

## 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 such as the promotion of a circular approach to resources, carbon emissions reduction and the protection of biodiversity 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 operation, management and working practices Waterman Group will strive to:

- (a) Demonstrate leadership on sustainability practices through our own operations and seek to continually improve our sustainability performance.
- (b) Reach Net Zero at the very latest by 2050 and report annually on our progress
- (c) Operate with energy, water and resource efficiency as an intrinsic part of our day-to-day activities.
- (d) Recycle waste and find a second life for redundant goods wherever we can.
- (e) Implement quality, health and safety and environmental management systems to maintain continual improvement in these areas.
- (f) Support, encourage and celebrate our people in achieving exciting and rewarding careers, in a high-quality working environment, giving them the knowledge, skills and tools to implement sustainable practices.
- (g) Help drive mental wellbeing and work-life balance for everyone.
- (h) Help to drive social value where we can, through our charitable or community activities.
- (i) Conduct our business with the highest standards of professional and personal integrity and honesty.
- (j) Adopt an holistic approach to good business planning and practice, to include non-financial measures of success.
- (k) Communicate to our stakeholders our sustainability principles.

In addition, as a multidisciplinary design engineering and environmental consultancy, we recognise the significant impact our client's projects have on sustainability. Therefore, we are committing to adopt robust sustainability practices throughout our project delivery as follows.

- (a) Take a proactive role in driving sustainability with our clients, challenging existing standards, and promoting innovative solutions.
- (b) Providing our employees with the knowledge, skills and tools to implement sustainable practices, including carbon management into their projects.

- (c) As a designer we will actively seek to reduce carbon emissions associated with our built environment projects, across the entire project life cycle.
- (d) Where possible we will preferentially select contractors and suppliers based on 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
- (e) We will foster collaboration with all value chain members, including clients, designers, constructors, and material suppliers, to jointly identify and implement best value and most appropriate sustainable low carbon solutions.
- (f) Embed sustainability through design development and construction practices.
- (g) Follow best practices on environmental management through design, construction and operations.
- (h) Actively work to reduce negative impacts on biodiversity and increase positive impacts, by protecting and enhancing the natural environment wherever possible
- (i) Encourage the use of sustainable resources, and the minimisation of waste.
- (j) Minimise energy use and promote renewable energy sources.
- (k) Promote the use of sustainable modes of transport.
- (l) Assist in the creation of sustainable and connected communities.
- (m) Create social value, ensuring that growth and development creates benefits for all.

#### Senior Management

The senior management of Waterman Group will be fully involved in the management and implementation of sustainability and carbon management across our operations and in advocacy with our clients as part of our project delivery.

#### Policy Review:

This policy will be reviewed annually to assess its effectiveness and relevance. It will be updated as needed to reflect changes in regulatory requirements, industry best practices, and our commitment to a sustainable future.

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



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