

Environmental Policy

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We set out to build the world's most trusted consulting firm – creating lasting impact for clients and pioneering a positive, people-first way of working.

As a certified B Corp, we're committed to sustainability and to continually improving the environmental impact of our business. We aim to go beyond the minimum requirement of complying with all relevant legislation, to ensuring that environmental excellence is embedded in our ways of working. Our values of be kind, be curious and be great at work apply equally to our environmental performance.

All of our business activities have an impact on the environment in some way, and this policy applies to all Baringa offices and people.

We are committed to:

- Understanding and monitoring our material environmental impacts, and in particular our greenhouse gas (GHG) emissions, using established and recognised approaches.
- Minimising our consumption energy in our offices and maximising the use of certified renewable energy supply wherever possible, to reduce the associated GHG emissions.
- Reducing GHG emissions from business travel, particularly air travel, without compromising our ability to meet client demands.
- Reducing the waste that we generate, and maximising waste recycling and reuse in line with the waste hierarchy, and the circular economy.
- Reducing our consumption of other resources such as water and materials, and considering the wider impacts of our resource consumption (e.g. biodiversity, raw materials, sustainable content).

To deliver this we will:

- Establish systems to measure our material environmental impacts, and set and monitor progress against our SBTI-validated 'net zero' targets for reducing carbon emissions.
- Increase the sustainability awareness of our people, and support our people in making informed environmental choices.
- Consider environmental issues and risks in the acquisition, design and operation of our offices.
- Incorporate environmental considerations into our procurement processes to ensure that we are creating demand for lower carbon and more sustainable products, services and business activities (considering design, production, in-use and end-of-life impacts).
- Consider the environmental impacts associated with delivering client engagements, and where appropriate advocate for environmental awareness when working with clients.
- Report on our environmental performance at least annually.
- Provide regular board-level oversight and allocate sufficient competent resources to ensure effective implementation of our environmental activities.
- Continue to monitor our legal and other environmental obligations
- Review this policy regularly to ensure its ongoing relevance and effectiveness.

Signed:



Alison Gaskins
Chief Operating Officer
1 July 2024

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Version	Date	Description	Prepared by	Approved by
00.9	22.03.2021	Annual Review March 2021 – changes for new site and sustainability strategy	Andrew Favell	David Balchin
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