

SUSTAINABILITY POLICY

December 2023

OUR COMMITMENT

SYSTRA LIMITED – UK & IRELAND is committed to sustainability, both in respect of operations and in terms of the projects we deliver. This policy outlines our position with regards to sustainability and the key actions we have taken or are implementing in order to embed sustainability in our decision-making as a business.

OUR MISSION

SYSTRA is committed to making a positive difference through the solutions we deliver and how we operate as a business. This includes delivering value for all our stakeholders as we maintain natural, social and financial capital as a sustainable business. We will focus on four key strategic themes for this performance: climate action, environmental stewardship, social purpose and responsible business.

KEY ACTIONS

SYSTRA will set challenging, but realistic objectives and targets on an annual basis, monitor and ensure continual improvement in our environmental and sustainability performance. We will maintain certification to the Environmental Management System standard BS EN ISO 14001:2015 in all of our offices.

We will work to become a carbon net-zero business by 2035 and honour our chartered commitment under “Charte de l’ingénierie pour le climat” to reduce carbon footprint through our activities and to encourage sustainable whole-life approaches to the built environment that includes:

- **Environmental Sustainability:** We promote the principles of sustainability throughout the workforce. There are several key elements that we specifically encourage and promote:
 - **Green Travel:** Our policy is to encourage all colleagues to use public transport, walk or cycle to work, and to discourage single occupancy car travel. We provide interest-free loans for public transport season tickets and participate in the government sponsored Cycle to Work scheme.
 - **Encouraging Sustainable Business Behaviour:** Our policy of encouraging a low car dependency culture within the company extends to business travel. All of our offices in the UK and Ireland are easily accessed by rail. Throughout the company we maximise the use of the most innovative and appropriate video-conferencing platforms available to maximize efficiencies and reduce environmental impact.
- **Waste Hierarchy:** Our policy is to minimise resource use and to avoid waste, to use recyclable materials wherever possible, through effective energy, water and carbon management. We follow the principles of reduce, reuse and recycle in all of our operational activities, including our policy to recycle all old equipment and furniture.
- **Energy Use:** Our policy is to switch off all lights at the end of the working day. We have motion sensors in most of our offices to switch off lights automatically. Colleagues are expected to shut down computers, and to switch off monitors when not in use.
- **Printing policy:** We maximise the use of electronic documents wherever possible and maximise efficiencies in terms of energy and material use wherever printing is necessary.
- **Economic Sustainability:** SYSTRA supports the UK Government’s objectives to create a strong and stable economy through creating new and innovative products and processes, technical and social research and the advice we supply to public and private agencies.
 - When working with other service suppliers SYSTRA seeks to promote good practice in environmental and social policies through our procurement policies and selection of our suppliers.

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- We seek to work with suppliers that are based in, and reflect the composition of, the communities in which we work, recognising the values of inclusivity and diversity.
 - We encourage our sub-contractors to adopt similar positive sustainable development, environmental and social policies to our own.
 - SYSTRA is committed to training our colleagues in the principles and good practice of sustainable development.
- **Social Sustainability:** SYSTRA supports the principles of social sustainability, helping to create inclusive communities and treating people with dignity and respect, including both our own colleagues and our clients, suppliers and the general public. In respect of our colleagues, we will:
 - Treat colleagues fairly in terms of recruitment, selection, remuneration, career development and training, irrespective of gender, age race, disability, faith or sexual orientation.
 - Have regard to colleague welfare and wellbeing in respect of employment policies such as health, safety, equal opportunities, grievance, flexible working, maternity and paternity leave and sickness.
 - Support colleagues in activities related to serving relevant professional institutions, including participation in schemes to encourage wider participation in professional activities by young people from diverse backgrounds.
 - Support the efforts of our colleagues in respect of charitable work and donations through appropriate complementary actions such as flexible working arrangements and sponsorship.
 - Seek to pro-actively engage with local communities wherever possible to minimise any negative impacts from our operations or activities and maximise our social contribution. We encourage and promote volunteering activities in local communities.
 - **Schemes, Design & Sustainability:** SYSTRA are committed to encourage, implement and demonstrate sustainable, whole-life approaches to the built environment in all our design and construction practices. SYSTRA has a significant influence through our work activities through direct integration and promotion of sustainable design solutions. Our ability to further address climate change is promoted by the portfolio of work which we undertake. These types of schemes enable us to have a direct influence on climate change through the design and implementation of schemes including:
 - Pedestrian and Cycle schemes
 - Bus network enhancement and priority
 - Mass transit (BRT and LRT)
 - Local Rail (stations, electrification, track enhancements, new routes)
 - Park and Ride
 - High Speed Rail
- In addition, SYSTRA can influence and facilitate Climate Emergency / Carbon zero objectives at a company or project level through our existing services.
- In respect of our relationships with clients, suppliers, and the general public we will:
- Treat all of our personal contacts with dignity and respect, regardless of gender, race, age, disability, faith and sexual orientation.
 - Treat all of communications with clients as confidential, unless otherwise agreed.



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- Respect the rights and confidentiality of all survey respondents, reflecting the General Data Protection Regulations and the Human Rights Act.
- Have regard to health, safety, security and wellbeing of colleagues, clients, contractors and the public in respect of our work, recognising, the risks associated with all phases of projects.
- Adopt the ethical principles set out in the guidance of the Market Research Society and of the Social Research Association in respect of our activities relating to data collection, analysis and reporting.
- Encourage all our suppliers and sub-contractors to maximise their environmental and sustainability performance.

We are committed to ensuring that this Policy is understood, implemented and maintained at all levels within our organisation and that appropriate resources are provided to ensure that our integrated Business Management System is managed, and that performance is continually measured and improved.

This policy is communicated to all colleagues and organisations working for SYSTRA Limited or on our behalf.

This policy is reviewed annually by the SYSTRA LIMITED - UK & IRELAND Executive Board and is available to interested parties upon request.



Nick Salt
CEO

SYSTRA LIMITED - UK & IRELAND

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