

Environmental Sustainability Policy 2025

Introduction

Causeway is committed to managing and reducing its environmental impact across operations, supply chain, and product development.

To enable us to achieve this, Causeway has introduced an Environmental Management System (EMS) and ESG Strategy which includes the regular management review of key carbon measures, the recording of our carbon footprint and carbon offsetting.

The Causeway board of directors recognises the importance and significance of environmental sustainability compliance, to the requirements of ISO 14001 and applicable environmental laws and regulations, and is committed to continually improving our EMS and ESG Strategy in all areas of our business. Like all responsible companies Causeway is aware of the need to recognise the importance of protecting our environment and addressing the climate emergency.

Our **Environmental Management System (EMS)** aligns with:

- **Science-Based Targets initiative (SBTi)** methodologies for emissions reductions.
- **Best practice sustainability reporting**, voluntarily aligning elements of our strategy with **CSRD guidance** while recognising that **Causeway is not legally obligated to comply with CSRD**.
- **The Social Value Policy**, ensuring an integrated approach across social, economic, and environmental sustainability.

Commitments

Causeway and its employees will:

- ☑ **REDUCE** resource consumption, including energy, water, and materials, to support long-term environmental sustainability goals.
- ☑ **IMPLEMENT** technologies to support **customer carbon reduction**, including supply chain transparency, energy-efficient operations, and digitisation.
- ☑ **OPERATE** our business in line with good industry practice and comply with contractual requirements and applicable environmental laws and regulations.
- ☑ **SUPPORT** the transition to **100% renewable energy in our offices, where supplier agreements allow, by 2026**.
- ☑ **PROMOTE** a circular economy by implementing a **zero-waste programme by 2027, where operational control allows**.

☑ **ENABLE low-carbon mobility** by supporting:

- Electric Vehicle (EV) and hybrid vehicle **salary sacrifice schemes**.
- Public transport optimisation solutions

☑ **INTEGRATE** sustainability principles into procurement, ensuring **supply chain sustainability scoring and supplier engagement in Scope 3 reductions**.

☑ **ENGAGE** employees, suppliers, and customers in **sustainability best practices**, fostering innovation and collaboration.

☑ **REPORT** progress through Causeway's **ESG Steering Committee** and **board-level updates**, aligning with the Social Value Policy's governance framework.

Objectives

As a **carbon-neutral company**, Causeway offsets its calculated emissions footprint annually but recognises that **offsetting alone is not a solution**. Therefore, we set clear, measurable objectives:

1 **Carbon Emissions Reduction**

- Achieve **SBTi validation** of near-term **carbon reduction targets** by the end of FY25.
- Reduce **Scope 1 & 2 emissions by 46% by 2030** and **Scope 3 emissions by 28%**.
- **Transition to 100% renewable energy in all offices where supplier agreements allow by 2026**.

2 **Waste & Circular Economy**

- **Establish a zero-waste programme by 2027, where operational control allows**.
- Reduce landfill waste through **enhanced recycling, supply chain optimisation, and material efficiency**.

3 **Customer Sustainability Enablement**

- Support **customer carbon reduction** through **CausewayOne**, enabling sustainability-focused reporting, supply chain transparency, and emissions tracking.

4 **Mobility & Sustainable Transport**

- Expand **EV and hybrid vehicle** salary sacrifice schemes to employees.
- **Optimise public transport infrastructure**

5 **Data-Driven Environmental Management**

- Strengthen **environmental reporting frameworks**, ensuring best-practice transparency for customers and stakeholders.

- Use **AI-driven ESG insights** to track carbon impact in real-time.

Governance & Accountability

The **Vice President of ESG** oversees this policy, ensuring annual **alignment with business unit planning and board-level ESG reporting**.

Causeway's **ESG Steering Committee** is responsible for reviewing environmental targets and progress, ensuring compliance with industry best practices.

This policy will be reviewed annually to ensure it remains aligned with the **Social Value Policy and ESG strategy**.

Signed by:

A handwritten signature in black ink, appearing to read 'Paul Devlin', is positioned above a horizontal line.

Paul Devlin, Chief Executive Officer

25 June 2025