SRG Specialist Risk Group

Sustainability Policy Statement

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Introduction

As a responsible business, SRG pays close attention to its Environmental, Social & Governance responsibilities in creating and protecting sustainable growth and opportunity for its colleagues, customers, and investors. We are committed to making a positive difference in the communities that we operate in, identifying ways to manage the impact of our business activities on the environment. This policy statement applies to all SRG Group Companies.

The focus and work currently in progress includes the following:

- Treating customers, clients and partners fairly, with care and respect;
- Building an inclusive environment where all colleagues feel belonging;
- Ensuring robust governance, frameworks and monitoring of all business practices
- Make meaningful charitable commitments and find opportunities to provide support to local communities
- Have awareness of the environmental impact and work towards carbon reduction

To ensure collective responsibility across the company, SRG sets out policies to ensure colleagues are aware of their responsibilities.

SRG has set out a mid-to long-term plan which has a specific (and initial) focus on social and environmental responsibilities and opportunities. As a people & culture driven business, SRG's most material impact is within the social realm, and so has a particular emphasis here. However, we continue to build and grow our commitment to sustainability, adhering to our responsibilities, educating our colleagues and focusing on our impact more widely.

Commitment

At SRG, we recognise that operating responsibly means continually reducing our environmental impact while creating long-term value for our colleagues, clients, communities and stakeholders. Sustainability is an important part of our wider ESG agenda and is embedded within our approach to doing business.

As part of our ESG Strategy approved in 2023, we have committed to developing and delivering a clear net zero pathway, including a target to reduce our carbon footprint by 20% by 2027. We measure our progress through independent carbon footprint assessments, helping us understand our impact and identify opportunities for further improvement. The sustainability strategy also includes strengthening recycling practices across our offices, embedding sustainability considerations into business planning, and working with suppliers that share our commitment to responsible and sustainable business practices.

We have already taken practical steps to reduce our environmental footprint, including introducing recycling facilities across our offices, further developing our electronic filing capability across the Group which has led to an 80% reduction in printing documents, removing Company Car arrangements across the business and promoting car sharing for those who commute to regional offices, eliminating single-use plastics, reducing our property footprint where appropriate, and ensuring confidential waste is recycled responsibly. Additionally, in 2024 all colleagues were invited to partake in online energy-awareness training with Achill Management.

We recognise that sustainability is an ongoing journey. Through continuous measurement, accountability and action, we are committed to making meaningful progress towards our environmental goals while supporting the long-term success and resilience of our business. A comprehensive ESG Policy, bringing together our environmental, social and governance commitments, will be presented to the Board in Q1 2027.



Joanne Wright

Group People and Culture Director

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