

EQ Group Environment Statement

This Statement outlines the approach to environment across the whole of the Equiniti Group (“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 approach centers 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 carbon emissions in line with Greenhouse Gas Protocol standards. We report our emissions through the Carbon Disclosure Project (CDP) and our Annual Financial Report. We have identified areas for improving our understanding of emissions, for example from purchased goods and services and employee commuting. We are working with key stakeholders to increase the accuracy of these figures.

b) Reducing our environmental impact

We have adopted carbon reduction targets in line with the Paris Agreement and these have been approved by the Science Based Targets Initiative (SBTi). This means a commitment to an absolute GHG emissions reduction of 49% across Scope 1, 2 & 3 by 2029 from our 2019 base year. We understand this is a supportable target to contribute towards keeping global temperatures below 1.5c, compared to pre-industrial levels. We have also committed to achieving Net Zero emissions by 2040. We have already taken a number of actions to support this, detailed below.

c) Managing climate-related risk and opportunity

We manage climate change risk using EQ’s risk management framework. Clear control objectives are set out in our Environment Policy, ensuring all business areas take account of environmental considerations and the multifarious impacts of climate change. EQ provides an overview of our approach to climate-related financial disclosure in its annual Non-financial and Sustainability Information Statement, which is prepared to meet the reporting recommendations of the Taskforce for Climate-Related Financial Disclosures.

2. Delivery

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

a) Strong governance on environmental matters

EQ's ESG Framework documents the environmental elements of relevance to EQ. Each of these elements will be the responsibility of named subject matter experts and is overseen by formally constituted committees, including our ESG Executive Forum, within the Group's existing governance structure.

b) 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 an ESG 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.

EQ's enterprise-wide risk management framework ensures a consistent approach, enabling all business areas to measure and report on environmental risk. EQ's business continuity plans consider impacts to operations from weather events, for example flooding, which could result in difficulties accessing 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 non-compliant suppliers to improve them or exit them. 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 footprint calculations are reviewed by an external independent organisation.

c) Actions to reduce emissions

In 2018 we switched our UK buildings to run on electricity generated from fully renewable sources and we are working with owners of buildings where we do not own the energy contract to switch these over to renewable energy, wherever possible. All colleagues are encouraged to actively manage their travel footprint and make full use of available technology, endeavouring to reduce our future Group carbon emissions to below the 2019 pre-COVID levels as adjusted following the combining of EQ, AST and Notified.

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.

EQ is undergoing a comprehensive enhancement of our digital infrastructure embracing sustainable technologies, including the ongoing transition of our UK and US workloads to a high-efficiency computing platform, a move that marks a significant improvement over the traditional workload

Level 1

hosting method. 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 increasing inclusivity and accessibility using customer journey mapping, we are reducing our reliance on paper, which is one of our largest supply chain impacts.

d) 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.

e) Colleague Engagement

A network of Eco Champions drawn from across the business is in place with the objective of raising awareness of environmental issues, encouraging environmentally responsible behaviour and running employee led environmental projects.

This statement and commitment to environment responsibility is owned by the Group Compliance Director and approved annually by the Group Executive Committee, acting on behalf of the Group Board.