

Vail Williams Environmental, Social and Governance (ESG) Policy - Sustainability Commitment

At Vail Williams we recognise and embrace the challenges all of us face in dealing with the environmental consequence of our actions.

We believe our responsibility to lead and influence change is wholly aligned with our purpose and that of our values (we care, we listen, we lead, we innovate), and should lie at the heart of all our business decisions.

Whilst we have already introduced a number of changes which have lowered our carbon footprint, we know we can do more. Although we are not yet legally obligated to report our emissions due to the size of our business, we are committed to understanding where we are as a company and what we can do to reduce our carbon emissions. In order to assess our own carbon output, we have used the Government approved approach for qualifying businesses to demonstrate emissions that come directly from our organisation's activities (our offices and fleet vehicles). In addition, we have expanded our assessment to include indirect activities (such as supply chain and business travel) to provide a more comprehensive and informed baseline analysis.

We expect this baseline scoping project to be concluded by the end of March 2022 and will then work towards initiating an annual target to reduce our emissions by an average of no less than 10% per member of staff per annum. Our intention is to be carbon neutral by 2030 or earlier. In line with our ethos of transparency, we will publish our results on an annual basis on our website.

To achieve this reduction we will continue to challenge ourselves and our supply chain, and work with our clients to reduce our emissions. We believe our main reductions can be achieved through promotion of more sustainable travel, re-evaluating our operational consumables and embracing new technologies. Where possible we will ensure our offices are as sustainable as possible. In addition, we will aim to increase our recycling and move to a more sustainable consumption of energy where it is in our control to do so.

As our influence extends beyond our operational activities, we will continue to work with our clients and surrounding network across the property cycle through our multi-disciplinary activity, and will raise environmental awareness with our staff through training to ensure behavioural change is embedded at a personal as well as corporate level. Our senior management team will be challenged to lead by example, and we will ensure all our principal suppliers have credible ESG policies.

Our expertise in property – a significant carbon producer – gives us a unique opportunity to work with our clients to help us collectively lower our environmental impact, working collaboratively for the benefit of us all and the environment we share. This is our Vail Williams sustainability commitment.