

# Global Environmental Policy

May 2022

## Scope of Policy

The scope of this policy is global covering all Pearson geographies, lines of business and functions.

## Policy Statement

As the world's leading learning company, we have a duty to play our part in making sure everyone has a healthy and sustainable planet in which to learn and progress. This duty forms an essential part of how we run our business and reflects our support for the principle of sustainable development and our commitment to invest in sustainability.

The adoption of the Sustainable Development Goals (SDG) in 2015 provides an opportunity to further integrate external standards into our practice. The five SDG goal areas relevant to this environment policy are:

- SDG 6: ensure availability and sustainable management of water and sanitation for all
- SDG 7: ensure access to affordable, reliable, sustainable, and modern energy for all
- SDG 12: ensure sustainable consumption and production patterns
- SDG 13: take urgent action to combat climate change and its impacts
- SDG 15: protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably managed forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

As a learning company, our primary focus is on SDG 4 - access to quality education which also underpins global future success in meeting all the goals. Common with our commitment to 'do no harm' across all the goals, we are committed to continuous environmental improvement of our activities and the following policy guidelines show the principal commitments we have set for ourselves:

## Standards

- As a minimum, we comply with the relevant environmental laws and regulations applicable in each country in which we operate and seek to reduce our environmental impact.
- We work with regulatory agencies, advisers, auditors, and other interested parties as necessary in the implementation of effective environmental policies. Where no regulations exist, we set our own guidelines.
- We take account of environmental responsibility as a factor in our business decision making.
- We maintain an environmental management system, review impacts, set targets and report on performance.
- We train our employees on key environmental issues and make them aware of the impact of their work activities on the environment.

## Carbon Management

- We have made a strategic decision to be a net carbon zero company across our direct operation and supply chain.
- As part of this commitment, we invest in carbon management including consideration of our environmental impact as an integral element of investment decision-making. Carbon reduction and abatement are a priority for us.
- We consider opportunities for direct investment in renewable energy production at our sites.
- We monitor our energy consumption and set realistic reduction targets, wherever we operate.
- We encourage teleconferencing and videoconferencing over business travel, as part of our flexible working arrangements.

## Resource Use

- We adopt effective procedures to ensure the use of sustainable materials in our products, packaging, and buildings.
- We promote the purchase of responsible materials in our value chain
- We adopt effective processes to minimize waste production and promote the recycling of unused products and packaging.
- We monitor our waste generation and set realistic reduction targets to improve the use of resources, wherever we operate.
- We monitor our water consumption and set realistic reduction targets, wherever we operate.
- We expect our suppliers to work with us in meeting our environmental objectives. For our key suppliers of goods and services, environmental requirements are an integral part of new contracts and contract reviews.

## Strategic Responsibility for Governance and Communication

- Strategic oversight is by our Reputation & Responsibility Committee (R&RC), a Board committee.
- Our environmental policy and our annual report containing our environmental strategy performance are publicly available to everyone through our website. We actively encourage people to participate and contribute to the development of environmental initiatives as they affect our business.

## Policy review date

We will review this policy annually. This policy was adopted in May 2022.

## Useful contacts

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