

**ENVIRONMENTAL POLICY**

# Environmental Policy

Blick Rothenberg is committed to conducting business with integrity, responsibility, and respect for the interests of all affected by our activities. We believe that we should continually improve our environmental performance, promote environmental responsibility across all levels of the business and, of course, ensure compliance with all relevant environmental legislation and regulations.

Our environmental goals act to protect our business from increasing climate risk, embed sustainability across our workforce and preserve the planet's resources.

Our environmental policy focuses on our direct operations within our office space. This is where we have the greatest ability to take action, influence positive change and reduce impact. The following aspects are included:

- Energy: including direct electricity and shared service heating
- Water consumption
- Waste disposal
- Scope 1-3 carbon emissions associated with energy, water and waste.

Our environmental targets will be used to hold ourselves accountable and measure our progress. We have committed to the following targets:

- Monitor and record energy, water and waste by collecting high-quality primary data.
- Calculate associated Scope 1-3 emissions annually.
- Reduce operational Scope 1-3 carbon emissions by 3% per FTE from a Jul 21 - Jun 22 baseline.
- Procure 100% renewable electricity across our direct operations.
- Reduce annual electricity consumption by 3% per FTE from a Jul 21 - Jun 22 baseline.
- Reduce annual natural gas consumption by 3% per FTE from a Jul 20 - Jun 21 baseline.
- Reduce annual water consumption by 3% per FTE from a Jul 21 - Jun 22 baseline.
- Continue diverting 100% of waste away from landfill and maintain above a 45% recycling rate.
- Comply with all relevant environmental legislation.

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We will ensure this policy is implemented by:

- Ensuring all our employees understand the environmental impacts of their own jobs through
- direct engagement.
- Requiring all relevant suppliers, contractors and subcontractors of the requirement to comply with this policy when providing goods and services.
- Periodically reviewing the environmental issues at the highest level within the organisation.
- Reviewing this policy and its effectiveness on an annual basis.
- Giving all employees responsibility for meeting the company policy in their areas of work and in their daily office activities. We will raise awareness of environmental issues with our employees on a regular basis.

We will ensure that continuous improvement occurs by:

- Periodically reviewing our Environmental Policy and practices to improve operational and environmental performance. This will be done at least annually.
- Learning from best practice examples of environmental management and being responsive to
- community issues.
- Promoting a culture in which all employees share this commitment.

The Blick Rothenberg Chief Operating Officer is ultimately responsible for ensuring these goals are achieved. All levels of the business will be engaged to support this effort.

Our policy and targets will be reviewed on an annual basis to ensure they are matching our ambition and environmental objectives.

This policy is publicly available on our website and was last updated in March 2026.

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