

# Churchill Group Sustainability Charter

As a dedicated, conscientious and forward-thinking business within the FM industry, Churchill Group understands that it is fundamental to embed sustainability within all major business decisions, to ensure lasting positive effects are achieved. With this Charter, Churchill commits to continuously reduce our environmental impacts, to improve the well-being of our employees, to benefit the communities we work and live in, and to be at the forefront of innovation.

Making a commitment to sustainability means that we will embrace a triple bottom line approach taking into account economic, social and environmental considerations and all our actions are underpinned by the Churchill Group core values – Always do right, Always seek better and Always put people first.

We have set four key priority areas that will define our long-term goals and guide us on our road to a sustainable future. These priority areas will be developed and driven by Churchill's Sustainability Steering Group.

## Environment

At Churchill, we will make an active contribution to tackling climate change by reducing both direct and indirect impacts of our activities on the environment. We are not only monitoring our own business operations, but we are actively working with our suppliers to improve Churchill's sustainable procurement and endeavour to only work with suppliers that can demonstrate high levels of environmental and social responsibility. As a business, we will drive positive actions with all clients and stakeholders we work with and share the best practices we identify.

### Our commitment

- Define and communicate clear objectives and evidence-based environmental targets for our business.
- Reduce our carbon footprint and move towards net zero carbon.
- Reduce our energy consumption and move towards renewable energy sources.
- Improve the efficiency of our fleet and work on greener solutions.
- Reduce waste both in our offices and throughout our operations, driving reduction and recycling initiatives, decreasing the waste going to landfill.
- Reduce our water consumption through innovative solutions and efficient equipment.
- Minimise our reliance on single use plastic, reduce the use of virgin plastics and increase the amount of recycled content in procurement.
- Build strong, long-lasting relationships with our suppliers, making sure that products are ethically and responsibly sourced, and are of the highest environmental performance.
- Reduce our material use and enhance traceability across our supply chain, working towards a circular economy.
- Raise awareness amongst employees, engaging with the workforce, clients and other stakeholders on all levels.

## Social

Churchill Group employs over 14,000 staff members across the UK and recognises social sustainability is about identifying and managing the positive and negative impacts our business has on society. The health and wellbeing of our employees are key considerations for our business and Churchill will effectively assess and manage all of our risks and support our society, giving back to the communities we work and live in.

### Our commitment

- Provide a safe and healthy working environment for all Churchill employees.
- Ensure that all employees are treated equally and fairly, creating an environment based on trust and respect.
- Encourage diversity, equality and inclusion across the Group.
- Offer development and training opportunities to all Churchill employees.
- Encourage community engagement and support local charities in line with Churchill's core values.

## Governance

Corporate governance is about the ethical leadership and management culture behind the decisions we make and the strategic direction we take. Churchill will maintain the highest standards of professionalism, integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote continued confidence with employees, clients and other stakeholders.

### Our commitment

- Conduct business in a transparent, honest, and ethical manner.
- Integrate sustainability both into business planning and all our business operations.
- The balancing of corporate economic priorities to staff, customers, society and planet
- Work closely with our clients to address environmental and social issues specific to their business.
- Foster a strategy that will facilitate our ability to carry out our Corporate Social Responsibilities as a business.

## Innovation

Churchill Group sees innovation as a key path in becoming more sustainable. We will actively seek out solutions that reduce our impact on the planet and allow us to be at the forefront of our industry.

### Our commitment

- Foster a culture of innovation, keeping up to date with best practice and current industry trends.
- Support innovations that add environmental, social and economic value for our business, clients and other stakeholders.
- Circulate accumulated knowledge across the Group, so that all employees are familiar with current best practice for the optimisation of our activities.
- Recognise the path to sustainability is a journey of continuous improvement.

