



Environmental Policy

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Classification: General

Our commitment

NCC Group is committed to protecting the environment and supporting the transition to a lower-carbon and more sustainable future.

As a global cyber security business, we recognise that our activities have both direct and indirect environmental impacts. We seek to manage these impacts responsibly while creating long-term value for our stakeholders and supporting our customers on their own sustainability journeys.

Environmental considerations are integrated into our decision-making, risk management processes and business operations. We are committed to continually improving our environmental performance, meeting our legal obligations and taking proportionate action to reduce the environmental impact of our activities.

Our priorities

We will:

Take action on climate change

- Maintain a Carbon Reduction Plan, which provides a framework for reducing greenhouse gas emissions across our operations and value chain.
- Measure and report our greenhouse gas emissions and energy consumption using recognised reporting standards and methodologies.
- Set emissions reduction targets aligned with climate science and support external validation where appropriate.
- Work towards achieving our commitment to Net Zero emissions by 2045.

Reduce the environmental impact of our operations

We will seek to reduce the environmental footprint of our business by:

- Improving energy efficiency across our office estate.
- Engaging with landlords and property partners to support lower-carbon buildings and improved environmental performance.
- Reviewing office requirements and workplace practices to support efficient resource use.
- Reducing waste and promoting reuse and recycling where practical.
- Supporting responsible consumption of materials, equipment and resources.
- Maintaining a digital-first approach wherever appropriate.

Travel and transport

We will minimise unnecessary travel and encourage lower-carbon alternatives where practical, balancing environmental considerations with client, colleague and business needs.

We will continue to utilise collaboration technologies to reduce travel requirements and promote responsible travel choices.

Responsible procurement

We recognise the environmental impact arising through our value chain.

We will work with suppliers and partners to improve transparency, encourage responsible environmental practices and support emissions reduction across our supply chain where appropriate.

Build environmental awareness

We will promote environmental awareness and engagement across the business through communication, learning and capability-building initiatives.

We will encourage colleagues to understand how their individual actions contribute to our environmental objectives and support programmes such as Carbon Literacy training and mandatory annual and onboarding Climate Change training.

Governance and accountability

Environmental performance forms part of NCC Group's wider sustainability framework and risk management processes.

Responsibility for environmental matters is supported through executive and Board oversight, with regular monitoring of progress against objectives, targets and commitments. Environmental risks and opportunities are considered as part of our broader approach to business resilience, governance and long-term value creation.

Compliance and continuous improvement

We are committed to complying with applicable environmental legislation and regulatory requirements in the countries in which we operate.

We will review our environmental performance regularly and continue to strengthen our approach in response to evolving stakeholder expectations, scientific developments and regulatory requirements.