

## SLR GROUP DATA PROTECTION POLICY

The SLR Group is one of the world's leading global environmental and advisory consultancies and is committed to operating at all times in a manner which complies with relevant legislation, is ethical and is equitable to all of its stakeholders.

The Group is committed to maintaining the privacy of all individuals (including any identified or identifiable natural person) with whom we interact during the course of our business. At all times SLR Group companies will comply with the relevant Data Protection legislation in the countries in which they operate. Any SLR Group Companies doing business in Europe will comply with the General Data Protection Regulation (GDPR) (Regulation (EU) 2016/679).

We are committed to:

- Communicating this policy to all our staff
- Only collecting personal data for specified, explicit, and legitimate purposes and not further processing this data in a manner that is incompatible with those purposes.
- Ensuring that all personal data collected, held, and processed is kept secure and protected against unauthorised or unlawful processing and against accidental loss, destruction, or damage
- Only using personal data for the activities for which it has been provided and in compliance with the requirements of relevant legislation

The means by which SLR implements the key elements of this Policy are described in the SLR Group Data Protection Framework and other documents referenced therein.

The Group Management Executives are responsible for monitoring and reviewing the implementation and effectiveness of this policy (and associated policies) and related systems, procedures and training materials. This will be done on an annual basis or upon any changes in relevant legislation.

A handwritten signature in black ink, appearing to read 'Neil Penhall', with a stylized, cursive script.

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**Neil Penhall**  
Chief Executive Officer  
SLR Global Ltd  
October 2021