

*"The chosen partner around the world for mission-critical solutions,  
innovating for our customers' advantage"*



## Environmental, Social and Governance Policy

***Our QinetiQ purpose and strategy is enabled by our commitment to deliver, safely, responsibly and sustainably for the benefit of all of our stakeholders. Embedding consideration of environmental, social and governance (ESG) risks and drivers into all that we do supports our commitment as a responsible business, and it enables us to meet the expectations of our customers, shareholders, employees and other stakeholders. It creates opportunities for QinetiQ to grow, for our people to thrive, and to have a positive impact on the wider environment. We will create the culture, systems, and processes that embed ESG into how we do business.***

### **To achieve our policy aims we will ensure how we operate has ESG at its heart:**

- focus on those issues that are most material and impactful to QinetiQ strategy and our stakeholders;
- fulfil compliance obligations related to our environmental, social and governance aspects, including those related to energy efficiency, energy use and energy consumption;
- embed consideration of ESG into our key business decisions, supported by appropriate policy and process;
- engage proactively with stakeholders, listen to their expectations, and be transparent in our approach;
- ensure our people have the knowledge and awareness to be part of meeting our ESG goals;
- set and monitor measurable Environmental, Social and Governance objectives and targets, and ensure availability of information, the necessary resources to achieve them, and report progress regularly;
- drive and deliver continual improvement of ESG related performance and the supporting management systems.

### **We will focus on the key ESG areas:**

#### **Environment:**

- embed an environmentally sustainable approach and reduce and manage our impacts on the immediate and wider environment and society by protecting the environment, for example by preventing and limiting the effects of pollution and by using natural resources efficiently, minimizing waste and supporting conservation and biodiversity;
- play our part in tackling climate change through our Net-Zero plan and improving the resilience of our business;
- deliver sustainable solutions for customers and support them to meet their sustainability approach, for example by conducting design activities that consider energy performance improvement;
- maintain, where applicable, ISO 14001 and ISO 50001 certification.

#### **Social:**

- ensure the health, safety, and wellbeing of our people, and those who work with us;
- actively support the engagement of our people and ensure a high performance inclusive culture;
- create a great place to work through learning and development, as well as reward and recognition;
- respect human rights, and address salient human rights issues including modern slavery and human trafficking;
- create positive community impact, including volunteering.

#### **Governance:**

- create clear ethical standards for our people through our Code of Conduct and business ethics training;
- promote a zero tolerance approach to bribery and corruption;
- uphold our ethical trading policy led by our Business Ethics Committee;
- drive responsible and sustainable procurement, such as the purchase of energy efficient products and services;
- embed ESG within leadership via routes such as leadership remuneration linked to specific ESG goals.

**POLICY OWNER: Heather Cashin – Interim Chief Financial Officer**