



ESG & Sustainability Policy Statement

Our purpose is to deliver positive outcomes with our colleagues, clients and communities.

Our ESG & Sustainability Strategy is core to our business model, strategy and decision making and starts with our purpose of delivering positive outcomes with our colleagues, clients and communities. We focus our efforts on understanding the impact of our business on all our stakeholders and ensuring that financial prosperity does not come at the expense of people or the planet. Our business activities are aligned to our purpose and values, and we do this whilst upholding the highest standards of governance and ethical behaviour. We are committed to advancing the United Nations Sustainable Development Goals and are a UN Global Compact signatory. We support the ten principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

DWF is committed to:

- Conducting business with integrity, complying with all applicable laws, rules and regulations of the countries in which we operate
- being good corporate citizens and recognise that without thriving communities and talented people our business won't be sustainable
- engaging with key stakeholders to build understanding and maintain trust
- encouraging everyone to Speak Up if they are unsure about what to do, or concerned that our values, policies or Code of Conduct are being compromised
- reporting and disclosing publicly on our ESG & sustainability performance
- promoting a diverse and inclusive workplace and will not tolerate discrimination, harassment or victimisation in our workplace or in connection with any service provision
- adopting a zero tolerance to slavery, forced labour and human trafficking
- developing mutually beneficial relationships with our suppliers, founded on trust and respect
- working hard to minimise our impact on climate change and biodiversity loss and supporting the global transition to achieve net zero and to become nature positive
- balancing risk and opportunity and ensuring we are an ethical and responsible business

Our priorities

- **Diversity, Equity & Inclusion:** Accelerating progress to improve representation and diverse talent pipelines.
- **Climate action:** Recognising our role as a responsible business in supporting the global transition to a sustainable low-carbon economy, whilst acknowledging the critical role of biodiversity restoration in managing the climate crisis.

- **Empowering colleagues and our communities:** Sustaining a skilled workforce today and for the future, continuing to prioritise colleague health and wellbeing, and taking action to help and collaborate with communities in need.
- **Supporting and connecting with our clients:** Being clear and transparent about how we can help clients to improve their sustainability performance through an ESG-centric approach.
- **Acting with integrity in everything we do:** Taking ownership and holding ourselves accountable for the way we do business
- **Building trust and increasing transparency:** Enhancing the credibility of our own ESG Disclosure, consistent with our purpose.

We recognise the importance of a strong culture of compliance, ethics and integrity and have governance structures in place to ensure leadership, engagement and accountability for our ESG & Sustainability Strategy. The Board has oversight of our ESG & Sustainability strategy, led by our Chief Sustainability Officer and supported by our ESG Leadership Group, our Commercial Conflict Committee and our Risk & Sanctions Committee. We provide information and disclosures externally [on our website](#). We expect all our colleagues and wider stakeholders to collaborate with us in the achievement of our priorities and to act and conduct themselves in a manner that is consistent with our purpose and the aims and objectives of our ESG & Sustainability Strategy.



A handwritten signature in black ink that reads "Nigel Knowles".

Sir Nigel Knowles

Group CEO

dwfgroup.com