

MONY GROUP PLC

# ENVIRONMENTAL POLICY



<b>POLICY OWNER</b>	General Counsel and Company Secretary
<b>POLICY APPLIES TO</b>	This policy applies to all persons working for us or any Group Company or on our behalf in any capacity, including all employees, managers, members of the SLG, the Executive Team and the Board.
<b>POLICY EFFECTIVE DATE</b>	December 2022
<b>VERSION CONTROL</b>	July 2025
<b>POLICY REVIEW</b>	<p>We reserve the right to amend or withdraw this policy at our absolute discretion, in accordance with the law and business needs.</p> <p>This policy and procedure does not form part of your contract of employment.</p>

<b>If you have any questions on this document please contact:</b>			
<b>SHAZADI STINTON</b> (General Counsel and Company Secretary)			
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# ENVIRONMENTAL POLICY

## 1. About this policy

- 1.1 The purpose of this policy is to demonstrate our commitment to ensuring MONY Group considers environmental and sustainability issues in all parts of our operations and business activities.
- 1.2 We seek to progressively reduce our environmental impact in all aspects of our operations by minimising and making efficient use of resources.
- 1.3 This policy does not form part of any employee's contract of employment, and we may amend it at any time.

## 2. Who must comply with this policy?

- 2.1 This policy applies to all persons working for us or any Group Company or on our behalf in any capacity, including all employees, managers, members of the SLT, the Executive Team and the Board.

## 3. Who is responsible for the policy?

- 3.1 The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 3.2 The General Counsel and Company Secretary has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in implementing the Group's environmental initiatives and reducing the Group's environmental impact.
- 3.3 You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the General Counsel and Company Secretary.

## 4. Our environmental policy

- 4.1 Comply with environmental legislation and approved codes of practice as a minimum and implementing appropriate internal procedures to continuously improve our environmental performance;
- 4.2 To consider the green credentials of our suppliers as part of procurement processes;

- 4.3 Maintain waste management strategies that promote the minimisation of waste, re-use, recovery and recycling;
- 4.4 Give due consideration to environmental issues and energy performance in the acquisition, design, refurbishment, location and use of our buildings and assets;
- 4.5 Encourage sustainable travel options and increasing the use of technology to reduce overall business travel;
- 4.6 Promote awareness of environmental issues with employees through environmental initiatives;
- 4.7 Make efficient use of resources and minimise our use of energy, water and paper;
- 4.8 Positively impact the environment via our Net Zero pledge;
- 4.9 Promote awareness of environmental issues with customers and users, including through our guides and tips;
- 4.10 Communicate our environmental policy to all our employees; and
- 4.11 Review and update the Group's environment policy on an annual basis.

## **5. Training and communication**

- 5.1 Training on this policy forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.