

# CMS ESG Charter

August 2022

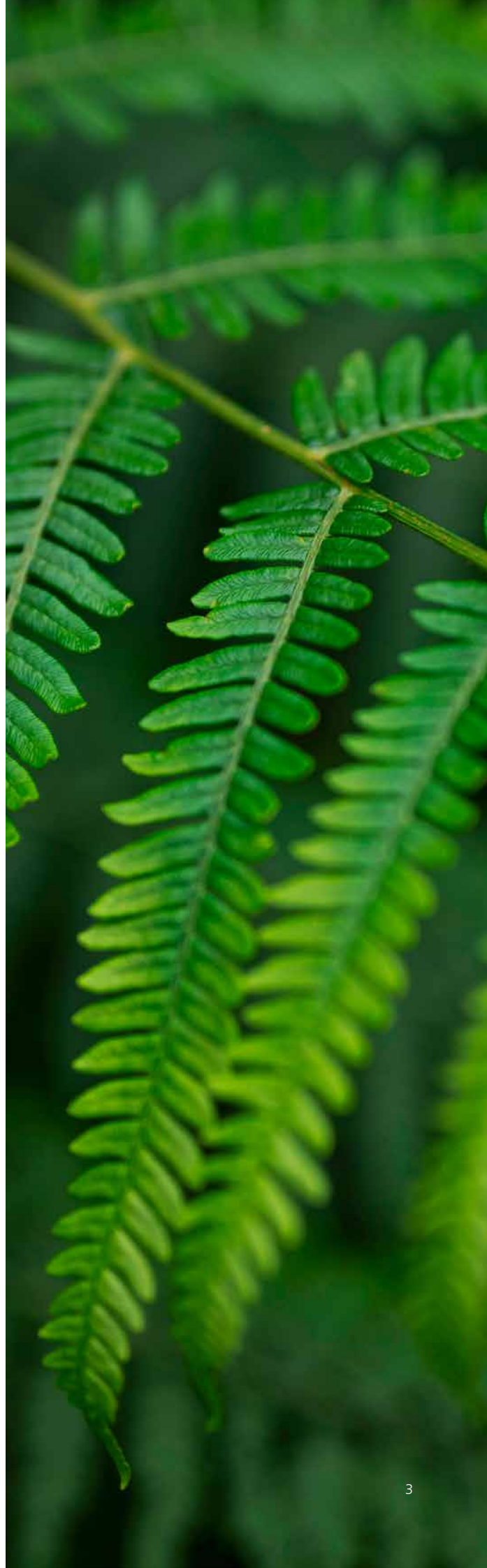


The scale and scope of the global challenges our society faces today and in the future are enormous. Guided by the UN Sustainable Development Goals and our commitment to the UN Global Compact, we work with all stakeholders to respond to these challenges to ensure we operate as a responsible business.

This charter serves as a framework to set out the firms' approach and commitments in relation to responsible business and environmental, social and governance ("ESG") factors.

# Our approach

- Underpinning our approach is commitment and support of UN Global Compact Principles and the UN Sustainable Development Goals.
- We work collaboratively with all our stakeholders to ensure that we are as effective as possible in addressing our responsibilities and ESG factors.
- We continuously review and monitor our approach so that it can evolve and improve to reflect the changing needs of our stakeholders and society.
- We will empower all our people with the knowledge, skills and resources to understand and advise on ESG and responsible business factors and to enable individuals to take positive action.
- We acknowledge there is both an opportunity and a responsibility for us to support our clients and society to face global challenges and deliver a more sustainable future for us all. As a Future Facing firm, we take a bold, dynamic and agile approach to help clients of every size face the future with confidence.



# Our commitments

## Environmental Impact

- Commit to reducing our impact on the environment through:
  - Carbon reduction
  - Net zero commitment
  - Effective waste management and biodiversity initiatives

## Business Impact

- Commit to being a fair and trusted business and upholding our professional, ethical and quality standards at all times. This includes complying with the relevant legislation and standards of the countries in which we operate and applying relevant best practices.

## Social Impact

- Commit to making a positive impact in the community locally and globally through charitable giving, volunteering and pro bono.
- Uphold human rights and labour standards as well as prioritising and supporting the health, safety and wellbeing of all our people.
- Fulfil the goals of the CMS Diversity and Inclusion Charter and strive to create an inclusive culture in which diversity is recognised and valued.



# Reporting, best practice and collaboration

- All firms will measure their progress against ESG Charter commitments and report regularly on this. All firms commit to having appropriate quantitative targets and metrics for each jurisdiction in environmental, social and governance by end of 2023 which will be published internally and updated and augmented as we progress.
- To ensure leadership and governance, each firm will have in place board level sponsorship and oversight of responsible business and ESG management.
- We will share and celebrate best practice and encourage collaboration.

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