

Environmental Policy

Baringa is committed to 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 Sustainability Executive 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 through:
 - Carbon: Reducing our Greenhouse Gas ('GHG') emissions in line with a 1.5° 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:

- Establish systems to measure our material environmental impacts, and set and monitor progress against our SBTI-validated 'net-zero' targets for reducing carbon emissions
- 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 regularly 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:



Alison Gaskins, Chief Operating Officer

Date: 28 May, 2025

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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
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