

# OUR SUSTAINABILITY AMBITION

“As a business we are committed to helping to ensure we have a healthy environment for current and future generations”



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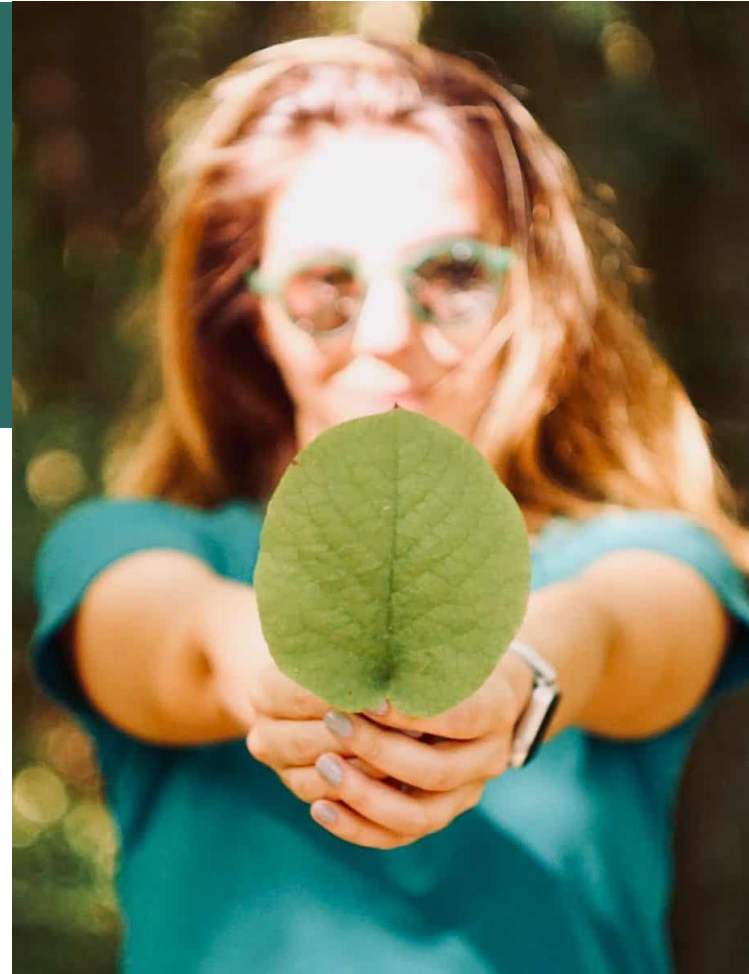
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## OUR MISSION

We believe we should go beyond the basics of ethical business practices and embrace our responsibilities to people and the planet. We believe this brings a sustained, collective values to our shareholders, our employee, our customer and our communities.

We understand that our operations affect the environment. Our goal is to improve how we use resources to reduce environmental impact while still meeting our business objectives.





