



# INTERNATIONAL SOS

## Environment Policy

Version 2.00

Document Owner: **Legal**  
Document Manager: **Group General Counsel**  
Effective: ***December 2022***

**POLICY**

**WORLDWIDE REACH.  
HUMAN TOUCH.**

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<b>Group</b>	<b>INTERNATIONAL SOS Environment Policy</b>	<b>Policy</b>
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<b>Revision History</b>							
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Revision	Rev. Date	Description	Prepared by	Reviewed by	Date	Approved by	Date
1.00	September 2013	<b>Original Document</b>	Group Medical Director Occupational Health Services	Group General Counsel	September 2013	Group Managing Director	September 2013
2.00	November 2022	Updated Policy with four topics (Energy & Emissions, Water Management, Waste & Materials, and Travel)	Group Director Assistance Operations	Group General Counsel	November 2022	ESG Board	December 2022

<b>Responsibilities</b>
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All employees of International SOS must comply with this Policy

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## 1. INTRODUCTION

### 1.1. Introduction

- 1.1.1. With the ever-increasing pressure on the environment, and the urgency to address the effects of climate change, it is key for businesses to adapt and change their practices to address these challenges and create a sustainable future for our planet and our communities.
- 1.1.2. Environmental issues businesses include greenhouse gas (GHG) emissions, most importantly carbon emissions, which directly affects the earth's climate. More specifically, healthcare systems and travel account for a significant percentage of global CO2 emissions. Climate change is a main driver of heat waves, raising sea levels, land degradation, droughts and other extreme weather conditions which cause harmful consequences on the quality of life, health and well-being of our employees and society, in general.

### 1.2. Purpose

- 1.2.1. Our goal is to reduce and manage our impacts on the environment. In response to this recognition, the company has developed a range of strategies across all business lines and divisions to heighten our environmental awareness and reduce and/or manage our impact.
- 1.2.2. Overall, we aim to identify metrics and targets that help us harmonize and compare our environmental performance and impact over time and across all regions. The metrics and targets are defined in the Group Environmental Targets. To achieve our targets and commitments, we will work to raise awareness and educate our employees, clients, suppliers and other stakeholders on environmental risks and our role in working toward a more sustainable future. We will provide the necessary opportunities for employees to engage with our environmental initiatives and programmes to reduce our impact.

### 1.3. Objectives

- 1.3.1. This Policy aims to achieve the following objectives:
  - (a) Meet international environmental best practices for the benefit of our employees, clients, customers, and Third-Party suppliers that are consistent with, and appropriate to, our business activities and operations worldwide.
  - (b) Recognise our responsibility to develop sustainable practices, to raise awareness among our employees and stakeholders, and to deliver high quality services to our clients.

- (c) Provide a consistent and standardised approach to actions and initiatives aimed to manage and reduce our environmental impact.
- (d) Positively impact employee engagement in relation to environmental management in our operations.
- (e) Align all strategies related to environmental, social and governance issues and business goals.

#### 1.4. Scope

- 1.4.1. The Environment Policy applies to all employees, contractors, consultants, and suppliers in all businesses and subsidiaries within the International SOS Group.
- 1.4.2. It sets out minimum requirements for the International SOS Group. Business units that operate in jurisdiction that legislate a higher standard are to follow those local regulations, which are part of the Environment Policy.
- 1.4.3. The Environment Policy (hereby the Policy) outlines our focus topics related to environmental issues. In relation to these topics, International SOS is committed to the development, implementation and continual improvement of our related management systems following high international standards.

