



Energy for
generations

ESB Group Policy – Environment and Sustainability

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1. Policy Details

1.1 Summary of Policy

ESB's Brighter Future Strategy commits to leadership in the transition to low carbon energy and to sustainability. Sustainability in its fullest sense includes carrying out business operations responsibly and with care for the impact on the environment. This ESB Group Environment and Sustainability Policy sets out the high-level principles to guide our progress towards these goals. This includes compliance with all relevant statutory and regulatory laws and the achievement of ESB's low carbon targets in all parts of our business.

1.2 Requirement for Policy

Environmental stewardship and sustainability are central to ESB's purpose and are important to our stakeholders. This requires a coherent Group policy setting out the common principles for all parts of ESB.

1.3 Scope

This Policy applies to all ESB Group companies and subsidiary companies. In this policy, environmental management means all the activities and technologies necessary to manage ESB's environmental performance and to ensure compliance with all regulatory and statutory legislation. ESB takes all reasonable steps to ensure that alliances, partnerships, joint-ventures (JVs), and other shareholding arrangements and contractors comply with sound sustainability and environmental management practices as described in this policy, as well as being compatible with ESB's values and code of ethics and the Brighter Future Strategy.

1.4 Policy Principles

ESB recognises that our activities, including electricity generation, transmission, distribution and supply, have environmental impacts and that we should responsibly manage these impacts while supporting sustainable economic development. We use externally certified management systems throughout our company to strive for excellence in all our endeavours and to comply with all applicable laws and regulatory requirements. We are committed to playing our part as a responsible business by achieving an appropriately high standard of environmental management and by embedding sustainability in all our activities.

1.5 Environment and Sustainability Policy Statement

At ESB we are committed to the highest levels of environmental management and sustainability in all aspects of our operations. In our Brighter Future Strategy, we commit to leadership in the transition to a low carbon energy system. Under this policy ESB:

- commits to the energy transition by reducing our own carbon emissions and supporting this transition when working with others;
- complies with all regulatory, planning, environmental and sustainability legislation pertaining to our businesses;
- takes responsibility for the safe and environmentally sound operation of our businesses in a world of increasingly extreme weather patterns;
- seeks to operate with the minimum of materials necessary to conduct business operations safely and takes the life cycle of materials into account;
- applies the waste hierarchy to minimize waste disposal;
- takes the necessary preventive measures to minimise pollution risks arising from its business operations;
- operates its businesses responsibly, respectful of biodiversity and without harming eco-systems;
- seeks similar environmental social and governance standards from suppliers and other partner organisations as it has set itself;
- invests in sustainable infrastructure, subject to financial due diligence with due regard for the consumer, communities and the environment;
- reduces carbon emissions through sustainable travel policies, safe/eco driving practices and zero carbon buildings;
- is inclusive, recognizing the value of individual difference and supports equal opportunity and human rights in its operations and
- operates in a transparent, fair and lawful manner, reporting to regulatory authorities as required by law and annually publishing our performance.

2. Supporting Procedures

A suite of ESB Group environmental standards and integrated safety, health and environment standards support this policy. These articulate the specific requirements for compliance with this policy in relation to key risks and other aspects of management.

Appropriate organisational structures, environmental management systems and procedures are in place in individual business units to support compliance with the group policy and group standards and to manage continual improvement in environmental performance. The environmental aspects of our operations are regularly reviewed and appropriately managed. Significant environmental risks are

identified and managed through having emergency procedures in place.

A Group-wide Energy Management System with a policy statement derived from the principles in this policy has been developed to support energy and carbon reduction targets and is certified to ISO50001.

3. Derogation

Derogations from this Environment and Sustainability Policy and standards shall not be allowed.

4. Responsibilities

4.1 ESB Responsibilities

Management shall: -

- Put in place systems, standards and procedures to ensure compliance with the policy principles outlined in section 1.5.
- Ensure this policy and the associated environmental standards and local procedures are communicated to relevant employees and others and implemented in full.
- Adopt good environmental and sustainability practices within their business area.

4.2 Employee Responsibilities

Employees shall: -

- Comply with the policy principles outlined in section 1.5 and the requirements of the standards and local procedures derived therefrom.
- Adopt good environmental and sustainability practices within their business area.

5. Compliance

5.1 Monitoring

A Safety, Health and Environment Governance framework shall be put in place outlining how compliance with this policy and the standards derived therefrom shall be monitored.

5.2 Reporting

Key Performance Indicators shall be devised and put in place to measure the effectiveness of the management of Environment and Sustainability across the

Group. These shall be reported on at the various levels of management and to the Board.

5.3 Non-compliance and Sanctions

Managers and / or employees who fail to comply with this policy shall be subject to disciplinary procedures in line with ESB HR policies and procedures.

6. Contributors

Name	Role
Group Safety, Health & Environment Manager	Provides leadership and engages across ESB Group to achieve strong SHE performance.
Environment & Sustainability Manager	Leads, coordinates and reports on Group Environment and Sustainability assurance and performance improvement programmes.
Business Unit (BU) Safety, Health & Environment Managers	Leads and manages the business unit environment and sustainability teams and engages the business unit to improve SHE performance.
BU Environmental Managers	Manages the business unit environment and sustainability teams to support the business unit in integrating and improving environmental and sustainability performance.
Environmental and Sustainability Leadership Team.	Sets the overall direction for Environment and Sustainability in ESB Group and provide assurance to the EDT and Board on ESB's performance.