

Environment

The climate and nature crisis represents a significant challenge for businesses, governments and individuals. We recognise the risks and opportunities it presents to our business, and the important role we must play in reducing our Greenhouse Gas (GHG) footprint, and preserving a healthy natural environment, alongside our customers, partners and suppliers. We have set a target to reach Net Zero by 2050, or sooner, which is the milestone guiding all our related environmental work. This goal closely aligns with our purpose to impact a better future. This commitment is demonstrated through the ongoing reduction of our own GHG footprint, and the delivery of sustainability services for governments internationally.

Our policy is to:

- measure the GHG emissions that we generate, such that we can mitigate and reduce these in accordance with our Group Science-Based Targets (SBTs).
- develop a comprehensive, global Climate Transition Plan which supports the goals of the 2015 Paris Agreement and reflects our strategic and operational commitment to tackling climate change within our business model, to the best of our ability. This will include:
 - prioritising the reduction of our operational emissions (particularly in fleet and the built environment) to support achievement of our SBT to reduce operational emissions by 46% by 2030 (vs a 2022 base year)
 - reducing our business travel and fuel-and energy-related emissions by 25% by 2030
 - reducing our supply chain emissions, in support of our SBT to have 95% of our suppliers - by emissions - to also have SBTs by YE 2028
 - providing education to our colleagues to ensure all colleagues are aware of the imperative behind our Climate Transition Plan, and their role in supporting
 - exploring investments in high-integrity carbon removals for unavoidable emissions including nature-based solutions
 - increasing resource efficiency, reducing waste to landfill, supporting water conservation, and contributing to the circular economy
 - identifying and managing our nature related impacts, risks, and opportunities, such that we can contribute positively to nature restoration and enhancement
 - influencing and collaborating with our suppliers on environmental objectives
- implement management systems and procedures to protect the environment, prevent pollution, mitigate adverse impacts and continuously improve our performance
- identify, assess, manage, and report regularly on the environmental and climate risks and opportunities related to our activities and services, integrating the necessary resources to undertake this
- meet and, where appropriate and possible, exceed applicable legal, compliance, and reporting obligations
- conduct mature engagement and partnerships with external stakeholders, both inside and outside of and our value chain, to support decarbonisation in line with our targets
- regularly review the suitability and effectiveness of our management and governance systems to drive continual improvement in Serco's transition to Net Zero.

A handwritten signature in blue ink, reading "Anthony Kirby".

Anthony Kirby
Group Chief Executive
Serco Group Plc