

This arrangement applies to all Babcock International Employees
This is a Global arrangement
(Please note any deviations that may be applicable in your area)

1 Purpose

This document establishes a robust and consistent approach to the collection, management, and use of sustainability-related data across our operations. At Babcock, we recognise our responsibility to operate transparently, ethically, and with environmental and social integrity.

This policy and the associated documentation supports Babcock's regulatory and legislative reporting requirements as well as our Sustainability Strategic Priorities.

2 Scope

This policy aligns with and supports the Group Sustainability Strategy and strategic priorities. This policy covers sustainability data across all Babcock's operations.

Sustainability data includes all data detailed within the Sustainability Data Requirements Manual.

**3 Policy**

This Policy sets the framework across the group to ensure a fully coordinated approach to sustainability data management. This policy sets a consistent, holistic and comprehensive approach to the management, quality and lifecycle of our sustainability data.

Babcock's Sustainability Data Management System shall be set up to ensure we have the People, System and Governance to enable improved sustainability data quality and assurance, decision making, reporting, and compliance.



The principles set out within this policy applies to:

- All functions and business units across Babcock's operations, including third-parties who handle or influence sustainability data.
- All sustainability data, as detailed in the Sustainability Data Requirements Manual. This includes but is not limited to:
 - Environmental metrics (e.g., greenhouse gas emissions, energy use, water consumption, waste generation)
 - Social indicators (e.g., workforce diversity, health and safety, community engagement)
 - Governance data (e.g., board diversity, ethics and compliance, supply chain transparency)
- This policy covers both internal operational data and external disclosures, including sustainability reports, ESG ratings submissions, and investor communications.