



# Global Sustainability Policy

## Purpose and Application

To be a credible partner and support our client's sustainability strategies, the LRQA group of companies operates to the highest standards. We are committed to responsibly managing the economic, social and environmental impacts of our business operations and to maintain resilience to environmental risks and impacts.

The Global Sustainability Policy applies to all colleagues, anyone doing business for/with LRQA, and others acting on our behalf.

## 1. LRQA's commitment

- 1.1. LRQA is committed to improving our sustainability performance by setting goals and monitoring progress through the company's Our Planet, Our Plan sustainability strategy. This strategy is aligned to the material sustainability topics aligned to the business (see Appendix I).
- 1.2. Our key principles include:
  - 1.2.1. We comply with all applicable laws and regulations relating to sustainability practices and disclosures;
  - 1.2.2. We value our people, and those we engage with, and respect their rights as determined by our Global Human Rights Policy which sets out our approach to human rights;
  - 1.2.3. We are a signatory of the United Nations Global Compact (UNGC) and respects and supports all its principles;
  - 1.2.4. We define our sustainability priorities and set clear performance objectives and monitor progress toward them;
  - 1.2.5. We are transparent in reporting our sustainability performance;
  - 1.2.6. We monitor and improve our environmental performance;
  - 1.2.7. We prevent injuries and ill physical and mental health of our employees and continually improve our health and safety performance;
  - 1.2.8. We aim to expand our positive external impact through providing services that help clients improve their environmental performance and uphold workers' rights;
  - 1.2.9. We have a positive social impact in the communities where our people live and work;
  - 1.2.10. We provide a comprehensive feedback system for comments and complaints from our employees, customers and other stakeholders; and
  - 1.2.11. We have zero tolerance for acts of bribery or corruption, and our colleagues must adhere to our Code of Ethics or Business Partner Code of Conduct, together with our Global Anti-Bribery and Corruption Policy (GMS02-11-07).

## 2. Our Planet, Our Plan

- 2.1. LRQA is guided by [Our Planet, Our Plan](#) which sets out our ESG ambitions to deliver a positive impact for our colleagues, clients, suppliers, communities and planet across four priority areas. The goals we have set are aligned to our material sustainability topics and run through 2030 to coincide with the United Nations Sustainable Development Goals (UN SDGs) (see Appendix II). Each year we publish a sustainability progress report including our key sustainability goals and our progress toward them.

### 3. Our Suppliers

- 3.1. We are increasingly focused on strengthening the sustainability credentials of our supply base. As part of this, our Procurement team applies a robust due diligence process to evaluate and select suppliers. We are working closely with key members of our supply chain to embed a consistent approach to sustainability, aligned with LRQA's VITAE values (Vision, Integrity, Togetherness, Ambition and Expertise).
- 3.2. We request our suppliers to comply with and agree to our [Business Partner Code of Conduct](#) which sets out expectations around environmental stewardship, social responsibility, and ethical business practices. In addition to complying with all relevant local legislation, suppliers must demonstrate a clear commitment to managing their sustainability impacts working towards and/or in line with our standards.

#### APPENDIX I

##### Material Sustainability Topics

LRQA's sustainability strategy is informed by a double materiality assessment to identify material sustainability topics aligned to the business.

We therefore endeavour to effectively manage impacts, risks and opportunities aligned to the following material ESG topics:

##### Environment

- Climate change
- Pollution
- Biodiversity & ecosystems
- Circular economy

##### Social

- Own workforce
- Workers in the value chain
- Consumers & end-users
- Affected communities
- Privacy & cybersecurity

##### Governance

- Business conduct

#### APPENDIX II

##### Sustainability Goals

**Corporate integrity:** We uphold the highest standards of ethics and professionalism.

- 100% of employees complete annual Compliance & Ethics Declaration
- 100% of employees complete Code of Ethics training

**People experience:** We are a diverse, equitable and inclusive workplace where our people thrive.

- A year-on-year increase in the diversity of our workforce
- Zero work-related accidents

**Enhanced livelihoods:** Our work leads to enhanced livelihoods for workers in global value chains, and we create positive social value in the communities where our people live and work.

- 100% of supplier spend aligned to LRQA Responsible Sourcing Programme
- A year-on-year increase in the number of workers surveyed and covered by grievance mechanisms in our client engagements
- Create £1m economic, social, environmental value globally through investing in our communities

**Climate action:** We reduce our emissions to achieve net zero by 2040, and we play a growing role in enabling a low-carbon future.

- Net zero by 2040
- A year-on-year increase in the number of our projects that focus on green energy, low-carbon fuels and climate advisory services as part of our commitment to accelerate the global energy transition