

Environmental Sustainability Policy

Causeway is committed to managing the impact of its activities on the environment. We aim to reduce our environmental impact per employee year-on-year.

To enable us to achieve this, Causeway has introduced an Environmental Management System (EMS), which includes the regular management review of key carbon measures, the recording of our carbon footprint and carbon offsetting.

The Causeway board of directors recognises the importance and significance of environmental sustainability and via compliance to the requirements of ISO 14001, is committed to continually improving our EMS in all areas of our business. Like all responsible companies Causeway is aware of the need to recognise the importance of protecting our environment and addressing the climate emergency.

Causeway and its employees will:

ENCOURAGE responsible use of resources throughout our business, including reducing the use of energy, water and other materials.

CONTINUE to use technology as a way of reducing our environmental impact, including energy and travel.

PROMOTE the reduction of waste and encourage recycling in all our activities.

OPERATE our business in line with good industry practice and comply with contractual requirements and applicable environmental laws and regulations.

COMMUNICATE this policy and other appropriate information to employees, suppliers and customers.

ENCOURAGE employee feedback on potential improvements in our environmental business practices.

Objectives

Causeway is a carbon neutral company and we offset our calculated carbon footprint. All employees are involved in selecting the projects that we support. However, we recognise that offsetting is not a permanent solution, so we set environmental objectives in line with this policy, that are cascaded throughout the organisation. The objectives include:

- a) To raise awareness of environmental issues company-wide through proactively communicating this policy, our significant environmental aspects and the role of employees in achieving our sustainability goals.
- b) To prevent pollution, reduce waste and ensure that, wherever practical, measures are implemented to protect and preserve natural habitats, flora and fauna.

- c) To maintain and monitor an effective Environmental Management System to reduce the impact on the environment of our activities and those of our supply chain.



Signed by Phil Brown, Chief Executive Officer

20 June 2024