Environmental Policy

Baringa is committed to continually improving the environmental impact of our business, and to ensuring that environmental excellence is embedded in our ways of working. All of our business activities have some impact on the environment, and this policy applies globally to all Baringa legal entities, offices, and people. Our internal leadership team reviews this policy at least annually, and any changes are communicated.

We are committed to:

- Monitoring and complying with all relevant environmental legislation and other environmental obligations, focusing on our material environmental impacts
- Reducing our operational impact and preventing pollution through:
  - Carbon: Reducing our Greenhouse Gas ('GHG') emissions in line with a 1.5^{o} C future
  - Energy: Reducing energy consumption in our offices and maximising the use of certified renewable energy supply wherever possible, to reduce the associated GHG emissions
  - Waste: Reducing the waste that we generate, maximising waste recycling and reuse in line with the waste hierarchy, and the circular economy
  - Resources: Reducing consumption of other resources such as water and materials, and considering the wider impacts of our resource consumption
  - Biodiversity: Protecting biodiversity through the selection of our office locations and supporting globally significant areas of biodiversity through our carbon offsetting approach

To deliver this we will:

- Operate a certified ISO 14001 management system
- Establish systems to measure our material environmental impacts, and set and monitor progress against our SBTI-validated net-zero targets to reach net-zero GHG emissions across our value chain by FY2050[1]
- Consider the environmental impacts associated with delivering client engagements and, where appropriate, advocate for environmental considerations when working with clients
- Increase the sustainability awareness of our people to support informed environmental choices
- Consider environmental issues and risks in the acquisition, design and operation of our offices
- Incorporate environmental considerations into our procurement and supplier engagement processes, creating demand for lower carbon and more sustainable products, services and business activities (considering design, production, in-use and end-of-life impacts)
- Engage with internal and external stakeholders to communicate progress against the objectives in this policy at least annually, informed by an environmental scorecard
- Provide regular board-level oversight and allocate sufficient competent resources to ensure effective implementation of our environmental activities

Signed:



Ric Pizzuti, Partner and CFO
Date: 10/11/2026

[1] Our SBTi near-term (FY30) and net-zero (FY50) targets are set against a base year of FY20 and comprise:
- Reducing absolute scope 1 and 2 GHG emissions 46% by FY30 and 90% by FY50
- Reducing scope 3 GHG emissions from purchased goods and services, fuel and energy related activities, waste generated from operations, and business travel by 52% per FTE by FY30, and by 97% by FY50

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Version	Date	Description	Prepared By	Approved by
00.09	22.03.2021	Annual Review March 2021 – changes for new site and sustainability strategy	Andrew Favell	David Balchin
00.10	06.07.2022	Annual Review March 2022 –changes based on updated sustainability strategy	Natacha Badin	Alison Gaskins
00.11	06.07.2023	Annual Review - June 2023	Jon Hampson	Alison Gaskins
00.12	02.08.2024	Annual Review - July 2024	Jon Hampson	Alison Gaskins
00.13	28.05.2025	Annual Review - May 2025	Jon Hampson	Alison Gaskins
00.14	08.10.2025	ISO 14001 and SBTI wording alignment	Jon Hampson	Chris Taylor
00.15	24.04.2026	Prevention of pollution clarified	Natacha Badin	Chris Taylor
00.16	10.11.2026	Updated signatory	Jon Hampson	Ric Pizzuti

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