

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 are actively committed to the continuous improvement of our environmental programmes, with the aim to minimise our environmental impacts (due to the resources we consume and amount of waste our activities produce).

We recognise that ultimate responsibility for our environmental impacts and performance within Hiscox Group activities rests with the Executive Directors. Their management teams are responsible for organising activities with due regard for our environmental impact and in doing so, it will be their objective to meet and, where possible, exceed statutory requirements. Our management teams are committed to introducing and maintaining the necessary organisation and arrangements to achieve this objective.

Hiscox Group will achieve our aims by:

1. offsetting our unavoidable greenhouse gas emissions through carbon offset projects that have been verified against international standards;
2. 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;
3. minimising our climate change impacts by purchasing, where possible and appropriate, energy from renewable sources and sourcing, wherever possible, consumables from sustainable sources;
4. 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;
5. 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;
6. minimising the impact of our business-related travel (domestic and international), wherever practicable;
7. favouring, where appropriate, the purchase and use of energy-efficient office equipment and communications systems;
8. 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;
9. 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;
10. 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;
11. 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.

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

**Stéphane Flaquet**

Group Chief Operating and Technology Officer

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