

## Environmental Sustainability Policy Statement

### Our commitment

The world we live in is changing. If left unaddressed, climate change could have serious consequences for our planet, our societies' well-being and our economic security. As a global business, acting responsibly is fundamental to who we are, and we are committed to minimising our operational impact on the environment.

We use natural resources in our operations and therefore have a direct impact on the environment. Our environmental management activities are primarily focused on the areas where we have the greatest impact. We are committed to minimising the environmental impact of all our activities through responsible use of natural resources, maximising energy efficiency, reducing greenhouse gas emissions, zero waste to landfill wherever possible and recycling or minimising waste.

### Our approach

Man Group, its Board of Directors ('Board'), and its Executive Committee will seek to ensure that Man Group's statutory duties in respect of the environment are always met, including with respect to other persons who may be affected by Man Group's activities. As a minimum, this policy statement requires compliance with all relevant environmental legislation, both local and international, in the countries in which Man Group operates.

Our Corporate Sustainability Committee ('CSC') meets quarterly and is mandated to drive Man Group's global corporate social responsibility, sustainability and climate-related initiatives, and to monitor the firm's environmental impact from its operations. The CSC is comprised of senior employees with a broad set of skills, experience and roles within the firm. The CSC reports to the Risk and Finance Committee and indirectly to the Board's Audit & Risk Committee.

Man Group aims to minimise its impact on the environment by:

- improving our environmental performance and management systems continually, integrating environmental best practice, such as ISO standards, into business decisions aligned to our environmental sustainability goals and objectives;
- employing sustainable practices in the evaluation of property leasing, design, refurbishment and management. For example, the recent refurbishment of our UK headquarters was designed to achieve (and resulted in) a certification of "excellent" by BREEAM (Building Research Establishment Environmental Assessment Method);
- setting environmental performance targets and holding ourselves accountable to these targets. This includes our net zero strategy through which we have committed to achieving net zero carbon in our workplaces by 2030. We report our net zero strategy via our website ([www.man.com](http://www.man.com)) and annual report and we will communicate frequently and transparently about our environmental commitments and performance;
- reducing carbon emissions from our own operations by investing in energy efficient buildings, improving our energy management and managing our business travel activities. From 2020 onward, we are committed to reducing our carbon footprint and offsetting any residual emissions that cannot be eliminated;
- utilising our [supplier code of conduct](#) to identify indirect environmental impacts in the supply chain and improve awareness of environmental performance amongst our suppliers;
- educating our staff on environmental issues through a blend of both mandatory global training and voluntary initiatives to encourage environmentally responsible behaviour (for example, incentivising our staff to adopt re-usable coffee cups in our UK headquarters);
- measuring the waste generated from our business operations and incorporating waste hierarchy (such as reduce, reuse and recycle) in all applicable circumstances, including leveraging zero waste to landfill services where possible; and

- engaging with industry groups and organisations actively and contributing to environmental sustainability in business. We will aim to achieve this in a variety of ways, for example, by publishing proprietary research; signing up to industry groups (such as the Institutional Investors Group on Climate Change (IIGCC) and the International Sustainability Standards Board); and through the production of our award-winning podcast series, A Sustainable Future.

We will report our environmental sustainability progress in our annual report and on [www.man.com](http://www.man.com).

## Responsible Investing

Please note that this policy statement does not cover Man Group's approach to responsible investment. We recognise that investing responsibly is of fundamental importance to our stakeholders and to our ability to influence the environment and climate change positively, and we have committed to the attainment of net zero emissions within our investment portfolios by 2050. Going forward, we will disclose and endeavour to reduce our investment and portfolio-born carbon emissions as part of our commitment to achieving this goal in alignment with our membership of the Net Zero Asset Managers initiative. For further information on our approach to responsible investment, please refer to the [responsible investment section of our website](#).



Robyn Grew  
Chief Executive Officer  
Man Group plc

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