

Sustainability policy

Introduction

At Cluttons, we aim to follow and to promote good sustainability practices; to comply with relevant legislation; to understand and minimise the environmental impacts, create positive social impacts and implement governance structures through our business activities and wherever possible help our staff, clients and partners to do the same.

Purpose

The purpose of this policy is to outline our commitment to enhancing sustainability, including environmental, social and governance initiatives and complying with applicable legislation.

Scope

This policy applies to all activities including but not limited to property management, agency, consultancy and advisory services delivered by Cluttons as well as contractors and suppliers engaged in our operations.

Policy Statement

Cluttons will:

- Comply with all pertinent environmental and sustainability related legislation.
- Actively work to reduce our impact on climate change, including reducing our carbon emissions, energy, water, waste and resource consumption and protect biodiversity in our operations.
- Consider environmental and social impacts alongside financial performance.
- Actively encourage social impact initiatives and a positive impact on the local community and charities through our CSR board and use of employee volunteering days.
- Support fair labour practices, equity, diversity and inclusion and community engagement.
- Review our governance structure to ensure alignment with ESG standards.
- Ensure sustainable operations and corporate responsibility throughout our supply chain through our Sustainable Procurement Policy.

Implementation

Cluttons shall:

- Monitor and measure our energy, water and waste consumption. Set targets and objectives for the reduction of our energy, water and waste consumption.
- Periodically audit our sustainability performance and review annually against our objectives and targets.
- Commit to continual improvement of our environmental management system.
- Integrate sustainability into our business decisions.
- Monitor and promote social impact activities.
- Adopt new technologies and strategies to enhance sustainability.
- Transparently provide regular updates to our employees, the main board and other stakeholders where appropriate.
- Extend this commitment to the services we provide to our clients.

Policy review

This policy will be reviewed annually

John Gravett

Chief Executive Officer

Reviewed date: 5 January 2026
