

Sustainability Policy Statement

Vested Impact was started to help others incorporate sustainability into their decision making, so we have an unprecedented responsibility to ensure we put sustainability at the heart of our business strategy through our market leadership role, our operations and the services we provide. Vested Impact recognises that our services and products can make a hugely important contribution to a more sustainable world. It is our leadership responsibility to both improve our own sustainability performance through the way we run our business and to influence others. This will be through the alignment of our data, products, strategic advice, operations and services aligned with our business strategy and plans. Our sustainability principles are aligned with UN Sustainable Development Goals and many other frameworks we believe lead to positive outcomes both in how we operate and the material impacts of the products and services we deliver. As a summary, our principles are:

- **A society for our future** – inspiring the next generation; investing in communities; developing sustainability knowledge and skills, and creating a healthy, safe and secure workplace.
- **An environment with a future** – supporting a low carbon economy; demonstrating respect for the environment through resource efficiency and preventing pollution; and protecting and improving ecosystems.
- **A responsible business of the future** – influencing and supporting sustainable economic growth with strong governance, integrity and accountability; being part of a global business while recognising the responsibility and the importance of providing local services without compromising future generation's business needs.

We do this by:

- Understanding our stakeholder expectations and requirements in relation to the environment and the UN Sustainable Development Goals and the UN Agenda 2030;
- Understanding how Global Societal Megatrends will affect our business strategies globally and locally contributing to and improving social value and community benefits;
- Implementing business and project controls to ensure compliance with relevant legislation, contract and client requirements, including arrangements for crisis management and incidents;
- Improving resource efficiency including use of water, energy (including transport related energy usage); and raw materials;
- Increasing awareness of climate change and improving the assessment of climate related risks including the development of appropriate mitigation measures;
- Valuing diverse skills and contributions by improving diversity and equality;
- Improving natural capital and increasing biodiversity;
- Increasing the development of strategies which will be of benefit to human health and wellbeing;
- Improving and assessing our environmental performance by investing in training, awareness, systems, tools and an assurance program;
- Ensuring the suitability and effectiveness of our suppliers, and monitoring their performance;
- Monitoring our sustainability performance and progress against objectives and targets;

While the Board and Chief Executive Officer of Vested Impact is responsible for implementing and monitoring this Policy, all employees and persons working on our behalf must share these commitments. Everyone is empowered to speak up and act to ensure that they are met.

A handwritten signature in black ink, appearing to read 'K. Abbott'.

Kimberley Abbott, Chief Executive Officer