ENVIRONMENTAL POLICY

Cooper Parry are committed to reducing carbon emissions by at least 90% by 2045, with a maximum of 10% to be offset through approved carbon credits to become Net Zero as per our SBTi's.

Making sustainable choices for people and the environment is part of CP 'Business As Usual.'

INTRODUCTION

Sustainability is embedded within the culture of Cooper Parry. This is through raising awareness and encouraging the participation of environmental best practices from both staff and suppliers.

Internal training occurs for all new starters to inform them of the importance of sustainability, what CP are doing to improve and what they can do to help. Sustainability is one of our core pillars that run throughout CP.

SCOPE

This policy applies to finance, operations, M&A, facilities, procurement and sustainability. We are working in conjunction with our Chief Operations Officer, Chief Financial Officer (sustainability board sponsor) and Chief People Officer.

POLICY

CARBON FOOTPRINT

Cooper Parry is committed to reaching Net Zero by 2045. Each year Cooper Parry's carbon footprint is measured and reported in an impact report, which is transparent and accessible to the public.

We prioritise absolute emissions reduction over offsetting.

SCIENCE BASED TARGETS

Overall Net-Zero Target: Cooper Parry commits to reach net-zero greenhouse gas emissions across the value chain by FY2045.

Cooper Parry commits to reduce absolute scope 1 GHG emissions 42% by FY2030 from a FY2023 base year.

Cooper Parry also commits to increase active annual sourcing of renewable electricity from 63% in FY2023 to 100% by FY2030.

Cooper Parry commits to reduce scope 3 GHG emissions from waste generated in operations and business travel 51.6% per FTE by FY2030 from a FY2023 base year.

Cooper Parry further commits that 70% of its suppliers, by emissions covering purchased goods and services and capital goods, will have science-based targets by FY2029.

BUSINESS TRAVEL

Due to the work-from-anywhere flexible working, if possible, greater use of video calls for meetings is encouraged in place of travelling to the location, to reduce unnecessary emissions.

These business travel metrics factor in car mileage, rail, flights, and hotel stays.

There is also an Electric Vehicle salary sacrifice scheme to encourage a greater uptake of electric vehicles that can be used for both business and personal use.

Four electric vehicle charging points are situated in the CP car park and are freely available for all staff and clients to use in order to reduce emissions from combustion engines, moving to 8 in the near future.

Business travel also falls under CP sustainability linked loan conditions for reduction.

OFFICE OPERATIONS

Cooper Parry measures energy, water, and waste usage in the office space. We regularly check facilities and equipment for improvements in efficiency. Advancements in this can be seen when comparing the impact reports year on year.

These operational metrics also factor in homeworking emissions and purchased goods and services. We now measure energy consumption in the home during work hours, which are in addition to 'normal' energy consumption.

We complete fit-out carbon emissions assessments in London, aligned to the Great London Authority requirements.

For all M&A's we have integrated ESG metrics and integration of systems.

PROCUREMENT OF GOODS

Cooper Parry is committed to purchasing more efficient, environmentally friendly equipment when previous equipment reaches the end of its life.

Cooper Parry also chooses suppliers based on their environmental commitments, purposefully selecting new suppliers through our code of conduct survey. All current suppliers have been sent an updated supplier code of conduct to adhere to that is environmentally focused.

Any suppliers that don't align with our sustainability values are given the chance and the support to improve their ESG; if no improvements are made, CP may switch to more environmentally friendly suppliers.

This includes supporting suppliers towards SBTi targets.

TECH AND EQUIPMENT

Employees are encouraged to shut down their laptops rather than placed in standby mode to reduce energy wastage and to increase longevity of the devices.

There will be a full switch to the Cloud rather than servers.

New energy efficient printers have been installed and enter standby mode after any period of inactivity to reduce unnecessary energy usage.

There is also a commitment to reducing printing demands across all staff – enforced through the 'think before you print' campaign and posters situated above the printers to encourage staff to consider if they need to print.

Majority of stationary products purchased will be made from recycled materials. Currently, all notebooks are made of recycled materials.

We annually report on all WEEE waste (Waste Electronics and Electrical Equipment).

