

# Pell Frischmann

## SUSTAINABILITY POLICY

The Company's policy on sustainability applies to all companies in the Pell Frischmann Group including any subsidiaries.

The Company has always believed in the value of innovating and adding value to the natural and built environment. As international leaders in the field of engineering consultancy, we are committed to bringing our experience and knowledge to achieve sustainable solutions for our clients. Moreover, as signatories to the Bali Communique, we have pledged to engage positively with governments to help develop the policies and measures that are needed internationally and nationally for the business sector to contribute effectively to building a low carbon economy. We recognise that the adoption of a low-carbon economy will serve to mitigate environmental impacts of potential future emissions whilst creating significant business opportunities.

We have an internal Environmental Policy, which has the active commitment and involvement of our Board and Senior Management Team. This Policy has been formalised in the Company's Environmental Management System which addresses the model specified in ISO14001: 2015 – Environmental Management System Requirements. We consider sustainability to signify maximisation of the lifetime of a development. Energy efficiency, CO<sub>2</sub> minimisation, material re-use, social stability, environmental balance, healthy environments and financial performance are integral to our approach.

Our goals as a Company are achieved through design solutions and working practices that contribute positively to these areas, through:

- Integrated design optimisation for sustainability
- Renewable energy and energy efficiency optimisation
- Carbon foot printing, green travel plans and transport analysis
- BREEAM, LEED and CEEQUAL assessments
- Environmental Impact Assessments and environmental services
- Complying with relevant legislation and other requirements as applicable
- Encouraging involvement and support of all stakeholders in sustainability initiatives

We address each of these areas internally, as well as within our sphere of influence: clients, collaborators and other contacts. We recognise that measures may vary according to local conditions and constraints, and seek to pursue those which will have the most impact, in an appropriate balance with the resources involved. Scaleable measures such as recycling paper in all Company offices, promotion of paperless working methods such as the online Business Management System, or the Bicycle Purchase Scheme are thus particularly encouraged.

As an international Company, we further recognise the imperative to minimise the requirement for travel. This is done by ensuring communication flows are optimised, as far as possible. We have implemented a collaborative web-based document management system to share news, articles and project experience, covering the international scale of our operations. Central to its design was promotion of awareness of sustainability and collaboration between departments and teams, to enable resources to be managed and operated efficiently.

Our distributed network of Sustainability Champions collaborates regularly to ensure projects meet the highest standards in terms of sustainability. They provide expert insight into carbon foot printing, environmental assessments, energy efficiency, renewable energy and other sustainability issues.

Finally, we endeavour to set and review specific objectives and targets annually, to drive continuous improvement throughout the Company.

*Tushar Prabhu*

**Tushar Prabhu**  
**Chief Executive Officer**  
**1 May 2017**