



Greenhouse Gas Emissions Policy

Core Process: Environment (UK)

Purpose and Scope

Sopra Steria Limited, SSCL and NHS SBS [Sopra Steria UK] recognises that the consumption of energy, business travel and all other indirect business activities, such as procurement of goods and services, create greenhouse gas (GHG) emissions.

This policy sets out principles for how Sopra Steria UK, monitors, manages and minimises its GHG emissions and supports GHG emissions verification and reporting.

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

Emissions priorities

- Commitment to reach net zero by the end of 2040 using targets that have been validated by Science Based Target initiative (SBTi).
- Measure our organisations relevant total value chain Scope 1, 2 and 3 GHG emissions.
- To review our objectives, targets and update carbon reduction plans, on an annual basis, to ensure our transition plan to reach net zero remains appropriate and achievable.
- Gain a deeper insight into emissions trends and hotspots, particularly focusing on emissions relating to our energy usage, supply chain, business travel and employee commuting.
- Implement controls, technologies and projects that help to reduce the GHG emissions associated with the company's operations and services.
- Making employees aware that they can help reduce GHG emissions whilst maintaining acceptable business conditions.
- Working with suppliers via our Scope 3.1 engagement programme to reduce GHG emissions related to our procurement of goods and services.
- Developing and delivering sustainability solutions that help our customers achieve their sustainability objectives.

Principles that guide decisions, actions and ways of working to support our environmental priorities The organisation will, wherever practical, reduce its GHG emissions by:

- **Compliance:** We shall comply with all applicable legal and other requirements related to related to GHG emissions including the reporting requirements of the SBTi. We recognise the requirement for the company to report figures for its GHG emissions and so to subject them and the processes for producing them to external audit, review and verification.
- **Offsetting:** Sopra Steria Group will purchase verified carbon removal offsets, on behalf of Sopra Steria UK, for remaining emissions that cannot be reduced any further by Sopra Steria UK. Sopra Steria will limit the use of carbon removal offsets to cover a maximum 10% of total GHG emissions by the end of 2040.
- **Measurable performance evaluation:** Define key performance indicators (KPIs) to measure and monitor progress towards achieving emissions 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.
- **Science-led climate action:** Sopra Steria will transition towards net zero emissions by the end of 2040 using a credible approach to reduce emissions using science-based targets that are aligned to the latest climate science.
- **Training and development:** Provide appropriate training to enhance employee awareness, knowledge and skills required to support our transition to net zero.

Policy Authorised by: John Neilson, CEO UK and UK Board Sponsor for Sustainability

Policy Issue: Avinash Lunj, UK Head of Climate and Environmental Sustainability

Date Issue: March 2025

