We are committed to being a net positive business in the UK. A philosophy which helps us to continue to be a leading sustainable enterprise and leverage the competitive advantages of sustainable business to ensure long-term success.

Our UK business is committed to Siemens purpose to serve society, create value for all stakeholders and make real what matters. In line with our Values and our Ownership culture we all share a responsibility to put more back in to society and the environment than we take out. We aim to achieve our Net Positive ambitions by living three values across the organisation creating the cultural building blocks that allow each of our people and businesses to become more sustainable. These are:

**Ask the Question**
- Enquire
- Challenge
- Think global / Act local

**Do More Good**
- Incremental steps
- Courage to try
- Keep it simple

**Ahead of the Curve**
- Changing the game
- Leading by example
- Innovate

Sustainability for Siemens UK is concerned with three areas, each with specific sub topics:

**People**
- Diversity and Inclusion
- Training and Development
- Future Talent
- Human rights & Modern Slavery
- Health Management & Wellbeing

**Environment**
- Carbon Neutral
- Biodiversity & Natural Capital
- Plastics
- Water
- Circular Economy
- Clean Air

**Responsible Business**
- Responsible Supply Chain
- Customer Relationships
- Innovation
- Fair Tax
- Education & CSR
- Ethical & Transparent Business

All our Sustainability activities adhere to our Business Conduct Guidelines. [https://findit.compliance.siemens.com/content/10000101/Compliance/CL_CO/CL_CO_AT/findIT_CL_CO_AT_55.pdf](https://findit.compliance.siemens.com/content/10000101/Compliance/CL_CO/CL_CO_AT/findIT_CL_CO_AT_55.pdf)

Each sub topic is embedded into the appropriate function within the Siemens management structure. With its own strategy, key performance indicators, and programmes. More information on our approach to these sub topics can be found on our UK Sustainability Website. [www.siemens.co.uk/sustainability](http://www.siemens.co.uk/sustainability)

Our progress on sustainability is reported via our Siemens Sustainability Report, the latest version of which can be found on the Sustainability Website.

Carl Ennis,
CEO, Siemens Plc

Justin Kelly, Business Development Director

Olivia Whitlam,
Head of Sustainability
### REVISION HISTORY

<table>
<thead>
<tr>
<th>Revision No.</th>
<th>Effective Date</th>
<th>Sections Affected</th>
<th>Reason for Revision</th>
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<tr>
<td>1</td>
<td>01.03.2019</td>
<td>All</td>
<td>Creation of document</td>
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<tr>
<td>2</td>
<td>04.03.2020</td>
<td>Signatories</td>
<td>New CEO and annual review</td>
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