

## **Environmental Policy**

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### **Policy Objective:**

- The environmental policy has been developed to demonstrate Hermes' commitment to conducting its operations in an environmentally responsible manner. The scope of this policy is to consider the environmental impacts associated with Hermes activities at Lloyds Chambers, and associated transport activities.
- Hermes has developed a Corporate Environmental Policy to govern its internal operations. This Policy provides governance and guidance on the continued development of the environmental management system (EMS).

### **Principles & Key Policy Statements:**

- Hermes has recognised the influence that its operations have on the environment. Hermes will take ongoing and continuous action to identify and reduce the impact and constantly improve its environmental performance. In order to formalise this ongoing activity Hermes has adopted and achieved ISO14001 certification.
- Hermes recognises the importance of creating systems to monitor, review and reduce the environmental impacts of its internal operations. It is Hermes' policy to achieve the following high level objectives:
  - Hermes aims to understand the full scope of the environmental impacts of its internal operations.
  - Hermes aim to go beyond simply complying with legislation, and demonstrate best practice in sustainable occupancy where feasible.
  - To effectively communicate Hermes' environmental policy to clients, employees, shareholders and suppliers.
  - Hermes will engage with its property manager and / or landlord to ensure environmental considerations are taken into account in the management of Lloyds Chambers.

To achieve these objectives Hermes has identified a number of action areas:

- Defined structure; Hermes aims to measure, analyse and improve its own performance as occupiers of Lloyds Chambers. Hermes' five targets to achieve this are:
  - Utilities – Hermes aims to reduce associated CO2 emissions through minimising electricity, gas and water consumption where possible.
  - Waste – Hermes aims to reuse or recycle all possible materials and reduce total waste produced by our activities.
  - Procurement – Hermes aims to source sustainable products and services, where practical for all internal operations by ensuring that policies are in place for responsible procurement of products and services.
  - Transport - Hermes aims to encourage employees to consider using more sustainable transport options by providing guidance within its business travel and expenditure policy.
  - Pollution - Hermes aims to prevent pollution through identifying potential environmental risks and training employees on how to handle an environmental incident should it occur.
  - Regular Meetings - Hermes creates a framework for setting and reviewing these environmental management objectives and targets which will involve regular meetings to ensure continued improvement of its internal activities.
  - Assigned responsibilities - to ensure accountability and full implementation of Hermes' objectives and targets Hermes will assign responsibilities to particular individuals or groups whose role it will be to further environmental sustainability within Lloyds Chambers. Overall responsibility will lie with the CEO of Hermes Fund Managers.
- The Hermes Management Committee (the 'ManCo') is responsible for considering any risks, opportunities and challenges associated with the identified environmental impacts on a quarterly basis and is accountable for the enactment of the policy.