

Environmental, Social and Governance (ESG) Policy Statement

Black & White Engineering is a global consulting engineering business specialising in the data centre and mission critical market. Black & White Engineering is dedicated to engineering a sustainable digital world. We commit to conducting our business with the highest standards of environmental stewardship, social responsibility, and ethical governance to ensure the resilience of our firm and the well-being of our people. This policy statement outlines Black & White's ESG-related commitments for continuous improvement in the minimisation of the business' environmental impact as well as ensuring the well-being of employees.

Our Vision To leverage our specialist knowledge in the data centre and mission-critical markets to drive decarbonisation and engineer a sustainable future, while maintaining a resilient, ethical, and people-focused business.

Our Core Ambitions:

- **Environmental:** We pledge to lead the industry in sustainable design for mission-critical markets and achieve **Net Zero emissions by 2030**.
- **Social:** We commit to operating as one inclusive global team, fostering a safe, equitable environment where every employee is empowered to grow, thrive and actively contribute to our commitments.
- **Governance:** We promise to operate with absolute integrity, transparency, and accountability, overseen by active Board-level leadership.

Who is this policy statement for?

Copies of this Environmental, Social and Governance (ESG) policy statement will be issued to all those with an interest. This statement will be promoted to employees, be available upon request to our customers and representatives of the local communities in which we operate.



MICK CAIRNS, CEO,

Global Policy Leader

REVISIONS

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Date 07/01/2026

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Date 07/01/2026

Revision:

Revision No.

Date

Revision Details

Approved by

01

07/01/2026

New ESG Policy

M Cairns/ J Middleton
(HSEQ Smart)