

Environmental Sustainability Policy Statement

Our commitment

We recognise that the world we live in is changing and 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.

Our environmental management activities are primarily focused on the areas where we have the greatest impact. We commit to minimising the environmental impact of all our activities through responsible and minimal 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, aligning wherever possible to standards such as BREEAM (Building Research Establishment Environmental Assessment Method) and LEED (Leadership in Energy and Environmental Design);
- 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) and Annual Report and 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, ensuring use of renewable energy wherever we can, and managing our business travel activities. In 2020, we committed to reducing our carbon footprint and offsetting any residual emissions that cannot be eliminated;
- using climate guidance and frameworks (e.g. the Taskforce for Climate-Related Financial Disclosures) to inform our focus and reporting, including those that incorporate impact on biodiversity and the natural world around us;
- highlighting our [supplier code of conduct](#) to identify and manage 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 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 report our environmental sustainability progress through our Annual Report, our [Corporate Sustainability brochure](#) and on www.man.com.

Responsible Investing

Please note that this policy statement does not cover Man Group's approach to responsible investment. 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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