

Group Environmental Policy

Scope and responsibility

This Policy sets out Marlowe PLC's ('Marlowe') approach to Environmental Management. As a group, we are committed to ensuring that strong environmental governance within our businesses is central to executive decision making. We are committed to protecting the environment and aim to minimise the potential negative impacts of our operations. This Policy is applicable to all employees of the Group (whether full-time, temporary, casual, part-time or on fixed term contracts), and third parties including suppliers should be made aware of and act in accordance with this policy.

Whilst the Board has ultimate responsibility for the environmental strategy and policy, in line with the decentralised model, our businesses are charged with identifying, monitoring and managing environmental risks that affect their operating and market environments. Each business has appropriate frameworks in place to identify principal risks and opportunities. In addition, our businesses share best practice and work collaboratively through the Group-wide ESG Committee to continually improve our ESG strategy and action plan. Training will be provided to all employees to create environmental awareness and ensure compliance with the Policy.

Introduction

We are committed to reducing the environmental impact of all our activities, and that of our supply chain. We seek to fully comply with, and where possible, exceed all applicable environmental legislation. The group recognises that rising carbon emissions are driving climate change, and that there will be local and worldwide implications. As such, we are committed to driving efficiencies within our operations, minimising the use of natural resources wherever possible and reducing emissions associated with our operations.

We believe that every business needs to take ownership and be responsible in ensuring the sustainability of how we use our planet's precious resources. Environmental Management Systems (EMS) which have been accredited to the ISO 14001 standard are in place within our businesses: Marlowe Fire & Security Group and Marlowe Environmental Services. We seek to maintain international certification at these sites and will investigate opportunities to certify remaining group sites.

We monitor the environmental performance of the company and report regularly on environmental issues. We regularly consult with our stakeholders, including employees and investors, on environmental issues to ensure that the ESG strategy aligns with overall company interests.

Key principles

Climate change and emissions

Marlowe recognises the threat posed by climate change and the urgent need for meaningful action. We are committed to addressing climate change and to reducing the greenhouse gas emissions of the Group to net zero by 2035, in accordance with the Paris Agreement. We encourage our businesses and employees to identify ways to reduce our emissions, for example we encourage employees to adopt lower carbon forms of transport and we encourage the use of transport alternatives including video conferencing.

Waste

We are committed to minimising the volume of releases and waste generated by the company's operations. We aim to reuse and recycle where possible and to reduce the creation of unnecessary waste at the source and point of delivery. Robust processes to prevent accidental pollution to the atmosphere, water bodies and ground are also in place.

Water

We are committed to reducing water consumption and withdrawal across our operations and protecting water quality at relevant sites.

Energy

We are committed to reducing energy consumption across the group, and implementing energy efficient solutions where applicable, including the use of energy efficient lighting, heating and air-conditioning systems, and office equipment.

Biodiversity

We are committed to protecting biodiversity by minimising the impact of our activities at all of our sites, and within areas we operate. We give due consideration to the impact on biodiversity and habitats when selecting location and design of buildings within the Marlowe estate.

Product responsibility

We are committed to minimising the environmental impacts of our products and service delivery. We will continue to work closely with customers to deliver solutions that address environmental challenges.

Responsible sourcing

We are committed to ensuring that our businesses source raw materials and manufacture products in a responsible, ethical and sustainable manner. This applies to our businesses' global supply chains and is important in mitigating the risk of supply chain shocks. We require the Group's suppliers to declare the source of origin of their products and confirm their suppliers comply in full with ILO Conventions.

Speaking up

If an employee has any concerns or wishes to make a complaint or report a violation of this Policy or any Group or local policies, then they should report the matter as soon as possible in accordance with the Whistleblowing Policy.

Marlowe strongly supports a culture of speaking up and is committed to non-retaliation against those who make a report concerning actual or suspected breaches of this policy.

The policy has been approved by the board of directors of Marlowe PLC on 20th March 2025.