

Lowell is in the Top 25% of companies for Sustainable



Rated as **SILVER** by EcoVadis “The Worlds Most Trusted Business Sustainability rating”

- +13 points vs our 2022 assessment
- +20 scores for Ethics, Human Rights and Labour
- +10 score for Sustainable Procurement

EcoVadis: Only universal sustainability rating and intelligence solution

- +1.6m companies screened
- +100k companies rated
- +200 industries covered



SILVER rating gives us: Solid evidence of our Sustainability credentials.

- ↑ Evidence for the growing number of Clients requesting ESG ratings
- ↑ Attractiveness of Lowell
- ↑ Value of our business

Seven Successes behind the upgrade from BRONZE (2022) to SILVER (2023)



+55 new documents
More evidence to support our assessment

Global standards

Aligning our business and operations to the United Nations Global Compact’s Ten Principles and our climate goals to the Science Based Targets initiative places us alongside other purpose-led businesses wanting to drive change

23,800 United Nation Global Compact signatories

6,500 Committed to the Science Based Targets initiative



Auditing and Assuring: mirroring our approach to financial reporting

‘Best Practice’ initiatives

Including Board-level oversight from our Group Sustainability Committee and Sustainability performance forming part of our Executive team bonus



Transparency: added more depth to our annual Sustainability Reporting on: Financial Crime, Health and Safety, Colleague development and wellbeing and Information security

Strong progress: Continued above market rate Customer Net Promoter Scores

- 99% client satisfaction scores
- +4 colleagues happier than ever before (21 Vs 22)
- 42% of senior roles have a female successor option
- 100% of colleagues offered paid volunteering day
- 57% reduction in scope 1 and 2 carbon emissions between 2019 and 2021

New policies: Environment policy for colleagues and Supplier Code of Conduct