SAVILLS plc

GROUP SUSTAINABILITY POLICY

Policy Statement	Savills plc has three focus areas: **Climate**: We work to minimise our impact and are committed to reducing our carbon emissions to net zero by 2040. From decarbonisation pathways to sustainable design consultancy, we strive for a sustainable transition. **Culture**: A company is nothing without a strong culture. We actively foster an inclusive workplace, aiming to attract diverse talent, develop and support our people, and always lead by example. **Community**: People are at the heart of our business. We look to create lasting, positive social impact on the communities where we do business, through engagement, charitable giving and volunteering initiatives.
Purpose & Scope	The purpose of this policy is to set out Savills approach to the Group achieving its sustainability objectives and in so doing to achieve a positive impact on the environment and society, whilst maintaining robust governance measures. Specifically: ■ To ensure that the Group and its businesses evaluate and continuously improve their sustainability performance; ■ To maintain Savills commitment to the protection of the environment ■ To provide services to clients in a way that takes appropriate account of environmental and social issues; ■ To work continuously towards net zero carbon targets globally, in particular by seeking to reduce energy consumption and greenhouse gas emissions; ■ To identify climate risks and wider environmental issues and take these into account in our business planning and development ■ To meet the requirements of relevant environmental legislation and regulation and reporting obligations This Policy should be read in conjunction with Group Responsible Supplier Charter (**https://pdf.savills.com/documents/Group-Responsible-Supplier-Charter-Nov-2024+FINAL.pdf**) This Policy applies to the Group's businesses worldwide.
Implementation Guidelines	Savills has aligned Group business strategy with three pillars: Climate, Culture and Community. Below are our key aims for each pillar: **Climate:** ■ Achieve SBTi decarbonisation targets by 2030 ■ Engage our key suppliers, reducing carbon emissions from goods and services by 51.6% by 2030 ■ Reduce our scope 3 emissions associated with Savills Investment Management's discretionary Assets under Management ■ Maintain the impact of our sustainability focused client work **Culture:** ■ Developing talent and enable our people to thrive ■ Foster an inclusive workplace attracting and retaining diverse talent ■ Support the mental health and wellbeing of our employees ■ Foster a highly engaged culture

	Community: ■ Increase the impact of employee volunteering ■ Increase the impact of our charitable giving ■ Raise aspirations and/or provide opportunities that enable people in the communities where we operate to progress in the workforce ■ Increase the positive impact of our client work The Group Sustainability Committee supports each operating company to set regional or country specific targets relating to the objectives listed above. As part of this they should regularly review opportunities for improvement, new and existing sustainability objectives and any system changes that may be required.
Roles & Responsibilities	The Board is responsible overall for managing Sustainability, including climate-related issues. The Board is supported in this respect by the Group Executive Board (GEB), which is responsible for implementing our corporate sustainability strategy, such as implementing climate-related risk management plans, addressing associated risks to Savills business model and for realising opportunities. In addition, the Group Sustainability Committee and the Group Risk Committee , are responsible for overseeing climate risk assessment and other aspects of Savills corporate sustainability and making recommendations in this respect to the GEB. The Group Sustainability Committee and the Group Risk Committee meet at least bi-annually and, reporting to these Committees, the Savills TCFD Working Group meets at least annually. Business Heads shall ensure that environment and sustainability management systems and processes are in place and continually improved to achieve the objectives, including education and training. All employees are responsible for embracing the aims of the policy and making a pro-active contribution. This policy is communicated to all employees, and opportunities for involvement in its implementation and its outcomes will be made available on the relevant local intranet.
Approved by:	S Shaw on behalf of Savills