves, heavy precipitation, droughts and tropical cyclones across the globe. These climate change related extremes also present business risks that may potentially disrupt the supply of our services to clients, affect business operating costs and our supply chain.

We believe that, in view of the scale, nature, and size of this challenge, governments and relevant non-governmental organisations must take the lead in addressing it by putting clear, stable, and consistent environmental policies in place. To achieve real change, these must include goals and measures that are well defined.

We support the activities of groups such as the Intergovernmental Panel on Climate Change (**IPCC**) and the UN Framework Convention on Climate Change (**UNFCCC**), as well as various regulatory and best practice initiatives that aim to achieve greater transparency and enable stakeholders to monitor related areas of climate change and environmental performance.

Climate Change Commitment

We understand that, as the business grows, overall greenhouse gas (**GHG**) emissions will rise due to increased activity levels, which will require effort to minimise emissions of GHG. We commit to making meaningful reductions in our carbon footprint by ensuring our business is energy efficient.

We will develop an action plan in the short to medium-term that will identify opportunities to minimise the firm's environmental impact and to reduce our carbon footprint.

Our carbon reduction action plan will include:

- *Carbon Reduction Initiatives* – looking for opportunities to collaborate with property owners, business partners, suppliers, regulators and our workforce to identify energy conservation measures in our operations and offices, where practical.
- *Renewable Energy Evaluation* – exploring renewable energy options with our supply chain to enable operations and offices to operate with lower carbon footprint.
- *Target Setting* – establishing GHG targets in alignment with international greenhouse gas emission reduction initiatives.
- *Improved reporting* – enhancing environmental reporting processes to improve GHG emission transparency and to facilitate GHG reduction initiatives.

Leadership and Stakeholder Engagement

Our Responsible Business Lead:

- has oversight of our approach to climate change, developing the firm's GHG emission reporting systems, performance and target setting.
- is responsible for reporting progress to the Management Board and working with internal stakeholders such as the Green Team to refine and develop our approach.
- is accountable for our Environmental Management Policy to ensure consistent application across our offices.

Review and Approval

This statement will be reviewed at least annually and updated in line with our strategic plans.