



DJE HOLDINGS ENVIRONMENTAL POLICY

Revised: **December 2019 (reviewed annually)**
Owner: **Managing Director, Global Engagement and Corporate Responsibility**
Approver: **Global Chief of Staff**

I. Overview

This policy applies to all employees, officers, and directors throughout Daniel J. Edelman Holdings, Inc.¹ ("DJEH").

DJEH prioritizes makes its social and environmental returns a priority and is committed on several fronts to improving sustainability on our planet.

II. Policy on Climate Change

DJEH fully recognizes the reality of, and science behind, climate change and believes it represents one of the most important global challenges facing society, businesses and governments today. To be clear, we do not accept client assignments that aim to deny climate change.

We believe that businesses, governments and society must work together to address climate change by balancing the interdependent priorities of human development, the environment and the global economy. DJEH acts with certainty to reduce emissions from its operations, improve energy efficiency, advance sustainable energy solutions, reduce waste and lead in the transition to sustainable and socially responsible business models.

We also work with clients to constructively participate in the dialogue around climate change and contribute to policy discussions, with the goal of making progress on this shared global challenge.

III. Approach

Our Executive Committee pledged the following commitment:

¹ Daniel J. Edelman Holdings, Inc. includes Daniel J. Edelman, Inc., StrategyOne, Inc. d/b/a Edelman Intelligence, Zeno Group, Inc., Assembly Media, Inc., Matter, Inc., United Entertainment Group Holdings, LLC, Edible, Inc., Edelman Miami Latin America Corp., The H & W Group, Inc. d/b/a Saludem, The R Group Public Relations Company, Inc. d/b/a Revere, First & 42nd, Inc., and all operating companies and divisions, including such divisions as First@Edifi, BioScience Communications and DJEScience, under the Edelman family of companies (collectively referred to as "DJE Holdings" or "DJEH" in this document).

- DJEH aims to realize a 10 percent reduction in scope 1, 2 and 3 emissions by 2022 and, by 2025, realize a 15% reduction in scope 1, 2, and 3 emissions.
- DJEH seeks to source 100 percent renewable electricity where quality Energy Attribute Certificates are available for all scope 2 emissions across all DJEH offices by 2022.
- DJEH seeks to achieve 50 percent waste diversion in hub offices, if allowable by building and municipality codes, by 2020, and to achieving 50 percent waste diversion in all DJEH offices by 2025. In addition, DJEH commits to reviewing its environmental policy annually.
- DJEH seeks to incorporate sustainability in the selection criteria for business partners in priority spending categories by 2022 in the U.S. and by 2025 in offices worldwide.

To create more sustainable offices, we shall continue our global efforts to add energy efficient lighting, promote green meetings, integrate pulled-print capacities, and improve our waste diversion rates. We also will continue to migrate key business applications to the cloud, making our datacenter footprint smaller and more efficient.

Specific to IT, we adhere the following guidelines:

- New equipment purchases meet Energy Star or comparable energy efficiency standards.
- New computers purchases meet the EPEAT "bronze" certification level or higher.
- Globally our e-waste is managed through recycling and refurbishment in partnership with an external third-party provider.

DJEH shall continue reporting to CDP on our carbon emissions and climate risks and opportunities. DJEH's responses are publicly available at CDP.net.

DJEH's environmental performance and approach shall be updated annually in our [Global Citizenship report](#).

Procurement

To DJEH, working in a socially responsible manner means doing business ethically, and treating people and the environment with respect throughout our operations. These commitments also extend to our supply chain: Whenever possible we are dedicated to sourcing goods and services from sustainable sources and collaborating with partners who share our values and commitments towards sustainable procurement.

In accordance with the [Code of Ethics for Suppliers and Service Providers](#), our [Sustainable Procurement Policy](#), the principles of the United Nations Global Compact, and the United Nations Sustainable Development Goals, we expect our Suppliers to comply with the following:

Suppliers are encouraged to minimize their environmental impact where possible, including:

- Reducing energy usage by avoiding inefficiencies, making use of new energy-efficient technologies and keeping up to date with best practices;

- Minimizing greenhouse gas emissions by reducing the use of fossil fuel energy sources and decreasing operational energy needs;
- Conserving water and preventing pollutants from being released into the water system;
- Properly managing waste and seeking to reduce, reuse and recycle whenever possible; and
- Considering products' end-of-life disposal during their manufacture and design, including choosing environmentally friendly packaging.

Business Travel

Business air travel is one of our most significant sources of emissions. We established a Corporate Travel Policy to better manage our travel emissions in a systematic manner.

Focus areas include:

- Regularly updating the global Business Air Travel policy (including green hotels)
- Spend optimization and Business Air Travel policy compliance
- Identifying hotspots (e.g. HUB offices) and explore solutions
- Video-conferencing in place of business travel
- Standardization of global travel partners

IV. Monitoring

Monitoring our environmental performance is key in order to manage and reduce our resource use.

The company uses a Cloud-based platform to track and report on environmental initiatives and scope 1+2+3 carbon emissions. This platform allows DJEH to identify data anomalies, embed reminder notifications, align reporting with CDP & GRI, provide scenario modeling, and generate reports to monitor evolution of footprint by scope and by source of emissions. Emissions from business air travel are also logged on the platform.

Robust data reports from travel partners allow us to quickly flag out-of-policy travel and overall spend. DJEH's Director of Corporate Travel monitors air travel reports and follows up on out-of-policy activity. All new hires receive the Travel Policy and all employees have access to it.

Expectations for supply chain sustainability monitoring are communicated to certain suppliers as selected by DJEH. Through a risk-based selection process, certain suppliers may receive direct communications from DJEH or its third-party business partners to provide information to enable monitoring of supplier adherence to the Sustainable Procurement Policy using a methodology and system selected by DJEH.

--- End of Policy ---