



Environmental Policy Statement

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.

Our focus is primarily on reducing our energy usage/CO2 emissions and have committed to reduce in line with the 1.5C pathway. We have verified science-based targets with the Science Based Targets Initiative (SBTi). These science-based targets for carbon reduction are in line with a 1.5C pathway and we have committed to reducing Scopes 1, 2 and 3 by 50% by 2030.

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, appearing to read 'Nigel Knowles'.

Sir Nigel Knowles

Group CEO