



Environmental Policy

VCCP commits through our creativity, relationships and our work to use communications to create social cohesion, encourage kind and responsible actions for ourselves and our planet and share our skills to deliver social good.

We recognise that urgent action is necessary to limit global temperature increase in order to prevent irreparable damage to our planet due to Climate Change.

Commitment to achieving Net Zero

- VCCP commit to reducing Scope 1 & 2 emissions by 46% by 2030, aligned with a 1.5°C science-based reduction pathway, and reducing Scope 3 emissions by 27.5% by 2030, aligned with a well-below 2°C pathway, compared to a baseline of 2019. These near-term targets have been validated by the Science-Based Targets initiative.
- VCCP has committed to achieving net zero emissions across our value chain by 2040 (Scope 1, 2 and 3). In advance of this, we are committed to achieving and maintaining Net Zero emissions for our Scope 1 and 2 emissions from 2035. We commit to submitting these targets to the Science-Based Targets initiative for validation

Net Zero refers to achieving an overall balance between the emissions produced and emissions removed from the atmosphere. We will achieve this by reducing our operational emissions both internally and throughout our value chain, including our suppliers, and then taking the remaining residual emissions out of the atmosphere through carbon removal and storage projects (up to a maximum of 10%).

In developing our targets, we have aligned all emissions targets with the latest climate science and commit to obtaining the external validation of our targets by the Science-Based Targets initiative.

In order to achieve these commitments:

- We will seek to continuously improve our environmental performance and integrate recognised environmental management best practice into our operations;
- We will reduce our consumption of resources and improve the efficiency with which we use those resources;
- We will reduce our own operational emissions in areas such as heating, lighting, business travel (flights) and IT equipment;
- We will seek to source 100% of our electricity consumption from renewable sources;
- We will seek to minimise waste and ensure that no waste is sent to landfill;
- We will give due consideration to environmental issues and energy performance in the selection of leases, design, refurbishment, location, and use of buildings;
- We will work with our suppliers to reduce indirect emissions in our supply chain and encourage the adoption of Science-based targets by our largest suppliers;
- We will ensure environmental criteria are considered in the procurement of goods and services;
- We will continuously review and improve the way our products and services are designed, delivered and consumed, making more environmentally conscious choices wherever possible;
- We will engage with clients to measure the environmental impact of the services that we deliver, raise awareness, and offer lower impact solutions that meet their requirements; We will work in partnership with others, including through industry initiatives, to share



knowledge and best practice, and advocate for action that aligns with our climate and environmental commitments;

- We will identify and assess the significant risks and opportunities for our business related to environmental and climate issues and ensure that these are managed effectively;
- We will report on our environmental and climate-related performance in line with stakeholder expectations in our annual reports and accounts and other disclosures.

Scope and governance

This policy considers the material direct and indirect environmental impacts relating to our direct operations and supply chain. It should be applied by all companies with the Group.

The Co-Chief Executive Officer (Co-CEO) takes the lead within the Executive Management Team for the development and achievement of the Group's climate strategy, including policy formulation and the establishment of key performance metrics. The Co-CEO is supported by the ESG Committee, whose function it is to drive initiatives across the global business and guide the review and management of sustainability risks and opportunities. The ESG Committee meets monthly to review and execute the Group's Sustainability Strategy. The environmental policy is reviewed on an annual basis.

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