

# RESPONSIBLE BUSINESS POLICY

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**EQUANS UK & Ireland (EQUANS) combines its expertise in technical services & facilities management, energy solutions and regeneration to empower businesses and communities to fully embrace the energy, digital and industrial transitions that are reshaping the way we use energy, as well as move, work and live.**

**Our Responsible Business Policy and procedures support the EQUANS' global 'fundamentals' - the common framework and ways of working that provide the basis for how we manage and operate across our entire business.**

## **Our Approach**

EQUANS developed its corporate purpose through an extensive consultation process with a wide range of stakeholders and it highlights our long-term inclusive focus on ethical, sustainable success. Our purpose and IMPACT Charter are set out in the public domain on the EQUANS website, and we seek to operate to the highest economic, environmental, social and governance standards whilst also building public trust.

The IMPACT Charter includes seven key commitments:

- We deliver operational excellence
- We commit to safety, ethics & cyber security
- We improve our clients' environmental footprint
- We improve our own environmental footprint
- We engage in our communities development
- We provide fair and equal opportunities for all
- We share fruits of our success

Our approach is led, owned and endorsed at the highest level of the business. We embed our IMPACT Charter across the business at all levels through a set of coherent internal business and personal objectives and targets, accompanying individual behaviours, and through our supply chain.

We will:

- Continue to engage with key stakeholders on our responsible business commitments
- Report performance against our agreed IMPACT Charter Commitments to our employees, and share performance in our annual Responsible Business Report

## **Leadership Commitments**

Senior management has overall responsibility for the implementation and review of our IMPACT Charter Commitments across all our business activities.

This policy will be reviewed annually and updated as necessary to ensure that it continues to align with business strategy and objectives. We ensure that this policy is cascaded and communicated to employees throughout our business and available upon request for interested parties.

A handwritten signature in blue ink, appearing to read "J. Loiseau", is written over a faint blue line.

**Jean-Philippe Loiseau**  
Chief Executive Officer  
EQUANS UK & Ireland