There is a designated induction training section for all new employees dedicated to the company's sustainability goals and how they can do their part to achieve the common goal of Net Zero. There is also a Carbon 101 training course for all employees.

TEMPERATURE CONTROL

Our HVAC system and the insulation of the building are annually reviewed to ensure the equipment is still energy-efficient and to extend the lifetime of the appliances with regular maintenance. This is for our controlled offices and, for our serviced offices, we aim to choose providers that have energy efficiency as a priority.

Natural ventilation will be used where possible.

The set temperature of the building will be 18 degrees, the lower end of the optimum range of 18-20 degrees to reduce energy usage.

As part of Cooper Parry's commitment to reducing energy use, the heating for the building will be turned off at the end of the working day where possible, or a lower temperature maintained in colder months.

Meeting rooms will have an automated maximum temperature set to avoid excessive overheating of meeting rooms.

AC Control units will be installed on the existing HVAC system that will save up to 20% of the energy required for the same level of heating and cooling.

LIGHTING

All lights have been switched to LEDs.

Occupancy sensors are installed in storerooms and the gym to reduce energy waste when an area isn't in use.

An employee engagement campaign will continuously run throughout the year to remind people to switch off any lights for places not in use, particularly inside booths.

WASTE AND RECYCLING

There is an overall aim to reduce the consumption of resources throughout all operations of the business. With the resources that do have to be used, Cooper Parry recycles or reuses where possible to minimise waste that goes to landfill.

Cooper Parry Group Limited increased the number of recycling bins throughout the office to encourage the staff to recycle more of their personal refuse. This includes recycling bins in all kitchen areas and canteen area. This will also be incorporated in the employee sustainability engagement campaign to promote greater awareness of staff actions on energy reduction.

All shredded confidential documents are recycled.

Food waste is collected in clearly separated bins within our controlled offices, and we report annually on waste to landfill and waste avoided from landfill. All food waste goes to a processing plant in Warwickshire where it goes through an anaerobic digestion process, turning it into biogas

WATER

All toilets are dual flush to reduce the amount of water used for each flush.

Staff are encouraged to be water conscious and reduce water consumption where possible e.g. the concierge team only run the dishwasher when full, rather than half loads.

SOLAR

Cooper Parry uses 100% renewable energy across all offices. Where newly acquired offices are not already powered by renewable electricity, we will transition them to renewable energy contracts at the earliest feasible opportunity, considering existing contractual commitments.

Cooper Parry has installed solar panels at its controlled head office in Sky View.

Cooper Parry also conducts an ESOS audit every three years at offices in scope, to identify where energy savings can be made and then implemented.

POLLUTION

Cooper Parry prevents pollution of toxic or hazardous waste to the air, land, and water. Any toxic products, if used, are disposed of safely and legally.

COMPLIANCE / RESPONSIBILITIES

CONTINUOUS IMPROVEMENT & REPORTING

Cooper Parry recognise that environmental performance is an ongoing journey. This journey will be open and transparent so that the public can see Cooper Parry's progress, including the challenges faced along the way. This is all outlined in the annual Impact Report. The scope of the Impact Report is increased year on year as measuring methods are refined.

To achieve this, Cooper Parry will identify and measure all carbon emissions that can then be used to monitor progress against the environmental targets set.

Cooper Parry is a certified B Corporation, so it follows the values set out by B Lab. In order to retain this certification, the areas measured through the B Impact Assessment are monitored, improved and reported on as part of our Impact Report.

We use a third-party system to support our carbon emissions calculation and some of our data is 3rd party verified with a view to move to limited assurance over all our carbon data in the future. Our net zero targets, both near and long term, have been approved by Science Based Targets Initiative (SBTi).

Our policy is also aligned with the annual metrics underpinning our sustainability-linked loan, with performance assessed annually. We continue to monitor, verify and build on our progress against these metrics over the coming years.

We support clients to reduce their environmental impact through our services.

We integrate sustainability into audit, assurance, digital and advisory work where appropriate.

LEGAL

Cooper Parry meets all environmental legislation that relates to the company. This includes having an ESOS report and SECR.

If you need additional help or you have any questions relating to this document, please email nicoletav@cooperparry.com.

Thank you

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