

RWS Group

Environmental Policy

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1 Summary

This Policy details the approach RWS Holdings plc and its subsidiaries will take to provide guidance to all employees regarding RWS's policy and commitments to protecting the environment and improving the environmental sustainability of its operations.

2 Purpose

RWS strives to continually improve the environmental performance of our business.

3 Policy

RWS recognizes that it has a responsibility to minimize the impact of its business activities on the environment.

We are committed to protecting the environment and preventing pollution by integrating environmental considerations into our business decisions and practices and improving the environmental sustainability of our operations.

Environmental performance is reviewed, audited and reported on annually against our objectives and targets.

In accordance with our key principle of improving the environmental sustainability of our business, RWS is committed to:

- Raising awareness both within RWS and externally with our stakeholders, promoting a culture of environmental responsibility
- Reporting progress against approved RWS Science Based Targets
- Reducing carbon emissions in line with science-based targets
- Reducing resource consumption and improving efficiencies in the use of natural resources and energy
- Measuring, managing, and evaluating our environmental practices, performance, and resilience, to minimize our carbon emissions and waste generation, prevent pollution and drive energy and water efficiency globally
- Striving to control and enhance environmental performance and resilience by identifying environmental opportunities and managing risk
- Developing robust mitigation plans to minimize the impact of foreseeable environmental incidents

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- Continual improvement of our certified ISO 14001 Environmental Management System to enhance environmental performance and extending our compliance with ISO 14001 requirements to uncertified sites where appropriate
- Ensuring compliance with all applicable local and national environmental legislation, regulations and compliance obligations
- Minimizing any direct impact on biodiversity through business activities, should the impact arise; improving biodiversity in the areas in which we operate where appropriate.
- Communicating and consulting with stakeholders on environmental issues where appropriate
- Incorporating environmental best practice for procurement and improving environmental responsibility throughout our supply chain

Through these commitments, everyone in RWS is accountable for promoting a culture of environmental responsibility.

4 Policy Review

You can access this Policy by visiting the RWS Hub and navigating to the Group Policies section. This Policy will be reviewed regularly and updated as required to ensure it remains effective and aligned with our organizational goals. If there are any material changes to the Policy, it will be relaunched through the RWS Hub for review by all Colleagues or by training or email communication, depending on the level modification to the Policy.

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5 Document history

Author	Date	Detail	Version
Quality / Supply Chain	30/08/2022	Transferred and updated from the Environmental Policy Statement version 4. Approved	5.0
Quality / Supply Chain	19/09/2023	Updated RWS commitments in line with science-based targets. Approved	6.0
Quality / Supply Chain	19/09/2024	Annual review	7.0

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