



Environment Social Governance (ESG) Policy

The APEM Group has a strong set of Environment, Social and *corporate* Governance (ESG) values which guide the way it runs its business and forms the basis of this policy. We follow a detailed ESG action plan which is reset annually with continual improvement targets. These targets are scored externally to map our progress year on year. We started in 2021 with a high performance and scored 'ESG Excellent', the highest award available which we have managed to maintain and exceed to "Leading" status in our most recent year of reporting. This ESG policy is underpinned by the Sustainable Development Goals (SDGs) advanced in the United Nation's 2030 Agenda for Sustainable Development and APEM Group is aligned to 7 of these goals.

Environmental Responsibility

As a leading global environmental consultancy providing expert advice to clients, the nature of our business and the drive of our employees, means we are continually improving our environmental agenda and monitoring and measuring our successes in this area. Central to our client's work is the appropriate management and enhancement of biodiversity in our projects.

Internally, APEM Group has set in place ambitious environmental targets as part of our Net Zero ambitions for 2045. We work with our employees, clients and suppliers/ contractors to reduce all potential environmental impacts of our services. These consider both Scope 1 (direct) and Scope 2 (indirect) greenhouse gas (GHG) emissions as well as Scope 3 (indirect upstream & downstream) emissions such as business travel (e.g., car, planes), commuting, home working or purchased/leased assets. Our Sustainable Transport Committee has implemented incentives for car-sharing for business purposes and travelling by public transport. Fleet diversification and changes in travel policies are helping to change behaviour to help reduce our targets.

Social Responsibility

APEM Group is committed to supporting its employees and its communities. Diversity within APEM Group is celebrated and there are five separate *Belonging Groups* building awareness to create positive connections. Overall, APEM Group develops diverse, equitable, inclusive staff with the skills and knowledge necessary for safe and effective job performance. APEM Group regards training as an investment that contributes directly towards improving individual and business performance. APEM Group is accredited for adhering to the Investors in People standard. We are committed to adopting the Real Living Wage across all territories where we operate. Whilst we have not yet formally registered with the scheme, we have consistently adhered to its principles.

APEM Group places a strong emphasis on community and building Societal Value and to this effect we have introduced a Volunteer Leave scheme which provides a paid-day allowance for all staff to volunteer for a not-for-profit organisation. APEM Group also match funds to charities supported through individual staff fundraising activities.

APEM Group seeks to safeguard the interests of those outside the organisation through a commitment to sustainable and ethical procurement. Suppliers and sub-contractors are suitably screened for quality and environmental standards and as new entities join the APEM Group we work closely to integrate all such procedures to required standards. Our quality management system means our clients have the opportunity to feedback to allow for continual improvement of our services.



Governance Responsibility

The business drivers for the APEM Group are weighed on ethical, resilient and responsible Governance. Growth and performance are balanced with strong business ethics and measured actions to reduce exposure to risk. We are committed to high standards of health and safety and recognise our responsibility to provide safe working conditions for APEM Group employees. Substantial investment in H&S training and PPE is testament to this commitment. We also have robust Data & Cyber Protection Protocols in place. The Group’s processes and practices incorporate these values into decisions appropriately and form an integral part of this ESG policy.

Ethical Business Conduct

APEM group’s culture of openness, trust and integrity is a central component of this policy and hence you are also directed to our Group Ethics Policy.

Policy engagement with our Stakeholders

To facilitate understanding and full engagement of this policy, it forms part of our staff induction programme and subsequent on-going training. This policy is also communicated and published on APEM Group websites for all stakeholders.

Reference	Version	Date released	Next Review Date	Approved by
T1-GP-006	2	07/03/2025	07/03/2026	Leah McGimpsey APEM Group Chief Executive Officer
<p>This policy is subject to periodic review and change to ensure it remains valid. The policy may be reviewed when prompted by context, such as developments in legislation, industry practice, or the organisation.</p> <p>The live version of this policy can be found on The Source and is the only version that is controlled. Any other versions either printed or embedded into other documents or web pages should be viewed as uncontrolled and as such may not necessarily contain the latest updates, amendments or linkages to other documents.</p> <p>This Policy has been Equality Impact Assessed and no adverse impact has been identified.</p>				