



Environment and Energy Policy

It is the policy of Deloitte Ireland to tackle the significant environmental and energy impacts of our operations and value chain, to address climate-related risks and opportunities and protect the environment.

We commit to:

- Achieve science-based net-zero with 2030 goals
- Implement sustainability governance driven from the Executive level and embedded into business processes
- Review progress and report publicly against our environmental and energy targets (including 1.5°C-aligned science-based GHG reduction targets)
- Invest in meaningful market solutions for GHG emissions we cannot eliminate
- Incorporate energy and water efficiency into the design, refurbishment and operation of our estate
- Optimise internal environmental conditions and reduce our impact on local air quality, to contribute to health and wellbeing
- Use resources and manage waste according to circular economy principles
- Reduce our business travel GHG emissions (in line with our published targets)
- Work with our suppliers to reduce GHG emissions (in line with our published targets) and tackle other environmental impacts in our supply chain
- Map the biodiversity impacts of our operations and supply chain, and set a net gain target
- Educate our staff on their environmental impacts and empower them to take action on climate change in their working and home lives
- Collaborate with clients and external stakeholders to create and scale climate solutions and stimulate the green economy

In addition, we will:

- Conform to all relevant compliance requirements relating to the environment and energy including those pertaining to our ISO 14001 certification
- Maintain procedures to mitigate the risk of pollution
- Pursue a programme of continuous improvement of our procedures and performance
- Ensure that our policy is clearly communicated both internally and publicly

This policy will be reviewed and updated on an annual basis or due to a material change of circumstances.

A handwritten signature in black ink, appearing to read "H. Goddard".

Harry Goddard
Chief Executive Officer

October 2023

