



Environment policy



Group strategy and corporate development

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1. Policy scope

This policy does not form part of the terms and conditions of employment and does not impact upon an employee's statutory rights. The Company reserves the right to amend, withdraw or replace this policy at any time

This policy supersedes any previous environment policies with effect of 28 March 2022.

This policy applies to James Fisher and Sons plc ("Company") and all subsidiary companies of the James Fisher Group (the "Group") and is global. The policy applies to all employees of the Group, defined as any employee of the Company or its subsidiaries.

For clarity, the term 'employees' refers to both employees and workers of the Group at all levels.

2. Sustainability at James Fisher

Our purpose is pioneering safe and trusted solutions to complex problems in harsh environments to create a sustainable future.

At James Fisher, sustainability means delivering strong, profitable growth, building on our 175-year history, and having a positive impact on all our stakeholders – shareholders, employees, customers & suppliers, the local communities in which we operate, and the environment.

Our sustainability strategy puts our purpose into action and demonstrates our commitment to providing solutions that meets the current need without compromising the ability of future generations to meet their needs.

The first pillar of our sustainability strategy is Planet, with the stated ambition to protect and restore the environment. We have taken an integrated approach to addressing environmental issues while focussing on three priorities:

- **Portfolio choices:** Evolve our portfolio to serve the energy transition, with focus on growing renewables and remediation capabilities.
- **Resource efficiency:** Minimise waste and improve productivity by embedding Circular Economy and Lean principles in our DNA.
- **Greenhouse Gas (GHG) emissions:** Reduce our GHG emissions footprint by sourcing energy and fuels from low carbon sources and investing in emissions abatement initiatives towards a net zero future.

See <https://www.james-fisher.com/strategy> for more information on our sustainability strategy.

3. Policy statement

Our environment policy is established through the relevant elements of our Code of Ethics and supported by our policy framework, our sustainability strategy, and our internal group governance processes, requirements, and guidance, including those comprising our environmental management system (EMS).

Our aims and objectives are as follows:

- Elevate environmental concerns and risks to an equal level with economic and commercial considerations in decision-making.



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- Comply with applicable environmental laws, company policies and procedures to protect the environment where we operate.
- Identify and systematically manage the environmental impact of our operations including: greenhouse gas emissions, energy utilisation and management, waste management, water management, air quality, and protected areas. Continuously improve our environmental management system through the requirement at major operating sites to attest or certify to the international standard, ISO 14001 - Environmental Management.
- Work to deliver our sustainability objectives and priorities, including our net zero ambition, growth of the renewables and remediation business, integration of Lean methodology and Circular Economy principles across operating companies, and engagement with key suppliers to adopt and embed sustainable practices in support of our operations.
- Set environment-related key performance indicators (KPIs) and targets with which we will measure and track progress in delivering our sustainability objectives.
- Raise awareness and understanding of environmental issues with our employees by communicating the value of our sustainability strategy and their role in delivering against our priorities and targets.
- Monitor and report on our progress and work to engage all stakeholders on environmental issues.
- Maintain board and executive-level oversight of the management of environmental risks and the effectiveness of sustainability strategy implementation.

4. Memberships and commitments

- **The CDP:** A not-for-profit charity that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts.
- **The Council for Inclusive Capitalism:** A movement of the world's business and public sector leaders who are working to build a more inclusive, sustainable, and trusted economic system.



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5. Document Revision History

Policy Name	Version Number	Function	Owner	Date Last Updated	Updated By	Approved By
Environment policy	V.1	Group strategy and corporate development	Corporate strategy manager	February 2022	M. Onuegbu	Executive committee