## 2. ENVIRONMENTAL COMMITMENTS

### 2.1. Energy and Emissions

2.1.1. As International SOS' provision of health and security care globally requires energy input and involves emission output, we are focused on seeing how to transform health care to become more environmentally friendly where possible, without compromising the quality of our service provision. On the topics of energy and emissions, International SOS is committed to:

- (a) Track and manage our GHG emissions in all aspects of the business and work to reduce our overall CO2 emissions.
- (b) Track and reduce our energy consumption by focusing on efficiency and optimisation through localised initiatives across the regions.
- (c) Engage with our clients and Third-Party suppliers to raise awareness and reduce emissions throughout the value chain.
- (d) Progressively assess our Third-Party suppliers to meet international standards related to energy usage and emissions.

### 2.2. Water Management

2.2.1. We are drawing attention to the everyday opportunities to reduce water in our offices, sites, and clinics under our management. We aim to reduce water consumption working with our stakeholders without compromising the quality of our service provision, by:

- (a) Collect and monitor data on water performance and identify any water-related business risks and opportunities.
- (b) Ensure a sustainable water usage and management by developing localised actions in our facilities across the regions.
- (c) Engage with our supply chain to better understand our water-related risks and impact to implement localised strategies and standards.

### 2.3. Waste and Materials

2.3.1. All our business lines aim to provide and promote safe options for medical waste and other related medical disposals. Our long-term goal is to reduce our waste footprint and work with our suppliers to meet our standards via our policies related to sustainable procurement.

- (a) Develop localised initiatives across the regions to reduce paper, technological and medical waste.
- (b) Promote circular economy processes, where opportunities exist, to help us reduce the pressure on natural resources and improve our waste management.

## 2.4. Travel

2.4.1. Business travel, international medical service provision and evacuations are essential to the services we provide, which require immediate response and on-the ground quality delivery, as well as the deployment of medical personnel around the world. We recognise that travel represents a significant percentage of global carbon dioxide (CO<sub>2</sub>) emissions. Our purpose moving forward is to reduce and compensate our emissions and to encourage the use of less carbon intensive alternatives, whenever possible. We are committed to:

- (a) Track and reduce emissions derived from business travel and evacuation flights, encouraging alternative ways of communication and less impactful means of transportation, where possible.
- (b) Seek innovative solutions, when possible and without compromising the quality of our services, to transform to least carbon intense service provision methods.
- (c) Engage with our clients and partners to compensate emissions in business travel and evacuation flights by means of off-setting programmes.
- (d) Engage with our clients to manage risks and opportunities related to travel and reduce GHG emissions, whenever possible.

### 3. REPORTING AND VERIFICATION

- 3.1. We are committed to improve our environmental performance gradually and continuously to reach our targets and objectives in a sustainable manner.
- 3.2. The Policy and the Group Environmental Targets are aligned to our business objectives and represent our commitment to continuously improve our environmental performance. Where appropriate and under our discretion, International SOS will share our targets and metrics with stakeholders.
- 3.3. This Policy and the related targets will be reviewed and updated, when necessary, every 2 years. Our Environmental, Social and Governance Committee (the “ESG Committee”) will be responsible to collect and monitor the data, to develop localised and Group-wide initiatives, and to report progress to our Environmental, Social and Governance Advisory Board (the “ESG Board”), annually. The ESG Board will validate the data and targets and strategically support the progress of our performance.
- 3.4. Any progress related to our environmental performance, policies, and targets, we will disclose the information in our annual ESG reports and, where appropriate, with stakeholders, certification bodies and ranking organisation (e.g., EcoVadis ranking).

### 4. ENFORCEMENT AND REPORTING BREACHES

- 4.1. Breaches of this Policy may have serious legal and reputation repercussions and could cause material damage to International SOS. Consequently, breaches can potentially lead to disciplinary action that could include summary dismissal and to legal sanctions, including criminal penalties.
- 4.2. All employees are expected to promptly and fully report any breaches of the Policy. A report may be made to the employees’ supervisor or the Group General Counsel. Reports made in good faith by someone who has not breached this Policy will not reflect badly on that person or their career at Intl.SOS. Reports may be made using the following e-mail address: [Compliance@internationalsos.com](mailto:Compliance@internationalsos.com).

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