



Energy Policy

Core Process: Environment (UK)

Purpose and Scope

This Policy is a subsidiary of the Environment Policy and inherits the scope of that Policy for energy.

It governs the procurement of energy where Sopra Steria Limited, SSCL and NHS SBS [Sopra Steria UK] is responsible and ensures knowledge of the supply of energy where a landlord is responsible for procurement.

This policy sets out the priorities and principles of use and for management of energy in offices, data centres and other facilities that Sopra Steria UK uses during its business activities.

Energy priorities

- Procure supplies of electricity from renewable sources as standard whenever Sopra Steria UK has a direct contractual agreement.
- Influence landlords, that have responsibility for arranging electricity supplies to Sopra Steria UK occupied office spaces, to procure electricity from renewable sources where possible.
- Maintain complete evidence of permissible market-based instruments (e.g. REGO certificates) to provide traceability of renewable electricity supplies and transparency around disclosing accurate scope 2 emissions.
- Procure REGOs or similar instruments for supplies of electricity whenever a landlord is responsible for procurement that do not come from renewable sources.
- Reducing or eliminating use of gas.
- Establish and maintain an effective energy reduction programme through a dedicated energy efficiency working group.
- Gather and analyse energy consumption data to identify energy reduction opportunities.
- Ensure roles and responsibilities are designated to pro-actively monitor and manage energy use.
- Ensure regular maintenance of energy consuming plant and equipment and operating them in an energy-efficient manner.
- Invest in projects and technology to improve energy efficiency.
- Engage employees in the need to use energy efficiently and to avoid wasting it.

Principles that guide decisions, actions and ways of working to support our energy priorities

- **Compliance:** Ensure Sopra Steria UK complies and conforms with relevant energy-related regulations, national and international policies as well as other obligations agreed with our stakeholders.
- **Measurable performance evaluation:** Define key performance indicators (KPIs) to measure and monitor progress towards achieving our energy reduction targets. 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.
- **Continual Improvement:** Show a commitment to continual improvement in energy performance; by availability of necessary resources to achieve objectives and considering energy efficiency when choosing new equipment, undertaking a major renovation, and installing energy-consuming fittings.
- **Training and development:** Provide appropriate training to enhance employee awareness, knowledge and skills required to support the energy reduction programme.

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

