



Sustainability Policy

18 July 2022

1 Purpose

At JMAN Group, we share a common set of values and a vision to drive positive environmental and social impact both inside our firm and across our network. The purpose of our sustainability policy is to demonstrate our commitment to having an impact through continuous improvement across social, environmental and economic sustainability of the company and all its areas of business including our clients', suppliers' and contractors' sustainability. We will work to drive positive, sustainable change in the business environment and thus contribute to society transitioning to a sustainable future.

2 Scope

The sustainability policy sets out the context of our commitment to sustainability, our definition of sustainability, our high-level goals, and our approach to delivering sustainability internally and externally.

The sustainability policy is the foundation on which we will build our targets and move towards a more sustainable business. It does not include an implementation strategy, and both the time constraints and numerical targets are to be established.

As consultants, we are in a privileged position where not only can we minimise the negative social and environmental impact of our own business, but have a larger platform to support our clients and contractors/partners to do the same.

Through this sustainability policy, we commit to both lead by example to innovatively improve our social and environmental impact, as well as support our clients and contractors/partners to achieve the same.

3 Definition

We are defining sustainability as:

- The ability to meet the environmental, social and economic needs of the present, while acting to create a world where future generations have the ability and resources to meet their needs.
- Through this definition, our ambition is to place emphasis on our ability and responsibility to take actions towards a sustainable world for future generations.

4 Organisational Priorities in the context of UN SDGs

We recognise that the UN's SDGs are fundamental for achieving sustainable development and have identified SDGs where we could have the biggest potential impact.

For internal practices, these are:

- SDG #5 - Achieve gender equality and empower all women and girls
- SDG #8 - Decent work and economic growth
- SDG #12 - Ensure sustainable consumption and production patterns
- SDG #13 - Take urgent action to combat climate change and its impacts

For external, client-facing work:

- SDG #3 - Ensure healthy lives and promote well-being for all at all ages
- SDG #4 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- SDG #10 - Reduce inequality within and among countries

5 Objectives

This policy sets three key objectives for JMAN Group to work towards improved sustainability.

5.1 Eliminating our carbon footprint

We aim to be a Net Zero company and are continually looking for ways to reduce our carbon footprint and embed environmentally friendly practices into our operations.

Our first objective is therefore to achieve carbon neutrality, including all greenhouse gas (GHG) emissions, measured in CO₂e.

The reduction of emissions will be our first priority, and offsetting measures (such as investing in high quality carbon reduction projects) will be only considered once reduction measures have been exhausted.

We also believe that we can make a substantial impact by looking outside of our own firm and working with our clients to support their sustainability objectives meaning we will actively promote carbon neutrality across our network.

5.2 Sourcing ethical products and services

Our second objective is to, wherever feasible, use suppliers, contractors and partners with sustainability policies in place and a focus on carbon neutrality.

We believe in constructive engagement with our suppliers, clients and wider network to ensure our positive impact extends into our value chain and beyond.

On occasions where this is not feasible, we will seek to open a dialogue with our suppliers on their sustainability agenda and improvements that might be achieved.

This is important as holding ourselves to the highest standards means we should expect our suppliers to do the same in their operations.

5.3 Expanding our impact

Our third objective is to expand our impact by both building on our existing socially responsible partnerships (e.g. pro-bono work with charities), and by engaging our clients and partners in conversation about the sustainability agenda.

(This will allow us to spread our sustainability agenda beyond JMAN and make a wider contribution towards positive change.)

By supporting local organisations, we can take ownership of our influential position in our community to drive both transformative and wide-reaching social impact.

We will build partnerships with charitable and not-for-profit organisations through investment of time, services and fundraising support to support our local communities in London and Chennai.

6 Delivering sustainability internally

We have put in place governance structure to deliver our priorities internally. These priorities are as follows:

- Ensuring staff are aware, act in line with and are empowered by our sustainability policy.
- Ensuring performance is measured, appraised, and acted upon.
- Ensuring performance is reviewed by JMAN senior leadership team at least annually

6.1 Sustainability Team:

The main function of the sustainability team is to engage the company with the topic of sustainability, and contribute to the sustainability agenda to drive the implementation of the sustainability policy. This includes the organisation of sustainability training, and involving staff to deliver internal sustainability projects.

- The team will meet on a weekly basis, while impact is being quantified and goals are being set, and then monthly subsequently

- The team will work closely with other business functions to integrate sustainability into the company's day-to-day processes.
- All staff will receive at least annual updates from the sustainability team via the sustainability report.
- All staff will have visibility of sustainability performance and all sustainability policies and implementation initiatives
- All staff play a key role in delivering annual sustainability targets, and should take individual action, and action with clients where appropriate, to ensure that these targets are met.

6.2 The Wider Team:

Inclusion & Diversity is a vital element of a wider Sustainability policy. Given our company culture is built on celebrating our differences and supporting our team like a family, we want our sustainability policy to mirror this and reflect an expansive view of the world.

We want everybody in the immediate and prospective JMAN family to feel comfortable being themselves at work and to have the support they need to reach their full potential.

This means nurturing the personal and professional development of all our team members, and striving to maintain a fair and unbiased recruitment process that attracts candidates from a broad range of backgrounds.

6.3 Reporting

- We commit to reporting against the policy on an annual basis.
- A baseline report will be the first step to move towards standardised reporting. The report will be produced in Q2 of FY21 (Dec 2020 – Feb 2021). This report will include recommendations on metrics/KPIs, annual targets, and recommended next steps to meet the targets.
- Reporting will be expanded in the following order:
 - Internal as part of our reporting
 - External self-reporting via our website, and social media
 - Consider external audit by a third party

6.4 Implementation

We are committed to implementing changes within a timely manner. Once the baseline report has identified relevant metrics for improvement, targets will be set in a SMART way.

We will review and update the sustainability implementation strategy annually.

7 Delivering sustainability externally

We recognise our opportunity and responsibility to leverage our expertise to support our clients and contractors/partners to improve the sustainability of their organisations. It is through this external-facing work that we can have the biggest impact on the sustainability.

We employ a four-step approach for our work to deliver external sustainability:

1. Knowledge share with our partners and suppliers
2. Integrate sustainability into existing projects
3. Strive to include a sustainability-element in our project-design
4. Support clients and with specific sustainability problems

We will work with our partners and suppliers, especially other SMEs to share our approach to becoming more sustainable, and enable them to make changes to their organisations as well.