

# ENERGY AND ENVIRONMENT POLICY

## Scope

Equans UK & Ireland (Equans) is a leading private sector engineering organisation. Equans provides expertise in low-carbon energy solutions, cutting edge technical and sustainable facilities management services and transformative regeneration across the UK and Ireland to businesses, communities and the public sector, positively reshaping the way we move, work and live. The scope of this policy covers all work activities undertaken in Equans UK & Ireland.

## Our Commitments

Equans considers the environment, including energy management and the impacts of climate change, to be at the heart of our Fundamentals - Equans' framework for how we manage and operate across our entire business; it underpins all that we do. We are fully committed to preventing pollution, protecting and enhancing the environment, and continually improving our performance. We strive to fully comply with all legal, corporate and client compliance obligations and go beyond compliance by implementing best practice.

We shall continue to implement and operate an effective Energy and Environmental Management System (EEMS) to achieve its intended outcomes. This policy and EEMS form part of our Integrated Management System. Through the EEMS, we shall identify the environmental impact of our activities and seek opportunities to minimise these impacts and enhance the environment where we have operational control or influence. We shall integrate energy & environmental commitments into business processes and set energy and environmental objectives which are compatible with our business strategy. Through IMPACT, our manifesto for being a responsible business, we shall regularly monitor and report on progress and performance to establish whether we are achieving our objectives, with relevant independent verification of progress to build trust and accountability.

We are committed to working towards the following targets:

- Achieve our net zero carbon emissions targets for Scopes 1 and 2 by 2035, with a 42% reduction in emissions by 2030; and net zero for Scope 3 by 2050, with a 52% reduction for select Scope 3 categories including goods and services per value added by 2030, against a baseline year of 2023 for all targets. These form our contribution to Equans Group's validated Science Based Targets initiative (SBTi) commitment,
- Ensure that information and resources are available to achieve energy objectives and targets,
- procuring energy efficient products and services, as well as supporting design activities, which impact and improve energy performance,
- Operate in accordance with the circular economy principles, integrating these into our business processes with particular focus on design, sustainable procurement and resource management,
- Manage waste in accordance with the waste hierarchy and divert 100% of non-hazardous waste from landfill,
- Identify and manage the risks and opportunities associated with climate change,
- Promote biodiversity protection and enhancement across our activities,
- Reduce water consumption and improve air quality, and
- Collaborate with our supply chain partners to reduce Scope 3 emissions, consider lifecycle impacts of products and services and drive innovation in low carbon solutions.

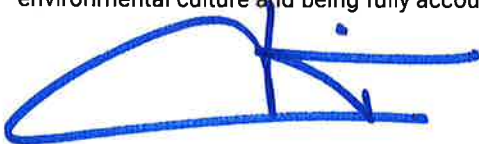
## Strategy

This policy aligns with the Our Planet pillar of Equans' global 'fundamentals', and IMPACT, which support the United Nations Sustainable Development Goals. We shall communicate the importance of effective energy and environmental management and of conforming to the EEMS. Through leadership, innovation and collaboration with stakeholders across our value chain, we aim to continually improve our environmental and energy performance and management systems to positively influence the decisions beyond our operations..

## Responsibilities

We shall support and empower our employees to contribute to achieving these commitments and demonstrate leadership in their areas of responsibility. We shall ensure that our employees have the correct information, training, skills, resources and experience to competently undertake their activities.

The UK Executive is responsible for setting this policy, communicating it across the organisation, embedding a positive environmental culture and being fully accountable for delivering on all the commitments outlined in this policy.

A handwritten signature in blue ink, appearing to read "Jean-Philippe Loiseau".

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

