



Equiniti Group Global Environment Statement

April 2021

This Statement outlines the approach to environment across the whole of the Equiniti Group plc (“EQ”) worldwide. It explains our key principles in relation to environment and gives information on how we abide by those principles in practice



1. Key principles

At EQ, we are committed to carrying out our work in a way that is mindful of our planet and minimises our environmental impact. Our environmental strategy centres around three key themes: measuring and reporting our impact, reducing and minimising our carbon emissions, and managing climate-related risk.

a) Measuring and disclosing our environmental impact

At EQ, we are continuously improving how we measure and disclose our Scope 1, 2 and 3 emissions. We publicly report our emissions from buildings and business travel. Using Greenhouse Gas Protocol standards, we have also identified additional significant emissions areas, for example from purchased goods and services, and employee commuting, and are working with key stakeholders to more accurately measure these.

b) Reducing our environmental impact

At EQ, we are committed to carrying out our work in a way that is mindful of our planet and minimises our environmental impact. Our environmental strategy centres around three key themes: measuring and reporting our impact, reducing and minimising our carbon emissions, and managing climate-related risk.

c) Managing climate-related risk and opportunity

We manage climate risk using EQ's risk management framework. Clear control objectives are set out in our internal Environment Policy, ensuring all business areas take account of environmental considerations and the physical impacts of climate change. EQ will report against the Taskforce for Climate-related Financial Disclosure (TCFD) recommendations from 2021.

2. Delivery

EQ employs a wide range of measures to ensure strong environmental responsibility.

These measures include:

a) Policies and risk management

At EQ, we have a range of responsible business policies covering key legal and ethical issues including environment. These policies are supported by a Responsible Business Handbook, which includes guidance for all business areas on how to apply our environment policy in practice, in relation to both physical and transitional environmental risks.

An enterprise-wide risk management framework ensures a consistent approach the business, enabling all business areas to measure and report on any risk in this area. EQ's business continuity planning considers impacts to operations from weather events, for example flooding which could cause denial of access to buildings, or colleague absence.

We expect our suppliers to share our desire to reduce emissions, in line with EQ's Supplier Code of Conduct. EQ's Supplier Code of Conduct outlines our standards on key social, ethical and environmental issues. All suppliers should be able to evidence how they maintain the standards outlined, and Group Procurement will work with any suppliers who are found not to comply. In addition to EQ's Supplier Code of Conduct, we have integrated a series of carbon emission questions into our due diligence processes for both new and existing suppliers.

To ensure good governance, our carbon foot-printing calculations have been externally verified.

b) Actions to reduce emissions

In 2018 we switched our buildings to run on electricity generated from fully renewable sources such as, wind power, solar power and gas from green bio-methane wherever possible.

All EQ colleagues are encouraged to minimise business travel, utilising video conferencing facilities, Microsoft Teams, and taking a flexible working approach where practical.

Our property and facilities team are continuously looking at ways of reducing energy consumption across the estate, whilst providing colleagues with the equivalent or better service level. Changes include modifications to the air handling system in our data centres to reduce energy use and transitioning to LED lighting in our offices.

Our Group Technology managed services comply with ENERGY STAR® rating for server infrastructure.

EQ Operations has challenging targets in place regarding digitisation of our services. By offering channel of choice to customers, and increasingly inclusivity and accessibility using customer journey mapping, we are reducing our reliance on paper, which is one of our largest supply chain impacts.

c) Waste management

At EQ, we are committed to reducing waste to landfill, by refusing, reusing and recycling wherever possible. As an office-based business, our waste is minimal, and where it cannot be recycled, it is sent to a waste-to-energy facility. We have reduced single-use plastic from our offices, by providing reusable alternatives to single-use coffee and water cups.

EQ's Group Technology managed services comply with the Waste Electrical and Electronic Equipment Directive (WEEE Directive); the European Community Directive on waste electrical and electronic equipment.

d) Colleague engagement and training

EQ's network of Eco Champions seeks to raise colleagues' awareness of environmental issues and encourage environmentally responsible behaviour, through strong communications and employee-led action.

All EQ colleagues with responsibility for measuring and disclosing environmental impacts have undertaken carbon foot-printing training with an external carbon advisory organisation.

This policy and the commitment to environmental responsibility is fully supported and endorsed by the Equiniti Group plc Board of Directors.

