



Document No.	1	Effective Date	June 2025
Point of Contact	Vincent Clancy	Next Review Date	June 2026

1 Introduction

1.1 Purpose

We are passionate about making a difference and improving our performance toward a green, inclusive, and productive world. Developing operations in more than 126 countries, we are committed to transitioning to a low-carbon economy in our operations and working with clients to lead the industry in tackling climate and biodiversity emergencies.

Our goal is to be amongst the leaders in sustainable environmental practices within our sector and to continually improve the environmental standards of our operations, projects, and client services.

This Environmental Policy sets out Turner & Townsend's strategic environmental commitments in energy, greenhouse gases (GHG), waste, water management and reduction, environmental services & advocacy, and governance of environmental topics.

1.2 Legal and material scope

Turner & Townsend complies with all applicable legal requirements, codes of practice, and international, national, and/or local regulations. This commitment is maintained across all countries where Turner & Townsend operates, as we aim to foster a green, inclusive, and productive global environment. Beyond compliance with applicable regulations, Turner & Townsend is dedicated to respecting the Ten Principles of the United Nations Global Compact and we proactively support the UN Sustainable Development Goals. We align all our environmental initiatives globally with four UN Sustainable Development Goals: Industry, Innovation & Infrastructure, Sustainable Cities & Communities, Responsible Consumption & Production, and Climate Action.

In addition, our principles are based on the responsible management of resources in our offices, operations, and service delivery. This is achieved through ongoing compliance with legislation, obligations, and standards, retaining accredited ISO14001 certification in our core offices.

The present policy covers the topics below:

- Energy Consumption;
- Greenhouse Gases;
- Waste Reduction;
- Water Management;
- Environmental Services & Advocacy;
- Governance of Environmental Topics.

1.3 Applicability

This policy applies globally to all our entities and all Turner & Townsend Group locations. It applies to all our staff and anyone conducting business with us or on our behalf.

Turner & Townsend is committed to working with and encouraging our stakeholders, including suppliers, customers, and other business relationships, to uphold this policy's principles and adopt similar policies within their businesses.

1.4 Roles and responsibilities

For the correct deployment of this policy, Turner & Townsend has set clear expectations and behaviours for all relevant stakeholders to adopt.

Turner & Townsend Group's employees are responsible for reading and acting in accordance with this policy.

Management is responsible for facilitating policy implementation, and ensuring employees have access to all relevant resources.

Colleagues and internal and external stakeholders of Turner & Townsend are actively encouraged to report any concerns relating to our activities and any suspected violations of our policies, including this Environmental Policy.

We maintain reporting protocols at global, country and local levels to ensure that all stakeholders have an effective mechanism to report any issues that may affect the commitments outlined in this policy. Further information regarding our grievance and reporting processes is available in our Whistleblowing Policy.

1.5 Our principles

Our principles are based on the responsible management of resources in our offices, operations, service delivery and supply chain. This is achieved through ongoing compliance with relevant environmental legislation, obligations, and standards, retaining accredited ISO14001 certification in our core offices.

Illustrative examples include, but are not limited to:

- We work with industry partners to reduce embodied carbon in projects and develop circular economy principles in service delivery, through our carbon-cost management tool.
- We select our offices using recognised green building standards that give consideration to environmental issues (such as waste segregation, rainwater harvesting and air quality) and energy efficiency in the acquisition, refurbishment, location and use of buildings.
- We procure materials, goods, and services responsibly and with assurance from credible third-party certification schemes. We therefore require our strategic suppliers to embrace best practice through appropriate certifications and management systems.

2 Policy

Our Global Environmental Policy illustrates our commitments to seek excellence in minimising the environmental impact of our business operations and maintaining our resilience to environmental risk and impacts.

This Policy contains clear objectives and performance indicators to action and deliver on and continually improve and enhance our environmental performance covering all business-critical issues.

The Environmental Targets of Turner & Townsend Group are developed in the 'Turner & Townsend Group Sustainability Targets – Environment' document. This document includes all of Turner & Townsend Group's targets that we commit to achieving on Environmental rights topics relevant to our business operations and this policy.

Energy use:

Mitigate our climate change impact through our science-based targets to reduce our greenhouse gas emissions across our whole global value chain.

- Deliver reductions in energy use, to meet our published targets.
- Measure our office energy when offices are in use and take action to reduce out of hours use.
- For new office leases and retrofit, ensure low energy equipment is installed.
- Communicate our absolute and intensity energy use to our people through our global BMS software.

Targeted transition to renewable energy in our operations and reducing energy consumption intensity.

