



<p>Policy Statement</p>	<p>Savills plc has three focus areas:</p> <p>Climate: Whether it's the way we advise clients or the work we do directly, we always seek to add value through initiatives that help both people and our environment to thrive.</p> <p>Culture: A company is nothing without a strong culture. We actively foster an inclusive workplace, aiming to attract diverse talent, develop and support our people, and always lead by example.</p> <p>Community: People are at the heart of our business. We aim to create a lasting positive social impact on the communities in which we do business through engagement, charitable giving, and volunteering initiatives.</p>
<p>Purpose & Scope</p>	<p>The purpose of this policy is to set out the Group approach to achieving its sustainability objectives to achieve a positive impact on the environment and society, whilst maintaining robust governance measures. Specifically:</p> <ul style="list-style-type: none"> ■ To ensure that the Group evaluates and continuously improves its environmental and sustainability performance; ■ To maintain Savills commitment to the protection of the environment ■ To provide services to clients in a way that takes appropriate account of environmental and social issues; ■ To work continuously towards net zero carbon targets globally, in particular by seeking to reduce energy consumption and greenhouse gas emissions; ■ To meet the requirements of relevant environmental legislation and reporting obligations; and ■ To identify climate risks and wider environmental issues, taking these into account in our business planning and appropriately managing these. <p>This Policy applies to the Group's businesses worldwide.</p>
<p>Implementation Guidelines</p>	<p>We have aligned our Group business strategy with 9 of the 17 UN Sustainable Development Goals (SDGs):</p> <p>Good Health & Well-Being - our goal is to provide healthy workplaces, encourage healthy lifestyles and raise awareness of mental health & wellbeing</p> <p>Quality Education - we aim to create opportunities for the growth and development of our people and within the communities that we impact</p> <p>Gender Equality - we actively promote gender equality and aim to maintain a diverse and inclusive workplace</p> <p>Affordable & Clean Energy - we aim to maximise energy efficiency, minimise carbon emissions and work continuously towards net zero carbon targets globally</p> <p>Decent Work and Economic Growth - we are committed to operating responsibly and providing fair, safe and diverse culture</p> <p>Sustainable Cities and Communities - we work with government, national and local communities and our clients to create sustainable places</p> <p>Responsible Consumption and Production - we seek to reduce our environmental impacts through active operational management and responsible procurement</p> <p>Climate Action - work continuously to reduce carbon emissions and report in accordance with our Task Force for Climate Related Disclosure obligations</p> <p>Life On Land - we expect our suppliers to operate responsibly and to seek to protect biodiversity and ecosystems</p> <p>The Group Environmental Social and Governance (ESG) Committee supports each operating company to set regional or country specific targets relating to these SDGs. As part of this they should regularly review opportunities for improvement, new and existing sustainability objectives and any system changes that may be required.</p>
<p>Roles & Responsibilities</p>	

The Board is responsible overall for managing ESG and climate-related issues. The Board is supported in this respect by the Group Executive Board (GEB), which is responsible for implementing our corporate sustainability strategy, such as implementing climate-related risk management plans, addressing associated risks to Savills business model and for realising opportunities.

In addition, the Group Risk Committee and Group (ESG) Committee, are responsible for overseeing climate risk assessment and other aspects of Savills corporate sustainability and making recommendations in this respect to the GEB.

The Group ESG Committee meets at least bi-annually and, the Savills TCFD Working Group meets at least annually. Each operating company should, as far as is reasonably practicable, implement its own procedures to give effect to this Policy. Business Heads shall ensure that environment and sustainability management systems and processes are in place and continually improved to achieve the objectives, including education and training.

All employees are responsible for embracing the aims of the policy and making a pro-active contribution. This policy is communicated to all employees, and opportunities for involvement in its implementation and its outcomes will be made available on the relevant local intranet.

Approved by:

JJM Ridley on behalf of Savills