

# Environmental Policy

## Introduction

At Vialto, our purpose is to make global work feel borderless and boundless. Doing so responsibly means minimizing our environmental impact and supporting a sustainable and resilient future. This policy outlines our commitment to managing environmental impacts while continuously improving environmental performance across our operations and value chain. This policy applies to all Vialto Partners employees, contractors, and operations across all locations.

## We are committed to:

- ▶ Complying with applicable environmental laws and regulations in the locations where we operate
- ▶ Managing environmental and climate related risks and supporting long-term resilience across our global business, including considering environmental factors in relevant business decisions
- ▶ Measuring, monitoring, and reducing greenhouse gas emissions associated with our operations using recognized methodologies, while continuously improving the quality, coverage, and transparency of our environmental data and disclosures
- ▶ Establishing and periodically reviewing environmental objectives to guide our efforts and assess progress, which may include qualitative goals or directional targets related to emissions, energy use, waste, and resource efficiency, while reviewing environmental performance and enhancing transparency as our data and reporting capabilities continue to evolve
- ▶ Supporting responsible use of natural resources, including energy, water, materials, and biodiversity, and managing waste through reduction, reuse, recycling, and responsible disposal while encouraging responsible practices among employees
- ▶ Supporting lower impact ways of working, including digital first practices, virtual collaboration, flexible working arrangements, sustainable commuting options, and efficient use of office space
- ▶ Considering environmental performance in our workplaces, including energy efficiency and sustainable building practices, and working with landlords, facilities partners, and their agents to support improved environmental outcomes in the space we operate
- ▶ Considering opportunities over time to incorporate environmental factors into supplier and partner engagement, and working with partners across our value chain to support improved environmental performance where appropriate
- ▶ Encouraging environmental awareness and responsible practices through training, guidance, and engagement with employees and other stakeholders
- ▶ Promoting appropriate consideration of environmental impacts in the services we deliver to clients, consistent with our role in enabling global work

## Governance, accountability, and transparency

Vialto is transparent in the communication of its environmental performance to clients, employees, regulators, and other stakeholders. Our leadership team oversees the implementation of this policy and our approach to environmental management to ensure accountability and progress. All employees share responsibility for supporting environmental initiatives.