Report

- Replace fossil fuel energy with renewable sources to meet our published targets, in particular the purchase of renewable energy for our most significant offices.
- At appropriate lease points, work with landlords to introduce energy saving measures.

GHG reduction:

- Measure and take action to reduce our carbon footprint to meet our published targets.
- Review progress and report publicly against our environmental and energy targets
- Produce an annual GHG inventory to provide a status against our published targets.
- Invest in meaningful market solutions for GHG emissions we cannot eliminate.
- Reduce our business travel GHG emissions in line with our published targets.
- Work with our core suppliers to reduce GHG emissions in line with our published targets and tackle other environmental impacts in our supply chain.

Waste reduction:

To address waste our Global Environmental Policy Statement ensures that all environmental criteria are considered in the selection, refurbishment, and maintenance of our offices. Additionally, the adoption of circular principles across our operations to reduce resource usage, waste generation, and increase reuse and recycling, and the prevention of pollution through the avoidance, reduction, and control of contaminants.

- (Re-)use resources and manage waste, to avoid direct to landfill and to meet our published targets.
- Enable segregation of waste types through our office facilities selection criteria and adherence to relevant industry standards
- Purchased goods and services are selected using Global Eco-friendly Materials Procurement Procedure criteria.
- Complete regular audits of waste segregation performance in offices.
- For our biggest waste impact projects, promote the application of waste hierarchy measures to avoid waste to landfill where possible (reduce, reuse, recycle, recover).

Water management:

For our buildings and projects, we aim to reduce the withdrawal and consumption from surface water sources and promote recycled use as well as water conservation measures.

- Transition towards measuring water at footprint level and taking action to minimise pollution from our operations.
- Transition towards measuring and managing water at consumption level in our offices and most significant suppliers.

- Minimise water consumption in our buildings and processes to conserve supplies and reduce risk, especially where they are non-renewable.
- Map the water related water security risk and biodiversity impacts of our operations, projects, and supply chain to meet our published targets.
- Ensure compliance to legislative requirements for good water management practice.

Sustainability Governance:

- Comply with relevant environmental legislation, obligations and standards, retaining accredited ISO14001 certification
- Complete annual review of corporate sustainability governance to embed into the business process.
- Maintain and operate a programme of professional development for environmental management.
- Maintain and operate a programme aimed at the prevention of direct and indirect GHG emissions.
- Monitor external environmental impacts and ensure resilience against potential risks.
- Communicate our policy to our people and externally.
- Collaborate with our people, service partners, suppliers, and property owners to promote improved environmental performance and collate data in our global BMS software.
- Invest in our sustainability advisory capability for the continuous improvement of our internal operations, and ongoing enhancement of our sustainable service offerings to the main sectors in which we work.
- Lead industry innovation and collaboration through thought leadership, advocacy, and industry body membership
- Foster environmental awareness and understanding in our employees, sub-consultants, and suppliers; and empower them to embed sustainable practices into service delivery and across our service supply chains.
- Work with our clients to deliver more sustainable outcomes and promote actions that reduce negative environmental impact across the whole asset lifecycle.
- Implement strategies and controls to reduce our environmental impact and promote efficient use of resources

This policy applies to Turner & Townsend Limited globally and so far, as is reasonably practicable, will be implemented at regional level to address local priorities and key issues. The Global Corporate Responsibility Director has oversight of this policy, and it will be reviewed and updated at least annually.

3 Policy Review, Sanctions and Approval

3.1 Policy Review

To ensure the continued validity and accuracy of this policy, an annual review will be carried out. The intention of the review is to assess the need for updates and to make any necessary changes. If significant changes occur in the operations of Turner & Townsend, then a more frequent review of this document is advised.

3.2 Sanctions

Disregarding the contents of this policy will entail consequences, which shall be determined by Management on a case-by-case basis.

3.3 Supporting Documents

- Corporate Environmental Policy statement
- Global Eco-friendly Materials Procurement Procedure
- Turner & Townsend Group Sustainability Targets – Environment'
- Sustainability Report 2024

Targets

The Environmental Targets of Turner & Townsend Group are developed in the 'Turner & Townsend Group Sustainability Targets – Environment' document. This document includes all of Turner & Townsend Group's targets that we commit to achieving on Environmental rights topics relevant to our business operations and this policy. These targets will be reviewed every year and will be replaced when achieved or the target becomes redundant based on strategic changes or updates to priorities. The objectives will be approved by the management of Turner & Townsend Group.

Policy approval

This policy has been approved by the management of Turner & Townsend.



Vincent Clancy

Chairman and Chief Executive Officer