



## Group Environmental Policy



# Group Environmental Policy

## 1. Introduction and scope

This Environmental Policy Statement contains over-arching, global principles to embed into PageGroup policies, procedures, and systems to ensure we improve our environmental impact. It is designed to help PageGroup ensure that its commitment to the environment is upheld across its operations and value chain.

This Policy Statement applies to all PageGroup employees. It works in parallel with other relevant policies and procedures, including the Supplier Code of Conduct and our Employee Code of Conduct.



## 2. Objectives

PageGroup is committed to protecting the environment and to manage effectively any environmental risks and opportunities. We will take active steps to reduce our environmental impact across our operations and value chain.

### 2.1 Climate change

PageGroup has committed to setting Science-based Targets to ensure we reduce our carbon footprint in line with the global climate change goals of the Paris Agreement. Specific targets include:

- 60% reduction in Scope 1 & 2 emissions by 2030, from a 2022 baseline.
- 25% reduction in Scope 3 emissions from business travel and purchased goods and services by 2030, from a 2022 baseline.
- Net-Zero across our full value chain (Scope 1, 2 and 3) by 2050.

### 2.2 Waste and natural resources

We are committed to responsibly using natural resources, protecting biodiversity, and prioritising reuse, recycling, and proper disposal methods for both non-hazardous and hazardous wastes in accordance with Hazardous Waste Regulations.

## 3. Policy Principles

### 3.1 Regulatory compliance

Compliance with relevant local, regional, and global environmental regulations is an essential, minimum requirement for all PageGroup businesses.

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## 3.2 Renewable and efficient operations

Reducing environmental impact is a central consideration in decisions made relating to our offices and operations. Where possible, we source renewable energy in our offices and take steps to ensure that our buildings are energy and resource efficient. We also minimise our waste through prevention (e.g., through limiting the amount of printing), re-use and recycling.

## 3.3 Responsible business travel

We are committed to limiting the environmental impact of our business travel. We travel only when there is a business need to do so. When travelling, we encourage our people to use the lowest carbon option available. This means prioritising travel via train and public transport over air travel and petrol cars.

## 3.4 Responsible procurement

We are committed to reducing our environmental impact across our supply chain. We want to work with suppliers that share our commitment to the environment and who will help us to meet our goals, through the provision of low-carbon goods and services.

We define environmental expectations for our suppliers through our supplier code of conduct and actively engage in dialogue to influence their environmental awareness and impact.

## 3.5 Stakeholders

We collaborate closely with stakeholders across our value chain, including our suppliers, landlords & facilities managers, clients and employees to achieve our environmental commitments.

## 3.6 Carbon removals

Our targets ensure we are taking steps to reduce our GHG emissions to as close to zero as possible. To compensate for emissions we can't yet avoid, we offset our emissions using carbon removal projects.

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## 4. Governance

It is our aim to review regularly, consult and communicate our policy to our employees and other stakeholders. This will promote awareness of environmental issues and secure the support of the above groups in driving our objectives. It is expected that business functions and local teams embed the policy principles into their targets, plans and processes.

The plc Board provides ultimate oversight and governance over PageGroup, including the Sustainability programme. PageGroup's Sustainability Committee is a formal sub-committee of the Board with responsibility for the management and oversight of the Sustainability programme, including our environmental performance. The Sustainability Committee is committed to improving our performance continually by reviewing regularly our impacts and, on an annual basis, updating this policy.

**KELVIN STAGG**  
Chief Financial Officer

30 June 2023

**JOANNA BONNETT**  
Head of Sustainability

30 June 2023

**Version Control**

<b>Version Number</b>	<b>Date</b>	<b>Author</b>	<b>Changes</b>
1.0	29/06/2023	Joanna Bonnett	Final version
2.0	05/02/2024	Stephen Taiwo	Updated to “25% reduction in Scope 3” as directed by MK