

In 2024, the Board of Aberdeen Group plc approved our group sustainability strategy, which included the environmental transition as a strategic area of focus. This captures how we identify and manage risks and opportunities linked to the climate and nature crises across our Group and within our operations.

Our operational impacts result from the everyday running of our business premises and from the activities of our colleagues in the workplace. While these are small compared with our value chain and investments, it is important to mitigate the impact within our direct control and we aim to minimise this through responsible operations. This includes reducing our greenhouse gas emissions, preventing other pollutants arising from our activities and considering our operational impact on nature. We also want colleagues to understand their role in our net zero pathway, and so we activate our approach through events and colleague initiatives across our office locations.

The purpose of this policy is to set out our approach, which meets or goes beyond the same high standards we expect from the companies we invest in. Our environmental management system is aligned to ISO14001:2015, the international standard for environmental management. This contains the procedures and processes we use for managing, monitoring and reporting our environmental performance and, through this system, we aim continually to improve both how we manage and reduce our own environmental impact. As part of this, our Environment Policy is reviewed annually.



### Our policy

We monitor and report annually on the environmental impact of our operations, complying with all relevant legislation in every country in which we operate. Where it's material to our business, we go further by supporting voluntary agreements with corporate commitments. We identify and mitigate environmental risks and impacts and use our annual environmental risk reporting to integrate awareness of environmental concerns into decision making.

### Climate

We follow a hierarchical approach to managing energy use and the resulting greenhouse gas emissions, prioritising reduction, improving efficiency and compensating for residual emissions. We drive change and measure progress through setting global science-aligned objectives, including:

- Operational net zero commitment for 2040
- Interim target aiming for an 85% reduction in combined Scope 1 and 2 emissions by 2030.
- At least 75% of suppliers by spend to set and maintain science-aligned emissions reduction targets by 2030, with annual emissions reporting for greater transparency and collaboration.

To help us progress towards these ambitions, we:

- Encourage technology use as an alternative to travel, and support lower carbon options where our colleagues need to travel. We recognise that business travel remains an important component of our footprint, and this is tracked through an internal intensity metric and total GHG emissions related to business travel are disclosed annually.
- Aim to procure 100% renewable electricity in all locations where we are responsible for electricity purchasing and where renewable supply is available.
- Monitor the GHG emissions from waste associated with our colleague activities in our key offices. We reduce this through promoting circular economy principles and providing segregated bins where possible.
- Commit to compensating for our residual emissions.

# Environment Policy

## Nature

We recognise the interdependencies between climate and nature and have been building our corporate approach to nature, looking for opportunities to both protect nature and reduce its degradation. We have reviewed the TNFD's recommended LEAP assessment to understand our operational interactions with nature. In this process, we:

- Review the biodiversity sensitivity and water scarcity of our office locations.
- Monitor our direct operational impacts on the environment, including waste from our operations.
- Recognise our dependencies on nature and, where material, incorporate the mitigation of risks associated with these.
- Capture opportunities to build environmental literacy through the Aberdeen Group Charitable Trust, and our colleague-led 'Environmental Champions' network.

## Roles and responsibilities

Our executive leadership has overall responsibility for our policy, but each of our colleagues has a role in helping us to reduce our environmental impact.

### Role or team responsibilities

Chief Operating Officer	Owns and approves the policy, and has overall responsibility for ensuring that it is implemented across our company.
Our sustainability team	Has overall responsibility for creating and updating Aberdeen's environmental strategy and environmental targets, in line with this policy.  Advises on policy content and ensures that, when we communicate this content to any of our stakeholders, the information is relevant and accurate.  Makes relevant training and awareness programmes available to all colleagues.
Our workplace, procurement, colleague communications and conduct risk teams	Responsible for ensuring that colleagues and suppliers are aware of the policy, and that they understand the requirements and related standards they need to follow.
All colleagues, contract workers and visitors	Responsible for following our policy's requirements and objectives.



**Richard Wilson**  
Chief Operating Officer

For more information visit [aberdeenplc.com](https://www.aberdeenplc.com)

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## Working with our stakeholders to engage on the environment

We engage with stakeholders at all levels, including our clients, colleagues, shareholders, communities, suppliers and policymakers, through our annual reporting, targeted communications, and partnerships.

We do this by communicating our commitments and environmental management issues to all stakeholders, encouraging suppliers and contractors to reduce their environmental impacts, and supporting our colleagues to reduce their own environmental impacts.

**We also recognise that it is important that our approach to managing the environmental transition intersects with our commitment to inclusive growth, so that we can help to support a transition that is balanced, equitable and just.**