

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.

Sustainability Data & Reporting

People	System	Governance
<p>Babcock is committed to:</p> <ul style="list-style-type: none">Ensuring our people have sufficiently capable, skills and resource to manage our Sustainability Data.Providing a foundation for our people to make data-driven decisions that enhances operational efficiency, reduces environmental impact, and strengthens stakeholder trust.Establishing clear roles and responsibilities with regards to sustainability data and reporting.	<p>Babcock is committed to:</p> <ul style="list-style-type: none">Maximising the effectiveness and efficiency of our Sustainability Data & Reporting through one systems, Envizi.Establishing a single source of truth for sustainability data and reporting.Ensuring accurate, consistent, and traceable sustainability data across Babcock's operations.Using sustainability data to target inefficiencies and inform decisions.	<p>Babcock is committed to:</p> <ul style="list-style-type: none">Establishing sustainability data reporting policy requirements and processes.Defining clear processes to enable effective assurance of our Sustainability Data & Reporting. <p>Babcock's sustainability data lifecycle will be overseen and managed by the Group Sustainability Data & Reporting team, with responsibility for its quality lying with the Sector/DRCs.</p>

Compliance

Through the delivery of this policy we will:

- Support compliance with UK and international regulations, including the Companies Act 2006 (Strategic Report), Streamlined Energy and Carbon Reporting (SECR), and evolving customer ESG expectations.
- Enable alignment with global sustainability frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD), Global Reporting Initiative (GRI), Carbon Disclosure Project (CDP), ISO 14001, etc.

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.