

WEST MONROE SUSTAINABILITY POLICY

Introduction

West Monroe is committed to fostering a sustainable future by integrating environmental and social considerations into our business practices. As a global business and technology consulting firm, we recognize our responsibility to contribute positively to the environment and society. This Sustainability Policy outlines our commitment to achieving net-zero carbon emissions by 2040 and guides our efforts to uphold ethical practices, reduce environmental impact, and engage stakeholders effectively.

Purpose and Benefits

The purpose of this Sustainability Policy is to formalize West Monroe's dedication to sustainability and environmental goals and company values. By implementing this policy, we aim to enhance accountability, improve measurement accuracy in emissions data collection and reporting, and foster innovation and efficiency. This policy will help us attract environmentally conscious partners, mitigate risks, and contribute positively to the planet.

Commitment to Sustainability

West Monroe is committed to achieving net-zero carbon emissions by 2040. We have been carbon neutral since 2021 through the purchase of certified carbon offsets and will continue to prioritize carbon removal projects. Our commitment extends to promoting human rights, ensuring compliance with applicable laws, and maintaining a zero-tolerance approach to modern slavery and human trafficking.

Material Topics and Linked Initiatives

1. **Carbon Emissions Reduction:** We are focused on streamlining carbon emissions tracking and reporting. Our data-driven approach to carbon offset purchases ensures alignment with industry best practices.
2. **Employee Engagement:** We engage employees in sustainability efforts through initiatives like Plastic Free July and local clean-up efforts, fostering a culture of environmental responsibility.
3. **Technology Recycling:** In partnership with HOB International Inc., we manage technology buyback and recycling functions to reduce electronic waste.

Roles and Responsibilities

The Sustainability Team at West Monroe, a cross-functional group, is responsible for executing emissions reduction initiatives and advising clients on sustainability-related challenges. All employees, contractors, and partners are expected to adhere to this policy and the Supplier Code of Conduct.

Monitoring and Reporting

We will integrate sustainability practices into daily operations and use key performance indicators (KPIs) to review performance. Progress will be reported through annual reports and on our website to maintain transparency and accountability.

Review and Update

This policy will be reviewed annually to ensure its relevance and effectiveness. We will incorporate stakeholder feedback to continuously improve our sustainability practices.

Conclusion

West Monroe's Sustainability Policy is a testament to our commitment to ethical business conduct and environmental stewardship. West Monroe's Sustainability Policy is a testament to our commitment to ethical business conduct and environmental stewardship, which we believe has a positive impact on our stakeholders specifically and society more broadly.