

Net Zero Carbon Policy

1. Scope

This document details the approach Social Personnel (DRG) will take to provide guidance to all employees regarding DRG's policy and commitments to protecting the environment and improving the environmental sustainability of its operations.

2. Terms and Definitions

- Sustainability – meeting our own needs without compromising the ability of future generations to meet their own needs. In addition to natural resources, we also need social and economic resources.
- Net zero – achieving a balance between the carbon emitted into the atmosphere, and the carbon removed from it. This balance – or net zero – will happen when the amount of carbon we add to the atmosphere is no more than the amount removed.
- Biodiversity – biodiversity is essential for the processes that support all life on Earth, including humans.

3. Policy

DRG 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. The Board has direct oversight of climate-related issues, and it agrees on our position and commitments on climate change. Environmental performance is reviewed by our Board six monthly and is audited and reported annually against our objectives and targets. In accordance with our key principle of improving the environmental sustainability of our business, DRG is committed to:

- Raising awareness both within DRG and externally with our stakeholders, promoting a culture of environmental responsibility
- Developing a carbon reduction plan using a science-based target aligned with the Science Based Target initiative (SBTi) criteria and submitting the plan to the SBTi for official validation
- Reducing carbon emissions 55% by 2030, using FY22 as a baseline and to be net zero by 2050
- 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, 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
- Continual improvement of our Environmental Management System within sites certified to ISO 14001 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 DRG is accountable for promoting a culture of environmental responsibility.

4. Policy Review

This Policy is available on the Group's intranet and website. If there are amendments to the applicable legislation or regulatory requirements, the Policy will be amended to reflect these. There will be an annual review by the person responsible for the Policy to ensure the document is fit for purpose and remains effective. Any changes will be communicated by email by way of the "Regulatory and compliance update", team briefings or training, depending on the complexity of the amendment.