



Global Environmental Policy

Last Updated November 2023

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1 Statement of Intent

Kroll and related entities (“Kroll” or the “Firm”) recognizes its responsibilities to the environment and aims to do good for the planet and our people. The intent of this policy is to provide a framework for colleagues to make reasonable adjustments locally.

1.1 Global Mission

We’re committed to a future of sustainability through a culture of good governance and innovation and the empowerment of our local offices. Kroll encourages all offices to operate a precautionary approach towards environmental challenges, promote best practice responsibilities to the environment and support the growth and use of environmentally friendly technologies. Kroll is a Carbon Neutral® company, certified in accordance with The Carbon Neutral Protocol. This means we’ve reduced our emissions to zero through a combination of internal efficiencies and offsets. We’re always striving to reduce our greenhouse gas emissions through internal reviews of our operations. With third-party climate finance experts, Natural Capital Partners, Kroll offsets each year using a project mix representative of the global reach of Kroll offices.

The Firm aims to:

- Comply with relevant regulatory requirements aligned to international standards or voluntary sustainability initiatives.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions and
- Increase employee awareness and understanding.
- Protection of Environment including prevention of pollution and sustainable use of resources.
- Continual improvement to enhance environmental performance.

2 Our Offices

2.1 Energy

New offices upon firm moves or openings are screened for principles of low carbon and high efficiency. We recognize our offices operate standards regulated by the building owner or leaseholder and in many situations are bound to their protocols. Where possible, we request electricity, gas, and other power to be sourced from sustainable vendors and lighting to be functioned by sensors to minimize energy waste.

2.2 Lifecycle and Disposal

Consideration of product lifecycles should be integral to any purchasing decision around technology, goods, and foods. Disposal of items should be done as sustainably as possible and ideally repurposed by donation to others in need.

2.3 Plastics and Packaging

Every office should aim to reduce non-compostable or recyclable plastic usage. The primary “r” in responsible consumerism is to “reduce” usage and output before considering reuse and recycling. Offices should think about how they can reduce all single-use plastics or replace them with plant-based packaging, compostable materials and/or paper. These are not limited to cups, mugs, forks, knives, spoons and plates, and the ridding of non-recyclable coffee capsules. The Firm supports initial investment into technologies which provide a more sustainable solution (e.g., coffee machines).

2.4 Printing

The global standard for printers is defaulted to black and white, double-sided paper. The Firm promotes presentation sharing electronically via screens, although we recognize the requirement to occasionally print in high-spec color, single-sided and bound. Where equipped, some offices use secure printing which reduces accidental printing and improves information security.

2.5 Technology

Videoconferencing capabilities are possible through all company-issued laptops. In addition, most Kroll offices have videoconferencing equipment installed to encourage remote conferencing and reduce travel. Our online conferencing provider (Cisco Webex) and instant messenger system (Cisco Jabber) are licensed to every employee, and we advocate the use of video sharing to increase employee connectedness.

When the option is available locally, hardware is up cycled by distributing monitors, cables, keyboards, mice and laptops to charities or schools who may benefit from them (all data is removed before distribution).

2.6 Waste and Recycling

Recycling options will be made available compliant to local building protocols, whether by mixed glass, plastics, or cardboards.

3 Our Behaviour

3.1 Purchasing Decisions

We encourage colleagues to make responsible decisions when purchasing goods and/or services, with consideration for ethical sourcing, production, and end-of-life cycle. We make every effort to ensure there is an environmentally friendly option for nearly 100% of our supply offering. Our goal is to provide options that do not harm the environment whether in their production, use or disposal. Our commitment to responsible, ethical sourcing includes re-evaluating our current practices and implementing future sustainable options to meet our goals of protecting the environment and reducing the footprint of our purchasing operations.

3.2 Travel (Air, Car, Train, Hotels)

Travel arrangements are made using the Firm's Travel Management Company (TMC) partners specific to regions where we operate. Using consistent TMCs ensures greater safety and tracking of our people if adverse situations occur. It also provides the Firm with travel information used to offset our carbon emissions.

Before booking travel, all colleagues are encouraged to consider conference calls and video conferences to achieve their business goals. Where possible, the use of trains is preferred over air travel to reduce carbon emissions. For travel bookings outside of using a TMC, such as taxis, a carbon neutral option should always be considered. In the United States, the Firm has a corporate partnership with Lyft, a carbon neutral vendor.

3.3 Our Ambitions

We strive for all our offices to be efficient with space, energy, waste, and technology. We aspire to work with vendors who undergo ethical due diligence, in addition to meeting the existing legal and regulatory requirements. We will continually monitor and support sustainable practices and encourage employees and clients to hold us accountable to looking after our planet and people.

4 Revision History

Date	Author	Version	Approver
23 November 2023	Karen Pritchard	4.0	Roscoe Philomin