



# Environmental Policy Statement

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DWF supports the principles of sustainable development, and we have in place an environmental management system to identify and control the impacts of our business and enhance current working practices. The Board is responsible for the strategic direction of our environmental management, and is informed and supported by our ESG Leadership Group.

We appreciate the value our colleagues can provide in taking ownership and responsibility for ensuring that we all work together to minimise our significant environmental aspects. DWF will strive to avoid, reduce and/or control its environmental impacts across our business.

We have set out our ambition and are committed to achieving Net Zero emissions by 2045 or earlier, supported by a strategy to reduce emissions across all scopes by at least 90% by this target date. This includes investment in certified carbon removal activities in respect of any residual emissions at the target date. Our near-term targets have been validated by the Science Based Targets Initiative (SBTi) to reduce Scope 1, 2 and 3 emissions by 50% by 2030 and we are in the process of validating our net zero pathway to 2045.

We comply with ESOS (Energy Savings Opportunity Scheme) reporting requirements and our energy reduction plan ensures that we continually assess how we can reduce energy. We also continue to work with Building Management to encourage the procurement of renewable green energy across those sites that do not currently have renewable energy.

To maintain the momentum in demonstrating positive results, we are working to the requirements of ISO 14001 in the UK. However, the robust set of environmental key performance indicators that are reviewed, audited and communicated on a regular basis internally and externally, are relevant globally.

The standard ensures that we manage our environmental impact efficiently, comply with relevant environmental legislation and regulations and minimise our environmental impacts wherever possible. In March 2024, we successfully retained our certification for a further three years.

We also ensure our colleagues are informed, understand and fulfil their environmental responsibilities, so that we not only, lead, inspire and role model behaviours consistent with the aims of this policy statement, but also raise the bar to encourage our clients and suppliers to do the same. Our Carbon Literacy Fundamentals programme has been designed to ensure a consistent level of understanding and engagement with the climate agenda across our business.



A handwritten signature in black ink, reading 'M. Doughty'.

Matt Doughty

Group CEO