

# Davy Group Sustainability Commitments

2<sup>nd</sup> April 2025

## Context

At Davy, we are committed to supporting global and national efforts to build a more sustainable and equal society. This commitment is embedded across our purpose, values and strategic priorities.

It also now embeds in our governance and risk frameworks, and across our client propositions.

## Governance

To prioritise sustainability in our business and assure delivery of our strategy, we established our Sustainability Executive Committee (SEC) as a sub-committee of our Executive Committee in 2022.

Chaired by our Head of Strategy, Brand and Marketing, it includes executive decision makers from across all our main business and support functions. The committee meets monthly, working to a defined agenda. It is supported in its activity by Davy's specialist sustainability advisory team – Davy Horizons.

## Baseline review

To provide the foundations for our sustainability programme, we conducted a baseline sustainability review of our activities, products, services and operations across all our locations in 2022.

The review assessed all our material environmental and social impacts, and benchmarked Davy's current performance versus best practice as defined by policy, law and standards. This included measuring our energy consumption, greenhouse gas emissions, water, waste, procurement and diversity performance, among others.

Based on this review, we developed a five-year roadmap, which is now in its third year of implementation.

## Priorities

At Davy, we are committed to supporting global and national efforts to build a more sustainable and equal society. This commitment is embedded across our purpose, values and strategic priorities. It also now embeds in our governance.



### Good Health & Wellbeing

Goal #3



### Gender Equality

Goal #5



### Decent Work & Economic Growth

Goal #8



### Industry Innovation & Infrastructure

Goal #9



### Responsible Production & Consumption

Goal #12



### Climate Action

Goal #13



### Partnerships for the Goals

Goal #17

As a subsidiary of the Bank of Ireland Group, we align with their [Responsible and Sustainable Business Programme](#) as directly relevant to our business activities.

We have committed to the UN Global Compact and its ten framework principles.

Since 2023, we are signatory to the UN Principles for Responsible Investing (UNPRI) and we are a member of the Sustainable Trading Network.

During 2024 we enhanced our Responsible Investment Policy to include collaborative engagements, which allows Davy to advocate for change and best practice when it comes to environmental, social and governance issues.

<sup>1</sup> <https://sdgs.un.org/goals> as at 2<sup>nd</sup> April 2025.

# Commitments

## Support Sustainable Market Transition (Goals 8, 9, 12, 13 & 17)

- Support clients meet their own sustainability ambitions by providing relevant supports, including specialist ESG advisory services (Davy Horizons), responsible investment (RI) funds, and specialist corporate finance and research services.
- Improve the aggregate sustainability of our investment portfolios via initiatives such as deployment of our responsible investing policy across all portfolios, building awareness of our socially responsible investments (SRI portfolios and funds), enhance adviser ESG knowledge and credentials and conduct an annual review of the sustainability performance of our investments.
- Support capacity building on sustainability in business and financial services through our role on the Central Bank of Ireland (CBI) Climate Forum and support to International Sustainable Finance Centre of Excellence, and participation in collaborative engagements.
- Engage our staff, clients and other stakeholders through relevant thought leadership events and publications.
- Undertake a sustainability review of our critical suppliers.

## Davy Operations (Goals 12 & 13)

By end 2025, Davy Group is committed to significantly reducing its Scope 1 and 2 Greenhouse Gas emissions across all its office locations. This is being achieved by:

- Switching to 100% renewable energy with verified certificates of origin.
- Eliminating natural gas use and switching to heat pumps in our Dublin office.
- Attaining A3 BER rating for our Dublin premises.
- Segregating and sub metering our water supply to enable better control.
- Evaluating scope for transformative change in the sustainability of our office locations.
- Embedding sustainability into performance management, starting with senior leadership.
- Promoting sustainable work practices across the business.

## Social (Goals 3 & 5)

- Sustain Respect & Inclusion programme of activity.
- Develop and execute programmes to support diversity, including the establishment of dedicated diversity committees.
- Evolve charitable investment programme and levels of staff supports.
- Sustain Davy staff wellness programme.
- Deliver staff training on sustainability.

## Reporting & Partnerships (Goal 17)

- Publish annual SFDR disclosures.
- Support Bol Group sustainability reporting and disclosures.
- Publish UN Global Compact and UNPRI reports.
- Sustain membership of UNGC, UNPRI and Sustainable Trading network.

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