

ESG@McLarens – A Global Approach

At McLarens, we are committed to providing quality services, assisting our clients, and caring for our employees in ways that deliver positive value for society and the environment, and which follow sound governance and ethical operating practices. Our ESG framework ensures that any work that we undertake is good for our business, good for our people, and good for our customers and clients, whilst minimising negative impacts for our communities and on the environment. We understand that to be a purpose-led business underpins the company's values of Excellence, Teamwork, Respect, Knowledge, and Thought Leadership.

Environment

We care about our planet and are committed to supporting sustainable business practices that reduce greenhouse gas emissions and enhance biodiversity. Our Scope 1 and 2 carbon emissions (carbon emissions that we are directly responsible for) have been measured, reported and verified by Planet Mark, and we are continuing to work with them to calculate our Scope 3 emissions (our indirect emissions for example from travel and within our supply chain), and develop science-based targets to reduce our emissions year on year by 2.5% and achieve our net zero ambition by 2050.



Social

We embrace the value of diverse and thriving communities, no matter where we operate. Of particular importance is our own workforce, for whom we strive to create a rewarding, inclusive and caring culture. Alongside our Diversity and Inclusion Global Committee and Champions and our [Global Recruitment Charter](#), we support our employees by offering a safe and professional environment, competitive compensation & benefits (including reporting on and addressing our gender pay gap), work/life balance, personal development, and



ethical management. Employees are also supported when engaging with our wider communities through our [Annual Day of Service](#) and other CommUNITY giving initiatives. Further details are here: [Environmental, Social & Corporate Governance - McLarens](#).

Governance

We are committed to running and managing our business in an ethical way that delivers effective corporate compliance. Our ESG Steering Committee, with external expertise from [Sixty7.green](#) (ESG advisors) provides leadership for our framework; reviewing policies, identifying good practice, building team competencies and engaging all staff, at all levels, in our approach to ESG.

At McLarens we acknowledge that we are on an ESG improvement journey. We are realistic yet we are ambitious. We may not have all the answers to ESG challenges or tick all of the ESG boxes but are striving to do the best we can in a considered and informed approach. To do this, we believe we need to continue to listen to our teams, listen to our clients and customers, seek out good practice, and help our team develop core competencies.

Liz Tubb

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28th February 2024