

## Environment And Sustainability Policy

### Purpose:

To protect the environment and foster sustainable growth in every market we serve.

### Scope

Applies to all our offices, training centres and services worldwide.

### Our Commitments:

- **Comply** with all environmental laws, regulations and best-practice standards.
- **Conserve** resources by reducing energy, water and waste—and by favouring digital delivery to cut travel.
- **Improve** continuously, guided by the objective to cut our travel carbon by 25 % by June 2026.
- **Engage** clients, partners and communities to share knowledge and drive real-world impact.
- **Innovate** by investing in tools and methods that enable smarter, greener solutions.

### CEO Pledge:

“As CEO, I will lead by example and ensure we hold ourselves to these commitments every day.”



Shadab Ahmed Ghazaly  
CEO/Managing Director