



# **SUSTAINABILITY STATEMENT**

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## **Sustainability Statement**

Sodali & Co helps leaders navigate the complex dynamic of shareholder and stakeholder interests. As a global service-driven company, we understand the influence our business has on clients, colleagues, and communities. We are committed to using this influence to change business for the better.

Our firm's commitment to sustainability is integral to the way we do business and is rooted in our culture and our extensive expertise and long-standing experience in advising clients on these important issues. We are a proud member of the UN Global Compact and committed to supporting the Sustainable Development Goals. Sodali & Co will continue to adapt its commitments in line with the latest available knowledge, research, and best practices.

## **Our People**

Our business can only be successful through a talented and engaged workforce comprising diverse representation, experiences, and perspectives.

Through working groups, training, and other initiatives, we strive to act on our firm's value to be consciously inclusive. We carry out an annual employee engagement survey and transparently report the results and improvement areas back to our organization. We engage our people year-round through regional and global all-hands meetings and other channels to make sure we meet or exceed their expectations of us as a responsible employer.

## **Our Clients and Business**

We serve some of the world's most important companies and industries whose governance principles and environmental and social impacts can be directly influenced by our advisory services, for the better.

We partner with our clients to prepare their businesses for the transition to a low-carbon economy through a variety of services, such as decarbonization strategies and climate risk assessments. Sodali & Co maintains a global Code of Business Conduct, and we adhere to all sustainability-related regulations in the local and national jurisdictions where we operate.

## **Our Operations**

Growing a responsible and ethical global business means fully accounting for the impact we have on the environment and communities and doing our part to protect important ecosystems and other natural resources.

We are committed to continuously evaluating our value chain and taking meaningful steps to minimize the impact of our operations on climate change. As part of this commitment, we are measuring our greenhouse gas (GHG) emissions – a foundational step that will help us identify opportunities to reduce direct emissions. We also strive to reduce waste and conserve resources in our offices by recycling materials, donating used equipment, reducing single-use plastics, minimizing food waste, and encouraging responsible water usage.