

ENVIRONMENTAL POLICY

1. Statement

Charles Taylor (www.charlestaylor.com) is a global provider of insurance-related technical services and solutions, dedicated to enabling the insurance market to work more efficiently. With over 4000 employees in over 100 offices across 30 countries we manage mutual insurance companies, adjust large and complex insurance claims and provide a complete range of outsourced insurance services. We acknowledge the challenges that climate change is bringing to the industry in terms of risk and accept our duty to research, monitor and strive for improvement on our environmental impacts. In recognition of the serious implications that climate change and other environmental risks may pose for our industry, we have developed a comprehensive sustainability strategy that drives sustainability into all areas of the business whilst managing our climate-related risks and opportunities.

We have a long-term vision for sustainable development and continuous improvement of our environmental performance by maintaining best practice throughout our operations.

2. Responsibilities

The Charles Taylor Board with support from its Executive Committee has overall responsibility for Environmental, Social and Governance impacts and has delegated the monitoring of our progress to its Nomination and Governance Committee. Progress is monitored frequently with ESG and Sustainability matters featuring as an agenda item every quarter. The designated executive responsible for our environmental performance is the Group Chief Operations Officer. The heads of each business unit are responsible for compliance of environmental policy and processes within their respective operations with Global Business Services providing guidance together with logistical support.

3. Environmental, Social and Governance Group.

In support of the company's on-going commitment to environmental, health and safety, corporate social responsibility, corporate governance and sustainability, the company has created an Environmental Social and Governance working group.

The ESG working group is a cross-functional management group of the Company whose purpose is to assist the management team of Charles Taylor in:

- Setting general strategy relating to ESG initiatives
- Reviewing metrics and targets associated with our environmental and sustainability impacts
- Developing, implementing, and monitoring initiatives and policies based on that strategy
- Overseeing communications with employees, investors, and stakeholders with respect to ESG initiatives
- Monitoring and assessing developments relating to, and improving the Company's understanding of the ESG strategy, and
- Managing climate related risks and opportunities
- Efficient and timely reporting of ESG initiatives progress to internal and external stakeholders.

4. Professional Advice

Charles Taylor has engaged third parties as professional advisors on environmental matters to the group.

Our environmental performance is reviewed annually by third party auditors with any material findings utilised to enhance the company's environmental strategy.

5. Environmental Impact

The following objectives demonstrate how we shall continue to meet our commitment to reduce our environmental impacts:

5.1 Environmental Management

- To continuously measure, monitor and review our impact on the environment including climate related risks and opportunities using our environmental management system,
- To work with our clients, suppliers and subcontractors to raise awareness of our aims and ensure compliance is followed throughout the supply chain. Developing a program of Key Performance Indicators to monitor and measure our progress,
- To promote awareness of our responsibilities and initiatives throughout the Group, engaging employees in sustainability activities and target setting,
- To regularly report environmental impacts through the appropriate public forums and adhere to all current and relevant legislation. We acknowledge that our clients, investors, staff, and our wider stakeholder group have an interest in our environmental impacts and what we are doing to manage these on an ongoing basis,
- Allocate appropriate resources to ensure objectives can be achieved,
- Report environmental performance to the Charles Taylor board to ensure top level leadership on environmental policy and to empower relevant management decisions; and
- Comply with all relevant environmental legislation in the jurisdictions in which we operate.

5.2 Impact Reduction

- To enhance recycling schemes throughout our offices and reduce waste, to lower our carbon emissions created through travel by making use of the conferencing technologies that we have available to us. Ensuring the environmental impacts are considered when arranging necessary travel and that the most sustainable mode and routes are used,
- To take our initiatives to the next level and set science-based targets,
- Continue to promote the use of green energy throughout our portfolio,
- Consider the environmental impact within all business decisions, maximizing the opportunities for best practice and
- Striving to become carbon neutral by taking accountability for our residual emissions and reviewing opportunities to partner with a project to offset the remaining carbon emitted by the company.
- Striving to become carbon neutral by taking accountability for our residual emissions and reviewing opportunities to enter into a partnership to deliver a project to offset the outstanding carbon generated by our energy usage.

5.3 Communicating & Reporting

- Meet our obligations regarding reporting our environmental impacts to the relevant regulatory bodies in the jurisdictions in which we operate,
- Report internally and externally on our environmental performance against our targets, to include carbon, energy, water, waste and travel
- Promote and build awareness of environmental responsibility amongst our employees and,
- Communicate and engage with staff at all levels to identify, assess and reduce operational impact on the environment.

Extending our commitment to our value chain

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- Engage and support current or potential suppliers to ensure environmental compliance in line with our company strategy, and
- Develop working practices for staff and within our client relationships that encourage continued consideration to the environment.

For further information:

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Signed by

Robert Brown
Group Chief Executive Officer

