

# Our ESG focus

## Environmental

### Our ambition

We are determined to reduce our own carbon footprint and continue our reduction journey towards net zero. At the same time, we strive to support our customers’ transition towards increased sustainability and have identified three focus areas to help improve their environmental performance through our consultancy services: climate change, biodiversity and circularity.

### Focus

- own carbon footprint
- sustainability competencies
- climate change mitigation
- climate change adaptation
- biodiversity and ecosystems
- circularity and resource use.

## Social

### Our ambition

We strive to be a diverse company with an inclusive culture, attracting great talent who are strongly engaged employees and who actively strive to develop their skills. We strive to foster a culture of accountability, continuous learning and knowledge sharing.

### Focus

- health, safety and well-being at work
- training and skills development
- diversity and inclusion
- gender equality and equal pay.

## Governance

### Our ambition

We prioritise responsible business conduct within our operations and our value chain and are dedicated to addressing governance issues, our services, our behaviour and the actions that we are taking as individuals and as a company. ‘Doing the right thing, always’ is essential to our continued success and reputation.

### Focus

- corporate culture
- anti-corruption and bribery
- whistleblower protection
- business relations.