

It is the policy of Ridge & Partners LLP (Ridge) to provide our services within an environmentally sound framework. ISO 14001:2015 certification is held across all Ridge offices – to provide for this Ridge operates an Environmental Management System.

It is Ridge policy to:

- Maintain the Environmental Management System, which provides the framework for setting, monitoring, and reviewing our environmental objectives and targets.
- Fulfil the organisation's compliance obligations, which include the requirements of relevant legislation.
- Continually strive to improve the Environmental Management System and enhance the organisation's environmental performance.
- Protect the environment, preventing pollution and minimise any negative impacts.
- Review the purchasing of products to ensure that, where possible, products are sustainable.
- Reduce our waste and the consumption of resources (materials, fuel, and energy), reusing, recycling, and disposing of waste responsibly where waste is created.
- Encourage and support, through training and information, all staff to understand environmental issues and to take responsibility for their actions.

RIDGE ESG FRAMEWORK

Supporting our Environmental Management System, Ridge applies our ESG Framework to deliver our vision of 'redefining excellence in the built environment'. Eight themes focus on creating positive and meaningful impacts on our environment, communities, and people. Our ambitions for these themes are as follows:

- **Climate** – This theme demonstrates our commitment to Net Zero Carbon and minimising our energy use. It addresses both our buildings' impact on climate change and climate change's impact on our buildings. We measure our carbon footprint annually and track our progress against certain emissions reduction targets in line with our Carbon Reduction Plan, which accounts for scope 1, scope 2 and certain scope 3 reduction targets, alongside a renewable energy procurement target too. We actively consider climate change risks and opportunities in our business activities and support the transition to a low-carbon and climate-resilient built environment. We also promote the efficient use of energy, water and other natural resources across our operations.
- **Circularity** – We will ensure our procurement strategy prioritises materials from sustainable sources and optimised whole life value perspectives. Additionally, it ensures our waste management strategy aligns with the waste hierarchy.
- **Travel & Transport** – Ridge will ensure our policies incentivise, promote and provide travel guidance on the use of public transport, cycle infrastructure, and car-sharing to contribute to the reduction of carbon emissions across our business, commuting and personal travel needs.
- **People & Culture** – Ridge aims for healthy working environments and encourages active and social lifestyles for promoting physical and mental wellbeing. Ridge is committed to recruiting, developing

and retaining our experts in a fair, diverse and inclusive manner. We are passionate about maintaining Ridge as an externally validated 'Great Place to Work'. We also promote a culture of environmental responsibility by engaging employees in environmental initiatives and encouraging continual improvement.

- **Value Chain & Ethical Delivery** – Ridge is committed to ensuring ethical practices and social responsibility are integrated across our value chain. Stakeholder engagement is a key component of ensuring we are meeting our environmental targets. We encourage suppliers and business partners to adopt responsible environmental practices and support our environmental objectives.
- **Community Investment & Impact** – We want to deliver on our Social Value commitments, optimising the value of our professional networks and community of practice, and ensuring our activities support local communities.
- **Accountability & Transparency** – This theme evaluates what and how we report as a business. Ridge voluntarily discloses (and is audited upon) its environmental, social and governance performance through a variety of industry, national and international accreditation bodies.
- **Business Resilience** – Ridge is actively navigating the evolving technology landscape, appraising how we utilise technology at a business and discipline level. This is undertaken in parallel with the identification and management of risk, covering economic, environmental, social and political themes.
- **Biodiversity & Nature** – We want to support the protection and enhancement of biodiversity and natural capital through our operations, procurement decisions and project delivery activities where we have influence and where applicable.
- **Sustainable Design & Client Impact** – We advise and support our clients in delivering environmentally responsible, resource-efficient and climate-resilient projects that contribute to sustainable development.

Signed:



Position: Senior Partner

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