



# Accelya Environment and Sustainability Policy

Version 4.0

February 2025

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**accelya**

## Revision History

Version	Date	Amendments	Author	Approver
1.0	16 <sup>th</sup> August 2023	Policy creation	Ross Houghton	ESG Team
2.0	1 <sup>st</sup> November 2023	Inclusion of governance, waste management and additional targets.	Ross Houghton	ESG Team
3.0	January 2025	Role title changes.	Ross Houghton	ESG Team
4.0	February 2025	Changes in Policy framework for meeting ISO 14001 requirements	Ross Houghton	ESG Team

## Security Classification

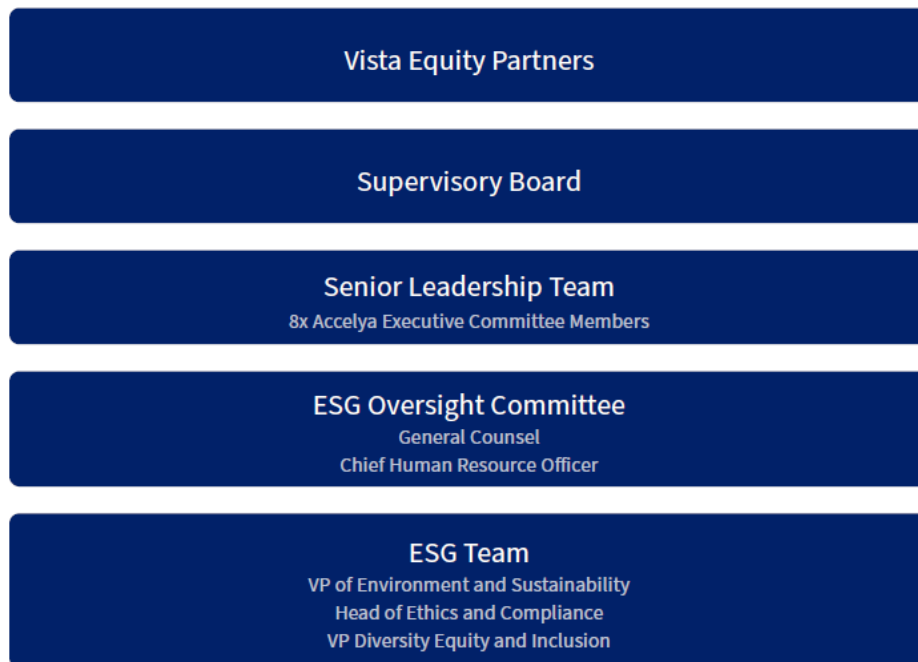
Select one	Level	Definition
<input checked="" type="radio"/>	Public	Information that may be broadly distributed without causing damage to the organization, employees and stakeholders.
<input type="radio"/>	Internal	Information that can be distributed within the company.
<input type="radio"/>	Confidential	Sensitive information available within a group of people which must not be disclosed outside the organization without explicit permission of document owner.
<input type="radio"/>	Highly Confidential	Highly sensitive and critical information meant for a limited group which must not be disclosed outside the organization without explicit permission of document owner.

## Distribution

Who is this policy distributed to
All Accelya employees



## Governance, and allocation of responsibilities



### ESG Oversight Committee

The ESG Oversight Committee is comprised of the General Counsel and Chief Human Resources Officer. The committee provides guidance and advice to the Senior Leadership Team on Environmental, Social and Governance matters. The committee meets with the wider ESG team on a quarterly basis. This ensures that performance and progress is managed effectively, and urgent matters can be communicated directly to the Senior Leadership Team.

### The ESG Team

The ESG team comprises the VP of Environment, Social and Governance (ESG), the Head of Ethics and Compliance and the VP of Diversity, Equity, and Inclusion. All three roles were created in FY23 as part of our commitment to formalize our approach to ESG.

The VP of ESG oversees a variety of responsibilities, including direct engagement with the Executive Oversight Committee on material issues such as carbon reduction, climate initiatives, waste management, strategy development, ESG communication strategies, legislative compliance, and transparent disclosure practices.

All Accelya employees are expected to adhere to this policy as part of their duties.

### Accelya Environmental Policy

Accelya is committed to sustainability and recognizes the importance of taking action to mitigate the impacts of its operations on the environment. Accelya's approach centres around the effective management of Energy Consumption, Greenhouse Gas (GHG) emissions, and waste.

Accelya is committed to the protection of the environment and the prevention of pollution by effective implementation of ISO 14001:2015.



## Energy Consumption

As a business, we are committed to reducing our energy consumption in line with our ambitious near-term carbon reduction targets.

- Accelya is also committed to increasing its renewable energy consumption to 70% of total energy mix by 2030.

## Greenhouse Gas Emissions

Accelya is committed to reducing greenhouse gas emissions and its potential impact on climate change. As a business we aim to:

- Achieve a 42% reduction in absolute greenhouse gas (GHG) emissions (tCO<sub>2</sub>e) by 2030 from FY22 baseline to align with Paris Agreement (limiting global warming to 1.5°C) and SBTi guidance.
- Achieve a 56% reduction in GHG Intensity (tCO<sub>2</sub>e/\$m) by 2030 from FY22 baseline. This reduction should be aligned with the SBTi guidance of 7% annual intensity reduction for scope 3 emissions.
- Maintain and operate a program aimed at the prevention of direct and indirect GHG emissions.
- Review progress and report publicly against our environmental and energy targets (including 1.5°C-aligned science-based GHG reduction targets) on an annual basis.
- Reduce our business travel GHG emissions (in line with our published targets).
- Work with our suppliers to reduce GHG emissions (in line with our published targets) and tackle other environmental impacts in our supply chain.

## Waste management

Accelya recognises that waste and associated emissions have a significant impact on the environment, more so when waste is not disposed of in the correct manner. Accelya is committed to managing its waste in adherence with local laws and regulations. Our aim is to:

- Dispose of IT equipment through trusted recycling partners
- Provide the facility to segregate general waste from recycling where an office location has recycling facilities available
- Reduce paper waste through minimising office printing and promoting a digital first culture
- Measure and report on office waste and disposal across Accelya\* with the aim to divert 100% of waste from landfill by 2030.

*\*Where waste data can be provided by building landlords and Accelya has control to implement operational change.*

## Employee Education and Engagement

- Educate our staff on their environmental impacts and empower them to take action on climate change in their working and home lives.

## Collaboration and Stakeholder Engagement

- Collaborate with clients and external stakeholders to create and scale solutions that enhance sustainability.



### **Compliance**

- Conform to all relevant compliance requirements relating to the environment and energy.
- Maintain procedures to mitigate the risk of pollution.

### **Continual Improvement**

- Pursue a program of continuous improvement of our procedures and performance.
- We are committed to continual improvement of an Environment Management System to enhance environmental performance.

### **Reporting and Communication**

- At least once every 12-months, Accelya will measure the progress of this policy against targets and publicly report on its activities and achievements.
- Ensure that our policy is clearly communicated internally, publicly when requested, and when any changes are made to the policy.

### **Complaints**

- Address complaints about any breach of our Environmental Policy promptly and to the satisfaction of all concerned.
- Complaints should be made to the Head of Environmental, Social and Governance or Ethics and Compliance.

### **Annual review**

This policy will be reviewed at least annually by Accelya's ESG committee and signed off by the Accelya Board.

This policy will guide our actions as we work to reduce our environmental impact and contribute to a more sustainable future.

### **Communication of the Policy**

The Policy shall be made available to all our stakeholders including the public through our website. The Policy shall be communicated to all our employees via our company intranet.