Group Environmental Policy

Endava PLC | April 2026

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1. Introduction

Endava plc (hereafter, 'Endava' or the 'Company') is committed to protecting the environment. We strive not only to minimise our environmental impact but to create a net positive effect wherever possible. Through responsible practices, continuous improvement, and measurable actions, we aim to reduce our environmental footprint and contribute to global decarbonisation efforts.

2. Purpose

This group policy sets the framework that will help us concentrate our efforts in the areas where we expect to have the greatest impact.

This policy defines how the Company identifies, assesses, manages, reports on, and remediates its environmental impact. It clarifies our environmental targets and formalises our commitment to environmental protection, compliance with applicable obligations, and the continuous improvement of our environmental performance.

3. Scope

The policy applies to Endava and its subsidiaries, including all global operations and regions and to all employees. It covers business activities and environmental aspects that the Company can control or influence. Endava's environmental performance includes carbon, water, waste and energy with primary focus on topics identified as material through periodic double materiality assessments.

4. Environmental aims

We care about the impact we have on the world in which we live and work and aim to follow sound environmental practices and reduce the negative impacts of our operations.

We are committed to minimising our climate impact by reducing greenhouse gas (GHG) emissions across our operations and supply chain.We recognise that our activities can have both positive and negative environmental impacts and we strive to manage these responsibly by acting sustainably, ethically, and responsibly.

Our environmental impact arises from the energy and materials we consume, the services we deliver, and the waste and greenhouse gas (GHG) emissions we generate, both directly and indirectly. We therefore focus on improving resource efficiency, reducing emissions, and embedding responsible practices across our business.

Where relevant, we apply circular economy principles, by minimizing waste, promoting reuse and recycling, and ensuring the responsible management of resources, including IT equipment and electronic waste.

5. Compliance

We take our environmental responsibilities seriously and are committed to complying with applicable laws, regulations, and codes of practice. These include GHG emission reduction and preventing pollution from our operations, minimising the use of raw materials and energy, and improving resource and energy consumption.

We require our suppliers and contractors to adhere to the standards set out in our Supplier Code of Conduct and expect them to uphold similar environmental practices.

Our GHG emissions reporting is guided by the UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition).

6. Science-Based Targets

At Endava, we believe climate action should be rooted in both science and responsibility.

Endava has committed to set near- and long-term **group-wide emissions reduction targets in line with the Science Based Targets initiative (SBTi)**. Our proposed targets have undergone the SBTi's validation process and were approved by the SBTi in July 2024.

Overall Net-Zero Target
Endava plc commits to reach net-zero greenhouse gas emissions across the value chain by FY2050.

Near-Term Targets
Endava plc commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from a FY2023 base year.

Endava plc also commits to reduce scope 3 GHG emissions from fuel and energy related activities and business travel 52% per full time employee (FTE) within the same timeframe.

Endava plc further commits that 64% of its suppliers by spend covering purchased goods and services and capital goods will have science-based targets by FY2028.

Long-Term Targets

Endava plc commits to reduce absolute scope 1 and 2 GHG emissions 90% by FY2050 from a FY2023 base year.

Endava plc also commits to reduce scope 3 GHG emissions 97% per full time employee (FTE) within the same timeframe.

By aligning our climate goals with the SBTi, we commit to reducing emissions in line with limiting global warming to 1.5°C. This provides a clear, science-based and accountable pathway to achieving net zero.

To support delivery, we have established a Carbon Reduction Working Group to oversee the implementation of our SBTi targets. We are raising awareness among employees and suppliers of their role in achieving these goals and we are actively engaging key suppliers to address Scope 3 emissions which are critical to meeting our commitments.

Further information on our actions and reporting of progress made against the above targets will be included in our annual sustainability reports.

7. Focus Areas

7.1 Energy and waste management

As we work to minimise our footprint, we are taking the following actions to reduce our use of natural resources:

- Applying environmental checklists when evaluating new offices to ensure alignment with our ESG and SBTi goals.
- Prioritising green-certified buildings (LEED, BREEAM) and integrating ESG criteria into relocation decisions.
- Optimising energy use in offices by adjusting heating and cooling based on occupancy and seasonal needs.
- Improving operational practices, including auto-shutoff of equipment and guidance on device standby and shutdown.
- Separating and recycling waste, including electric and electronic equipment, across our ISO 14001-certified locations.

7.2 Supplier engagement

We are committed to partnering with suppliers who share our ambition to reduce carbon emissions and support our SBTi commitments. We actively engage with suppliers to raise awareness of sustainability expectations and encourage collaboration in reducing our shared environmental impact.

As part of onboarding, suppliers are asked to disclose their SBTi status and confirm the existence of ESG initiatives within their organisation.
Our terms and conditions also require suppliers to align with our environmental objectives, including supporting our emissions reduction targets.

We increasingly prioritise suppliers that demonstrate strong sustainability practices, including efforts to reduce environmental impact, supported by evidence as energy use, waste management, and sustainability certifications, and participation in the SBTi.

Internally, we strengthen this approach by ensuring all procurement team members complete training on ESG and sustainable procurement.

7.3 Business travel

In line with global reduction goals and our SBTi commitments, we are taking steps to reduce our Scope 3 emissions, including those generated by business travel.
Business travel must only be undertaken when necessary and in the best interest of the Company. Employees are expected to make travel choices that minimise CO_2 emissions and support our environmental objectives.

To support this, the following measures apply when booking travel:

- Prioritise virtual meetings (Teams, Zoom, etc.) wherever possible
- Use rail instead of air travel for intercity, transnational or short-haul continental travel where feasible.
- Book direct flights to minimise emissions.
- Choose hybrid or electric vehicles where available.
- Select accommodations close to the workplace to minimise commuting .
- Pack light when flying to reduce fuel consumption.

Our self-service travel booking tool (Navan) provides transparency on the environmental impact of travel options. Employees are required to use this information to compare time, cost and emissions before finalising bookings.

7.4 Employee engagement

We support our employees in adopting more responsible practices by providing e-learning materials and other digital resources that build awareness of our environmental aims and targets.

We also encourage active participation in environmental initiatives across our offices and in the communities where we operate.

8. Continuous improvement and transparency

We are committed to continuously improving our environmental performance, accountability, and transparency, while building trust with our stakeholders. To support this, we have established an environmental management system aligned with the ISO 14001:2015 standard in the UK, Romania and Moldova. Progress is reviewed annually by the Board.

We also provide voluntary environmental disclosures to Carbon Disclosure Project (CDP), an independent non-profit organisation. Participation in CDP's Climate Change questionnaire supports transparency and helps maintain focus on our net-zero ambitions.

9. Governance and oversight

Our **Environmental Reporting Steering Committee** oversees environmental performance and the management of climate-related risks. Meeting monthly, it reviews and approves key processes, controls, strategic initiatives and environmental reporting methodologies. It also provides regular updates to the Board. The Committee includes senior management from across the Group, including the CFO, Group General Counsel and Head of ESG.

The ESG core team and the Group Head of ESG is responsible for reviewing and updating this Policy annually, recommending significant changes for approval by the Controls & Policy Committee.

Compliance is supported through regular monitoring, measurement, reporting and audits of environmental performance.

The Environmental Policy is complemented by related frameworks, including:

- Code of Conduct and Ethics Policy
- Procurement Policy and Supplier Code of Conduct
- Group Business Travel and Personal Expenses Policy

10. Revision history

Revision	Date	Description of update	Approved By
1.0	21.04.2026	Initial version	Controls and Policy Committee