

Hiscox has a responsible approach to managing the environmental impact of our business activities and those that arise from our ownership and occupation of office premises. We actively manage and aim to minimise our environmental impacts (due to the resources we consume and amount of waste our activities produce), as well as to comply with relevant environmental legislation and other requirements. This environmental policy sets out how we will achieve our aims throughout the Hiscox Group. We will do this by:

- investing in research to better understand the risks associated with climate change and changing weather patterns and incorporating the results into our insurance products and services;
- minimising our climate change impacts by purchasing, where possible and appropriate, energy from renewable sources;
- routinely measuring and recording the amount of energy, water and office consumables used in Hiscox office premises, and setting objectives and targets with the aim to reduce consumption;
- operating waste management systems that implement the waste hierarchy (improving resource efficiency first in order to prevent/reduce waste) and promote the recovery and/or recycling of as much waste as possible;
- sourcing, wherever possible, consumables from sustainable sources;
- operating a programme to replace air conditioning gases with environmentally-preferable alternatives;
- minimising the impact of our business-related travel (domestic and international), wherever practicable;
- favouring, where appropriate, the purchase and use of energy efficient office equipment and communications systems;
- encouraging awareness of local and global environmental issues within our business, and individual responsibility amongst our employees and supporting them in completing appropriate environmental initiatives within their communities;
- involving others in the development of our environmental strategy, for example we expect our asset managers to invest in companies that have sound environmental, social and governance practices;
- monitoring, measuring, auditing and reporting on our environmental performance, including setting targets and objectives to drive continual improvement over time and demonstrate good performance on these issues;
- offsetting our unavoidable greenhouse emissions through carbon offset projects that have been verified against international standards;
- providing adequate and appropriate resources to implement this policy and ensuring that all stakeholders are aware of it, as well as their role in achieving the commitments.

In addition to the health and safety arrangements put in place by Hiscox, all Group employees will have legal responsibilities to take reasonable care of their own health and safety at work and co-operate with Company arrangements.

We review this policy on a regular basis to ensure it continues to be relevant and adhere to legal and regulatory obligations.

**Faye Steady**

**Head of Property Services – UK**

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