



DJE HOLDINGS SUPPLIER ENVIRONMENTAL POLICY

Revised: **June 2025**

Co-Owner: **Managing Director, Global Citizenship and Corporate Responsibility
Global Chief Technology & Shared Operations Officer**

Approver: **Executive Committee**

Purpose

As a global communications firm, ¹ Daniel J. Edelman Holdings, Inc. ("DJEH" or the "Company") aspires to minimize the environmental impact of its operations and those conducted by its suppliers where practical. This Supplier Environmental Policy outlines ambitious expectations the Company has for suppliers regarding sustainable practices, environmental compliance, and environmental reporting. The goal for DJEH is to encourage collaboration on climate action and environmental stewardship throughout its value chain.

Scope

This policy applies to significant suppliers and business partners, excluding micro-enterprises, providing goods or services to DJEH as identified at DJEH's sole discretion.

DJEH & SBTi

The Science Based Targets initiative (SBTi) – a global body that helps companies set emissions reduction targets – has approved the Company's near-term, long-term, and net-zero science-based emissions reduction targets.

The Company's targets include a goal of reduction in Scope 3 emissions by 55% (2030) and net-zero (2040) from a 2019 baseline. Scope 3 supply chain emissions represent the vast majority of the Company's carbon footprint; thus suppliers have a large impact on achieving these goals.

Supplier Expectations

DJEH holds itself and its suppliers to high standards of environmental responsibility. Suppliers are expected to:

- Make commercially reasonable efforts to comply with applicable environmental laws, regulations, and industry standards.

¹ Daniel J. Edelman Holdings, Inc. and its affiliated companies worldwide (collectively referred to as "DJE Holdings" or "DJEH" in this document). A list of DJEH affiliated companies can be found here: [Home | DJE Holdings](#)

- Adhere to the DJEH Code of Ethics for Suppliers and Service Providers. [Code of Ethics for Suppliers and Service Providers](#),
- Support DJEH's environmental commitments, including approved near-term, long-term, and net-zero targets from SBTi.

To support these goals, suppliers are expected to take meaningful action in the following areas:

Greenhouse Gas Emissions Management and SBTi Alignment

- Strive to understand and track Scope 1, 2, and, where relevant, Scope 3 greenhouse gas (GHG) emissions.
- Aim to set emissions goals that are informed by climate science and aligned with the ambition of the Paris Agreement
- Significant suppliers must have verified climate targets by 2030
- Significant suppliers must make reasonable efforts to disclose requested sustainability data upon request (e.g. Ecovadis)
- Be prepared to share information on emissions performance and progress annually or upon request

Emissions Reduction Measures

- Implement energy efficiency initiatives
- Transition to renewable energy where feasible.
- Adopt low-carbon transportation and logistics solutions.
- Minimize use of high-impact materials.

Sustainable Resource Use

- Conserve water, energy, and raw materials.
- Properly manage waste using a reduce, reuse, and recycle approach.
- Avoid environmentally hazardous substances where safer alternatives exist.

Sustainable Product Design and Lifecycle

- Consider environmental impact and end-of-life disposal in product design and manufacturing.
- Use environmentally friendly packaging.
- Offer take-back or buy-back programs when appropriate.

ESG Integration and Sustainable Development

- Promote responsible sourcing, sustainable operations, and supplier diversity.
- Align practices with the United Nations Sustainable Development Goals (SDGs), with emphasis on Goal #8 (Decent Work and Economic Growth).
- Foster humane working conditions and minimize environmental harm.

¹ Daniel J. Edelman Holdings, Inc. and its affiliated companies worldwide (collectively referred to as “DJE Holdings” or “DJEH” in this document). A list of DJEH affiliated companies can be found here: [Home | DJE Holdings](#)

Innovation Collaboration

- Partner with DJEH to identify opportunities for sustainable innovation and improvement.

Monitoring and Reporting

Suppliers may be requested to share documentation or insights that demonstrate alignment. DJEH may also engage with suppliers to better understand and address potential areas of concern or offer guidance to support progress.

DJEH uses third-party platforms to request, monitor, and evaluate supplier sustainability performance. Significant suppliers, excluding micro enterprises (less than 10 employees or revenue less than \$5 million), must have verified climate targets by 2030 and must respond to sustainability data disclosure requests. DJEH or its third-party partners (e.g. Ecovadis) may directly request data. Use of alternative metrics must be pre-approved by DJEH.

Failure to engage may affect future relationships and DJEH reserves the right to continue or discontinue business for any reason related or unrelated to this policy.

Policy Acknowledgement

By entering into a contract with DJEH, suppliers agree to contribute to our shared environmental goals.

¹ Daniel J. Edelman Holdings, Inc. and its affiliated companies worldwide (collectively referred to as “DJE Holdings” or “DJEH” in this document). A list of DJEH affiliated companies can be found here: [Home | DJE Holdings](#)