



Sustainability Policy

1. Introduction

Fathom is committed to promoting sustainability. We aim to follow and promote good sustainability practices, reduce the environmental impacts of all our activities, and help our clients and partners do the same. This policy outlines our approach to sustainability and our commitment to continuous improvement.

2. Principles

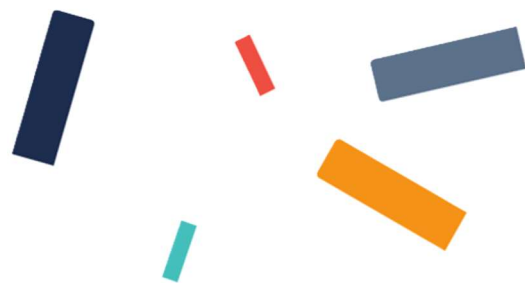
Our Sustainability Policy is based on the following principles:

1. To comply with, and exceed where practicable, all applicable legislation, regulations, and codes of practice.
2. To integrate sustainability considerations into all our business decisions.
3. To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it.
4. To minimise the environmental impact of office and transportation activities.
5. To make clients and suppliers aware of our Sustainability Policy and encourage them to adopt sustainable management practices.
6. To continually strive to improve our sustainability performance through innovation and accountability.

3. Environmental Responsibility & Practical Steps

We strive to reduce our environmental footprint by:

- Sourcing sustainable and recyclable materials where possible.
- Minimising waste through efficient manufacturing and design processes.
- Reducing energy consumption and carbon emissions in our operations.
- Implementing circular economy principles by promoting product longevity and reuse.
- Encouraging sustainable transportation practices, including walking, cycling, and public transport for meetings where practical.
- Avoiding unnecessary travel by utilising teleconferencing and video conferencing.
- Monitoring business travel emissions and incorporating appropriate offsets where necessary.



4. Ethical Sourcing & Supply Chain

We work closely with our suppliers to ensure:

- Ethical sourcing of raw materials, prioritising certified sustainable options.
- Compliance with environmental regulations and industry best practices.
- Transparency and accountability in our supply chain.
- Our FSC® procedure ensures that the materials used in our products come from verified sustainable sources, supporting global efforts to protect forest ecosystems. As an FSC-STD-40-004 V3-1 CoC certified company, we prioritise the sourcing of wood-based materials from responsibly managed forests.

5. Resource Efficiency & Energy Use

We are committed to:

- Minimising our use of paper and office consumables, including double-sided printing and waste reduction initiatives.
- Ensuring the reuse or recycling of office waste, including paper, computer supplies, and redundant equipment.
- Reducing energy consumption by purchasing energy-efficient office equipment and maintaining good housekeeping practices.
- Purchasing electricity from suppliers committed to renewable energy and supporting investment in new renewable energy projects.

6. Social Responsibility

Our commitment to social responsibility includes:

- Upholding fair labour practices and safe working conditions.
- Encouraging diversity, equity, and inclusion within our workforce.
- Engaging with our community through sustainability initiatives and education.

7. Climate Action Commitment

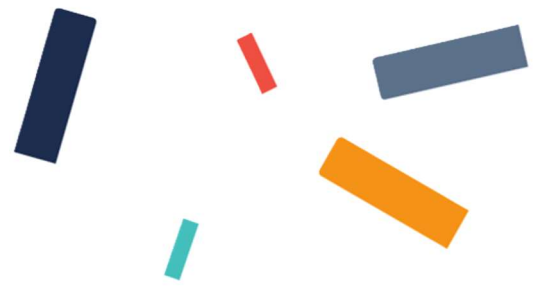
As part of our Science Based Targets initiative (SBTi) commitment, we aim to:

- Set measurable goals to reduce greenhouse gas emissions.
- Transition to renewable energy sources where feasible.
- Regularly review and improve our carbon footprint reduction strategies.

8. Carbon Footprint & Reduction Targets

We have measured our carbon footprint across all three scopes and established a baseline year of 2024:

- *Scope 1 Emissions (Direct Emissions):* 56.50 tCO₂e
- *Scope 2 Emissions (Indirect Energy Emissions):* 34.78 tCO₂e



- *Scope 3 Emissions (Supply Chain & Other Indirect Emissions): 837.10 tCO₂e*

To address these emissions, we commit to the following reduction targets:

- 2030: Reduce emissions by 20% compared to the 2024 baseline.
- 2050: Achieve net-zero emissions.

Our approach includes:

- Improving energy efficiency and transitioning to low-carbon technologies.
- Engaging suppliers to reduce Scope 3 emissions.
- Offsetting unavoidable emissions through certified carbon reduction projects.
- Regularly tracking and reporting progress toward our targets.

9. Communication & Transparency

We will communicate our sustainability progress to stakeholders by:

- Regularly reporting on our environmental and social initiatives.
- Engaging with employees, clients, and partners to drive shared sustainability goals.
- Maintaining transparency in our sustainability commitments and achievements.

10. Working Practices & Advice to Clients

- Ensure that any associates we work with take sustainability issues into account in their advice to clients.
- Include a copy of our Sustainability Policy in all proposals to clients.
- Facilitate client engagement in sustainability efforts by providing resources and guidance.

This policy will be reviewed annually to ensure alignment with evolving sustainability standards and business objectives.

February 2025