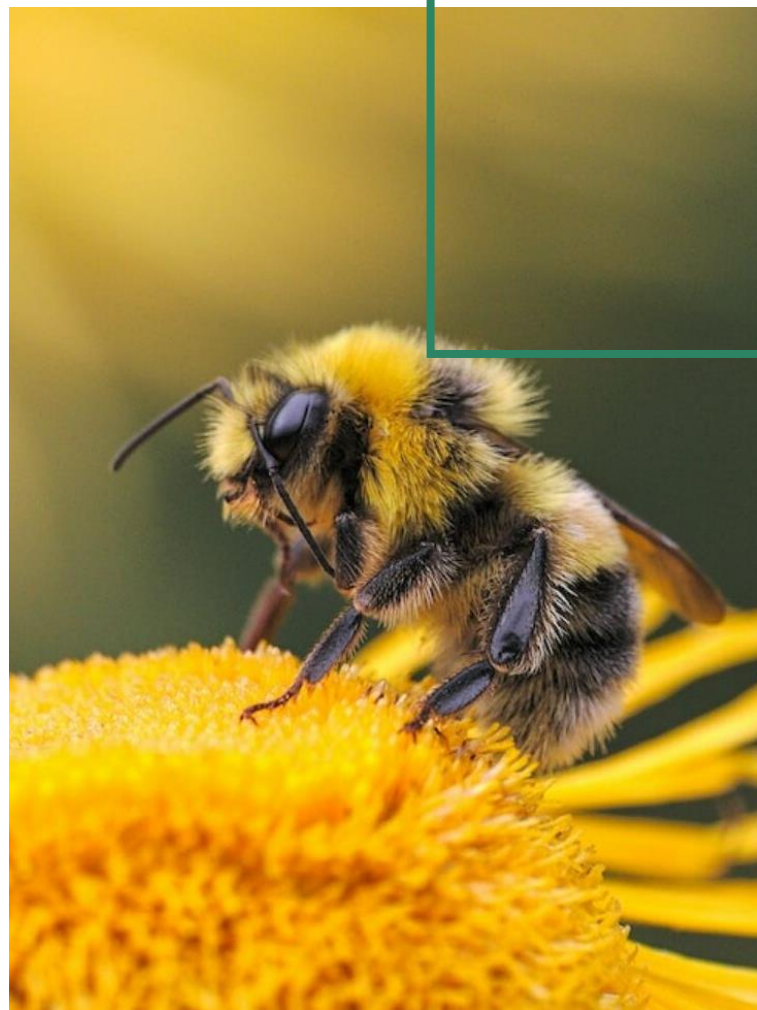
## ACTING ON OUR SUSTAINABILITY PLAN TO REDUCE CARBON

The climate emergency is becoming increasingly pressing, threatening our way of life. It is important that we consider ways to reduce our impact on the environment from all angles.

URIS Group is helping to ensure we have a healthy environment for current and future generations by shaping a series of strategic initiatives to ensure we do the right thing to create value and ensure our actions converted into positive impacts. We have set ourselves an ambitious goal to be Net Zero by 2040, ten years ahead of the Paris agreement and to be carbon neutral by the end of 2024.

We have already taken action to reduce our carbon emissions and are actively supporting biodiversity loss.

We have also taken steps to improve our people's understanding of climate sustainability and how we can all make small changes in our daily lives to reduce our carbon footprint.



## PROTECTING AND RESTORING BIODIVERSITY

We are living through both climate and biodiversity crises; which are interconnected. There has been a staggering rate of decline with over a 70% average reduction in global wildlife populations since 1970, a severe warning that our rich biodiversity that sustains life on our planet is in crisis, putting every species at risk – including us.

The UK is home to some of the most diverse and beautiful species on earth, however our actions are pushing the natural world to the brink. Protecting and enhancing the planet's biodiversity through supporting nature-based solutions is large part of our commitment to sustainability.

Protecting and growing nature-based carbon-capture sites to remove carbon from the atmosphere by improving habitats and biodiversity.

We are working initially with Make it Wild and The Wildlife Trusts, to support the reintroduction of woodland which will become the ancient forests of tomorrow and remove tonnes of carbon from the atmosphere in their lifetime. We are also supporting the re-establish of rare and biodiverse habitat by planting native species.

Make it Wild have also enabled us to work with one of their trusted partner to plant mangrove trees by the thousand, in Kenya. This is so much more than a tree planting scheme, because their partner works closely with local communities. They work with a network of locals, to ensure that people in need are given meaningful work, a living wage, and support them with health insurance and other benefits.





## DOING OUR PART TO HELP PROTECT OUR ONE AND ONLY EARTH

We are the secret weapon in the battle against climate change and biodiversity loss.

We are raising awareness across our business to provide tips and support to help colleagues reduce their own carbon footprint. Every step we take to reduce either those direct or indirect contributors to our carbon footprint add up to helping combat climate change, one little bit at a time.

The pursuit of sustainability is a continuous process because challenges and opportunities constantly change.

The aim is that it becomes part of our 'core DNA' and underpins everything we do"



# ENVIRONMENTAL SUSTAINABILITY

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