



Environment Policy

Core Process: Environment (UK)

Purpose and Scope

Sopra Steria Limited, SSCL and NHS SBS [Sopra Steria UK] recognises the impact of its day-to-day operations on the environment, and that protection of the environment is essential for the long-term success of its business.

This policy sets out principles for how Sopra Steria UK, monitors, manages and minimises its impact on the environment. The policy provides a framework for Sopra Steria UK to set environmental objectives while striving for continual improvement of its environmental performance.

The environment policy provides an over-arching framework for four subsidiary policies: the Energy, Greenhouse Gas Emissions, Waste and Water Policy, as well as having a material influence on the Sustainable Procurement Policy. This policy applies to all of Sopra Steria UK's business activities, internal operations & support functions. The Policy shall be publicly displayed, made available to interested parties where additionally requested as well as reviewed annually and amended where necessary.

Environmental priorities

- **Climate change and GHG emissions reduction:** Sopra Steria UK, as part of the Sopra Steria Group, is committed to reach net zero by the end of 2040 in line with the Paris Agreement and the Science Based Targets initiative (SBTi) as means to implement a credible approach for GHG emissions reduction that is aligned with the latest climate science.
- **Energy:** reduce energy consumption (eliminate or minimise gas use, in particular), improve energy efficiency and increase the proportion of electricity from renewable sources.
- **Waste:** striving to reduce waste, divert waste away from landfill, minimise single use plastics and find ways to reuse, recycle and recover waste materials.
- **Water:** efficient and responsible water use across our business activities as well as prevent pollution of clean water sources through responsible handling of hazardous materials. Minimise water usage in water stressed areas.
- **Biodiversity:** seek to find ways for how our business can help to enhance biodiversity and ecosystems.

Principles that guide decisions, actions and ways of working to support our environmental priorities are as follows:

- **Lead with purpose:** Focus on what is most important through planned changes and actions that have clearly defined positive outcomes in relation to the environmental challenges relevant to our society, business, industry and clients.
- **Compliance:** Ensure Sopra Steria UK complies and conforms with relevant environmental regulations, national and international policies and standards as well as other environmental obligations agreed with our stakeholders.
- **Manage uncertainty:** Pro-actively manage negative threats and positive opportunities from the perspective of the impact our actions may have on the environment as well as how a changing climate could have a material affect on our business.
- **Prevention of Pollution:** Show a continual commitment to prioritise the prevention of pollution through the use of management and operational controls.
- **Engage and collaborate across boundaries:** Engage and collaborate with internal and external stakeholders to produce and implement scalable solutions that will help to continually improve Sopra Steria UK's environmental performance, including the ISO 14001 certified environmental management system, as well as help our clients to achieve their environmental goals.
- **Measurable performance evaluation:** Define key performance indicators (KPIs) to measure and monitor progress towards achieving our environmental objectives. Strive to improve quality and reliability of data to help inform decisions as well as identify focus areas for performance improvement and to realise measurable benefits.
- **Training and development:** Provide appropriate training and engagement to enhance employee awareness, knowledge and skills required to support environmental protection and improvement.
- **To underpin our environmental goals and targets Sopra Steria Group is committed to the UN Global Compact, Sustainable Development Goals and the SBTi.**

Policy Authorised by: John Neilson, CEO UK and UK Board Sponsor for Sustainability

Policy Issue: Avinash Lunj UK Head of Climate and sustainability

Date Issued: March 2026

