

February 2020 Environmental Policy

Climate change remains one of the greatest challenges of our time and we recognise every company has a part to play in minimising its environmental footprint.

With c12,000 of our colleagues living and working across three continents, we have a real opportunity at William Hill to make a significant positive impact in the communities in which we operate, including in this area.

In comparison with other sectors, our overall environmental impact is relatively low as our product is largely virtual. However, our goal is to continually reduce our carbon footprint globally until we become a carbon neutral business.

In 2019, 95% of our carbon footprint related to the electricity we consume in our UK betting shops and offices. As we pursue our strategy to become a more digitally led and internationally diverse gambling business of scale, our policy looks to address not only our electricity consumption in the UK but in all of the markets in which we operate, as well as the monitoring of waste management, water usage and travel.

Progress to date

Some of the initiatives that we have undertaken include:

- Changing to LED lighting across our UK Retail estate, resulting in a reduction of our carbon footprint by 23%, as measured by tonnes of CO₂ equivalent (tCO₂e) emissions;
- Installation of more energy efficient television screens across our UK Retail estate;
- Implementation of a cycle to work scheme for all UK colleagues;
- Inclusion of environmentally friendly hybrid cars within our company car scheme (currently 10% of fleet), resulting in an average reduction in greenhouse gases, per vehicle, from 7,888 kgCO₂e in December 2018 to 6,685 kgCO₂e in November 2019;
- Closer monitoring of our carbon emissions through the ongoing management of our travel management company; and
- Enabling high-quality video conferencing across all employees and locations to minimise travel, with conferencing usage increasing from 2018 to 2019 by 50%.

Future commitment

We are committed to continuous improvement in this area and in 2019 embarked upon Phase II of our Energy Savings Opportunity Scheme (ESOS) compliance programme (Phase 1 having completed in 2016). Recommendations arising from the programme will be considered to shape further action in 2020 and beyond.

In addition to the ESOS Phase II programme, we are also proactively managing and investigating other environmental impact areas, including:

Area	Commitment / Targets
Waste	Managing waste generated from our business operations, considering recycling and re-use. Metrics being:
	"Waste to Landfill" - five year target to achieve 30% improvement by 2024
	"Landfill diversion" - five year target to achieve 95%
Transportation	Management of our operations to prevent or reduce pollution using technology as an alternative to physical travel and on our vehicle fleet adopting low CO ₂ and electric with the following targets:
	"Technology video conference adoption" increase from 2018 to 2024 of 400%
	"Fleet target to be Electric/Plug in Hybrid Electric Vehicle" by 2024 of 30%
Water	Water consumption to be baselined to assess water saving initiatives
Energy	Off the back of reducing our CO ₂ emissions through LED lighting in 2018 and a 30% drop in shop estate in 2019 we will re-baseline and assess targets for further consumption reduction in 2020 onwards. Implementation and rollout of Smart Metering is required to enable monitoring and targeting to be established.

Governance

Responsibility for managing environmental practices is delegated to the Environmental Management Forum. The forum meets to discuss industry best practice and put forward initiatives for implementation. Our Chief Executive Officer and Chief Financial Officer have responsibility for overseeing the Group's corporate social responsibility practices, which includes the environment. The Corporate Responsibility Committee of the Board regularly reviews, amongst other matters, current and future action in relation to the environment and updates the Board on progress.

This environmental policy has been approved by the William Hill PLC Board and is available to our employees, customers and other interested parties.