



Environmental Policy

**Deloitte Netherlands**  
October 2021

Deloitte Holding B.V. — hereafter referred to as 'Deloitte' — strongly believes that businesses are responsible for the continuous improvement of their environmental performance thus minimising potential negative effects as a result of their operations.

In line with the objectives from the global Deloitte *WorldClimate* programme, it is the policy of Deloitte 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.

## Our policy is to

- Implement sustainability governance driven from the Executive level and embedded into business processes;
- Achieve net zero greenhouse gas (GHG) emissions by 2030 (2025 for housing and mobility);
- Maintain and operate a programme aimed at the prevention of direct and indirect GHG emissions.;
- 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;
- 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;
- Minimise energy and water consumption in our buildings, vehicles and processes in order to conserve supplies, and minimise our consumption of natural resources, especially where they are non-renewable;
- Optimise internal environmental conditions and reduce our impact on local air quality, to contribute to health and wellbeing;
- (Re-)use resources and manage waste according to circular economy principles;
- Purchase products and services that do the least damage to the environment and

encourage others to do the same, and assess the environmental impact of any new services or products we intend to introduce in advance;

- 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;
- Maintain procedures to mitigate the risk of pollution;
- Pursue a programme of continuous improvement of our procedures and performance;
- Periodically track progress of this policy against targets and publicly report on our activities and achievements;
- Ensure that our policy is clearly communicated both internally and publicly;
- Address complaints about any breach of our Environmental Policy promptly and to the satisfaction of all concerned.

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

Signed in Rotterdam on 27 October 2021



Oscar Snijders

Chief Operations Officer Deloitte Netherlands