

SUSTAINABILITY POLICY

At Waterman Group, we have a longstanding understanding of how important sustainability is to our staff, our clients, and to future generations, amongst others. As a result, we have been integrating sustainable and responsible practices into our day-to-day operations for nearly twenty years.

Sustainability to us means managing our material environmental, social and governance risks well, and seeking to maximise opportunities for better performance. It means we will work to exert influence throughout our design activities to help drive sustainable outcomes in new and existing buildings and infrastructure. We will operate all of our activities with the implicit understanding that our society needs to act definitively to manage and mitigate the impacts of climate change.

Within its working practices Waterman Group will:

- (a) Demonstrate leadership on sustainability practices through our own operations and seek to continually improve our sustainability performance.
- (b) Communicate to our stakeholders our sustainability principles and why
- (c) Preferentially select contractors and suppliers on the basis of shared values and standards of sustainable practice and who support and use responsibly and ethically sourced products through the use of a sustainable sourcing strategy
- (d) Work in partnership with clients, suppliers and other key stakeholders to drive awareness and real outcomes which:
 - Support the principle of Net Zero for all projects, operations, and supply chain by the very latest 2050.
 - Embed sustainability through design development and construction practices.
 - Follow best practices on environmental management through design, construction and operations.
 - Protect and enhance the natural and built environment wherever possible
 - Encourage the use of sustainable resources, and the minimisation of waste.
 - Minimise energy use and promote renewable energy sources.
 - Promote the use of sustainable modes of transport.
 - Assist in the creation of sustainable and connected communities.
 - Create social value, ensuring that growth and development creates benefits for all

Within the operation and management of its affairs, Waterman Group will strive to:

- a) Reach Net Zero at the very latest by 2050 and report annually on our progress, as well as encourage our suppliers and clients do the same.
- b) Operate with energy, water and resource efficiency as an intrinsic part of our day-to-day activities.
- c) Recycle waste and find a second life for redundant goods wherever we can.
- d) Implement quality, health and safety and environmental management systems to maintain continual improvement in these areas.
- e) Support our people in achieving exciting and rewarding careers, in a high-quality working environment.

- f) Help drive mental wellbeing and work-life balance for everyone.
- g) Help to drive social value where we can, through our charitable or community activities.
- h) Conduct our business with the highest standards of professional and personal integrity and honesty.
- i) Adopt an holistic approach to good business planning and practice, to include non-financial measures of success.

Our specific commitments around environmental protection, Net Zero and health & safety management are available on request.

Nick Taylor
Chief Executive
Waterman Group plc



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