



dss⁺ Public Environmental Policy

31 July 2024

dss⁺

Protect. Transform. Sustain.

1. Purpose

This policy outlines what dss⁺ is committed to regarding the environmental considerations of our work and operations. As a leading global operations transformation consulting company, we take our role seriously and make the commitments detailed here to support us in delivering on our core value of Environmental Stewardship.

2. Scope

This global policy applies to all dss⁺ employees and independent contractors, to all our work and operations and is effective from 31 July 2024.

3. dss⁺ Environmental Policy

The purpose of dss⁺ is to save lives and support a sustainable future. As part of our services, we support clients, particularly in hard-to-abate sectors, in progressing their energy transition journey, reducing their carbon footprint, and decarbonising. We help clients strengthen environmental compliance, reduce resource intensity, manage emissions and pollutants, and embed circular economy principles in their operations. Our impact lies in translating strategy into measurable, on-the-ground improvements, particularly in complex, high-impact sectors.

In our own operations, dss⁺ is committed to reducing our negative environmental footprint with our core value of environmental stewardship. We review our materiality assessment every two years. Our most material environmental issue is our greenhouse gas (GHG) emissions, primarily associated with business travel and office energy use.

Our commitments to environmental sustainability:

- **GHG Emissions:** Measure and report our GHG emissions annually, aligned with the [Greenhouse Gas Protocol](#) and the [Paris Agreement](#).
- **Decarbonisation Plan:** Covering our most significant areas of impact, including both reduction and compensation activities:
- **Reduction Activities:** Focused on our largest areas of impact to reduce, namely:
 - **Scope 1:** Replace our leased vehicles with electric vehicles or personal car use.

- **Scope 2:** Optimise office use by supporting remote work and, at the time of lease renewal, will apply environmental criteria to office selection processes such as energy efficiency, access to renewable electricity, and green building certifications.
- **Scope 3:**
 - **Business Travel:** Optimise business travel, informed by an updated travel policy. This revised policy will provide the guardrails and procedures for booking travel on a needs basis and provide data and insights to make informed choices to reduce travel-related Scope 3 emissions by:
 - I. **Air travel:** encouraging the use of low-emission options and ground-based options in place of air travel, where possible. We will improve awareness of travel choices and have class limitation thresholds;
 - II. **Road travel:** promote the use of public transport, rental of electric vehicles in place of petrol or diesel, where it is safe and practical, as well as reducing the footprint of company-leased vehicles by replacement with EVs or personal vehicles;
 - III. **Ride-Hailing:** promote the use of Uber Green, Gojek Green or similar over traditional ride-hailing where available and safe to do so
 - IV. **Accommodation:** promote the use of sustainable accommodation options where it is safe and available;
 - V. **Behaviours:** promote change to these preferences through global, regional and behaviour communications on peer-to-peer travel comparisons and training on sustainable driving habits and carpooling.
 - **Supplier Engagement:** Engage suppliers of both products and services to adhere to our Procurement Principles, specifically:
 - I. **Technology:** promote energy-efficient behaviours, implement energy-efficiency and lifecycle criteria for tech purchases, recycle old laptops, and shift to a lease model for new laptops by 2025, with carbon-neutral certificates for all the new machines
 - II. **Procurement:** Prioritise suppliers who adhere to sustainable practices and environmental standards in our procurement processes, including a supplier screening questionnaire that covers ESG and carbon considerations, highlighting lower carbon suppliers, identifying and conducting annual high-risk supplier audits and considering third-party certification requirements for large suppliers (EcoVadis/ISO/other)

- **Compensation Activities:** We take a deliberate and disciplined approach to addressing residual emissions through Energy Attribute Certificates (EACs) for Scope 2 and Verified Emission Reductions (VERs) for Scope 1, Scope 3, and Beyond-Value-Chain Mitigation (BVCM). We invest in EACs aligned with [RE100 principles](#) to support the transition to renewable electricity, including for home office energy used by employees and, where feasible, independent contractors. We also invest in high-integrity carbon credits (VERs) that meet the Integrity Council's [Core Carbon Principles](#) (CCPs), prioritising additionality, climate impact, and alignment with our areas of work.

Additional Considerations, Implementation and Monitoring:

Our policy is grounded in our core values and Mission-Critical Behaviours, supported by awareness and training to guide sustainable actions. We count on our employees and service providers to uphold these commitments through everyday decisions that contribute positively to the environment and society.

- **Resource Efficiency and Waste Management:** Although it is not material to our business, local activities are encouraged and supported by behavioural change interventions and awareness-raising initiatives on topics such as reducing single-use plastics, improving food waste disposal, and promoting recycling, where available.
- **Office Spaces:** When choosing new office spaces, whether co-working or exclusive rentals, in addition to Scope 2 commitments, we will prioritise environmentally responsible spaces, offer recycling, food waste disposal, and protect biodiversity, where available.
- **Training and Awareness:** We regularly train and raise awareness of environmental topics across our business through campaigns and Keep Learning sessions.
- **Volunteering:** We encourage the use of employee volunteering days to prioritise environmental non-profits in their local communities
- **Compliance and Risk Management:** Annually review our exposure to risks as part of our enterprise risk process. To ensure objectivity, independent third parties assess our clients, suppliers, and partners. This minimises internal bias and strengthens credibility, underpinning our commitment to consistent and transparent implementation.
- **Monitoring and Reporting:** Annually report transparently, reviewing our progress and actions, using absolute and intensity metrics



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Continuous Improvement:

This policy provides a living framework for our environmental commitments, grounded in transparency, accountability, and continuous improvement. We review and update it regularly to reflect our progress, growth, business evolution, and stakeholder expectations.

