

## Brunel International N.V. Global Environmental Procurement Policy

### About Brunel

Founded in 1975, Brunel is a global specialist delivering customised project and workforce solutions to drive sustainable industry transformations through technology and talent. With a broad international presence and a strong network of experts worldwide, we deliver Project and Consulting Solutions, Workforce Solutions and Global Mobility Solutions that transform global projects in Renewables, Conventional Energy, Mining, Life Sciences, Future Mobility, Industrials & Technology and many other sectors.

Guided by our passion for people and a commitment to integrity, we recognize our ability to create positive social and environmental impact. Our strategy embeds Environmental, Social, and Governance (ESG) principles at the heart of everything we do, driving sustainable and responsible growth across all markets.

### Scope

This policy applies to all Brunel regions and entities, covering every aspect of our operations and partnerships.

### 1. Purpose

The purpose of this policy is to outline Brunel's commitment to sustainable procurement practices. This policy is designed to ensure sustainability principles are embedded into our procurement processes and support minimizing negative impacts and maximizing positive contributions across all procurement practises. This policy aligns with Brunel's broader goal to operate responsibly and contribute to a more sustainable future through promoting sustainable partnerships that benefit our stakeholders and the planet.

### 2. Our commitment and our Sustainability Procurement Principles

Brunel is committed to procuring goods and services in a manner that fosters environmental stewardship, social responsibility and ethical conduct. By integrating sustainable practices into every stage of our procurement process we strive to work with suppliers who share our values. By fostering these sustainable partnerships, we contribute to a healthier environment and enhance social value. This policy applies to all procurement activities undertaken by Brunel, including the purchase of goods, services, lease agreements and capital assets. Effective implementation of this policy is achieved through the below principles:

- **Supplier Evaluation and Selection:** We conduct thorough assessments of our suppliers, prioritizing those that demonstrate strong environmental, social, and ethical practices.

- **Transparency and Compliance:** Require suppliers to adhere to applicable environmental and social laws and standards. Monitor compliance and hold suppliers accountable to Brunel's standards.
- **Collaboration and Innovation:** Work with suppliers to innovate and implement sustainable practices and solutions, fostering long-term partnerships that drive sustainability within our supply chain.
- **Continuous Improvement:** Implement a Plan-Do-Check-Act loop to continuously evaluate and improve sustainable procurement practices, identifying areas for advancement based on annual reviews and emerging best practices.
- **Education and Training:** Provide training for employees involved in procurement to ensure they understand and implement sustainable practices effectively.
- **Reporting and Accountability:** Track progress through measurable sustainability goals and report on procurement performance in alignment with Brunel's corporate sustainability targets.

### 3. Deployment and governance of the Global Sustainable Procurement Policy

Our commitment to sustainable procurement is led by our CEO, with responsibility shared across all Brunel employees. The Board of Directors is responsible for adopting and endorsing this policy. The CEO owns the overall policy and oversees the implementation across all regions. It is a regional responsibility for ensuring all principles in this policy are implemented locally. The successful deployment of this policy is guided by the following principles:

- Regional management, in collaboration with Brunel International, will align procurement practices with the sustainability procurement principles and commitment outlined in this policy.
- Encourage procurement teams to actively promote sustainable sourcing practices and foster long-term, responsible supplier relationships.
- Monitor sustainable procurement practices globally to ensure alignment with this policy.
- Define annual focus areas based on reviews by setting clear priorities for sustainable procurement periodically