

Environmental Policy

Phoenix Group Holdings Plc is the largest life and pensions consolidator in Europe with operations in the UK and Europe. Our Corporate Responsibility Strategy and Goals underpin our activities, including minimising our negative impacts on the environment and promoting good environmental practice. Central to managing our impact is the Environmental Management System (EMS) that we have adopted to facilitate sustained emission reductions within our operational facilities. We have aligned the internal plans and processes of our EMS with the requirements of ISO14001, the international standard for Environmental Management Systems. This Environmental Policy determines the framework by which we establish our environmental objectives. We are committed to embedding sustainable best practice as the foundation that enables us to achieve our purpose of helping people secure a life of possibilities, our Environmental Management System certified to ISO14001 will help us achieve this.

The Group has set operational targets that cover our commitment to be net-zero in scope 1, 2 and business travel emissions by 2025, consumables plan, conservation efforts, and employee engagement initiatives. These are reviewed annually and reported in the sustainability report.

To this effect, we commit to:

- Compliance with relevant environmental regulations and standards and other obligations.
- Protection of the environment.
- The prevention of pollution and the management of our environmental impacts.
- Continual improvement regarding our environmental performance.

To achieve this, we will strive to:

- Minimise waste production.
- Reduce the impact of our business travel in line with the Group's Sustainable Travel Policy.
- Reduce the carbon footprint associated with our operations and investments and set targets in line with the latest science-based recommendations.
- Reduce the impact of our energy consumption by continuing to purchase renewable energy.
- Achieve our supply chain emissions reduction targets, and work with suppliers and partners to help reduce our wider environmental impact.
- Support initiatives across the Group that promote responsible investment whilst delivering returns for our customers and shareholders.
- Support projects that promote biodiversity in our surrounding communities, and further afield through verifiable and reputable offsetting projects for our residual emissions.

Signed - *Sara Thompson*
Dated - 01/08/2024