

WORKING TOGETHER TO ACHIEVE MAXIMUM IMPACT

ANNUAL ENVIRONMENTAL REPORT

2022 - 2023

a ADDLESHAW
g GODDARD

MORE IMAGINATION **MORE IMPACT**



WELCOME TO OUR ANNUAL ENVIRONMENTAL PERFORMANCE REPORT 2022/23

As we look back in an ever-evolving global landscape, it is useful to reflect upon our own environmental impact and in doing so to share our assessment of how we have performed over the last year. This report not only serves as a snapshot of our performance but signals the continuing narrative which sits at the heart of our ongoing journey towards a more sustainable and resilient future.

As a key part of our overall Responsible Business strategy, we understand that as a prominent global law firm, we have a role to play in improving environmental performance and helping to demonstrate the ability for those in our sector generally to do so on a broader scale. Our role includes providing guidance to our clients to help them achieve their objectives and collaborating across the legal sector to instigate wider change and contribute to the decarbonisation of businesses operating in our sector.

A key part of this journey is transparency in our commitment to minimize our environmental impact and an honesty in how we have performed against our ambitions.

Key highlights of this year's report include,

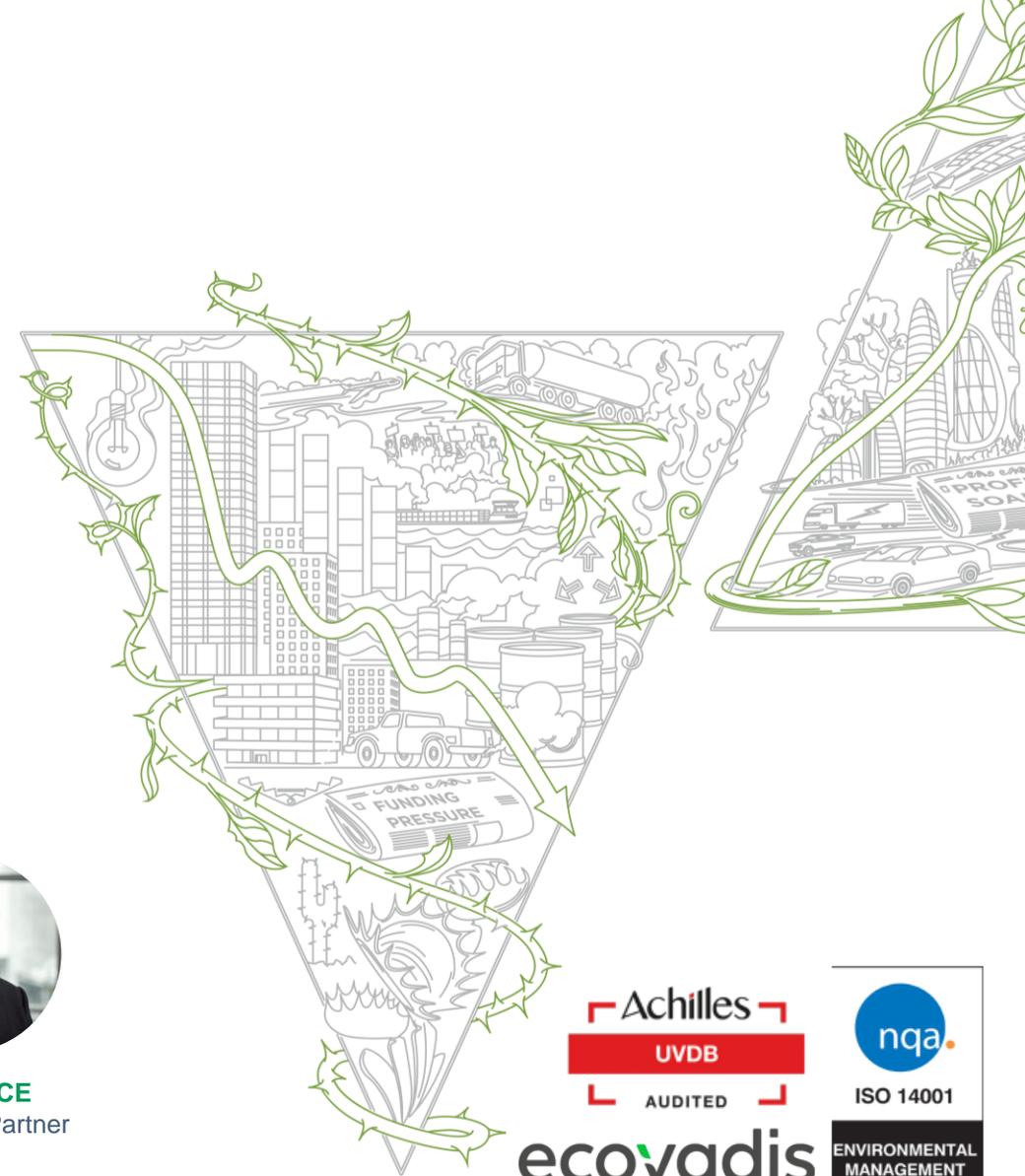
- a **44%** reduction in our Scope 1 & 2 emissions,
- a significant reduction of **4.2 tonnes** of carbon emissions through efficiencies specifically from internal IT projects,
- enhanced collation and reporting of key environmental data (including our carbon footprint),
- innovative approaches to resource conservation, and
- strategic partnerships that contribute to biodiversity preservation.

Our ambition extends beyond compliance and includes making a proactive effort to contribute positively to the communities in which we operate as well as the World at large.

This report aims to offer a clear and thorough insight into our environmental performance and when paired with our annual Inclusion Report, we hope that it demonstrates our commitment to responsible business practices and a commitment to continuing to better our performance in the future.



JOHN JOYCE
Managing Partner



NET ZERO – PROGRESS

A large decrease in gas and electricity emissions is accounted for by our guaranteed **100%** renewable energy supplies in our London, Glasgow, Edinburgh and Manchester offices. These consumptions contribute to approximately **86%** of total electricity usage from all UK offices, thus significantly reducing **CO2** emissions.

We have seen a significant increase in **Scope 3** emissions this year compared to 2021/22 due to more extensive business travel following the COVID-19 recovery, mainly relating to flights across our expanded global network.

Improved recording and assessment of waste data has partly accounted for the increase seen in the **Scope 3** data. Growing occupancy rates following return to the offices post covid have resulted in increased glass and food waste collections across most of our offices and this year we have included confidential waste in the data collected.

Employee commuting was not previously recorded and has therefore also caused a significant increase in **Scope 3** emissions.

In order to gain a better understanding of our carbon footprint we are now working with a specialist carbon accounting platform that will capture our data and give us insights as to how we can better focus on reducing our operational emissions, including those connected with our supply chain.



Scope 3 Emissions

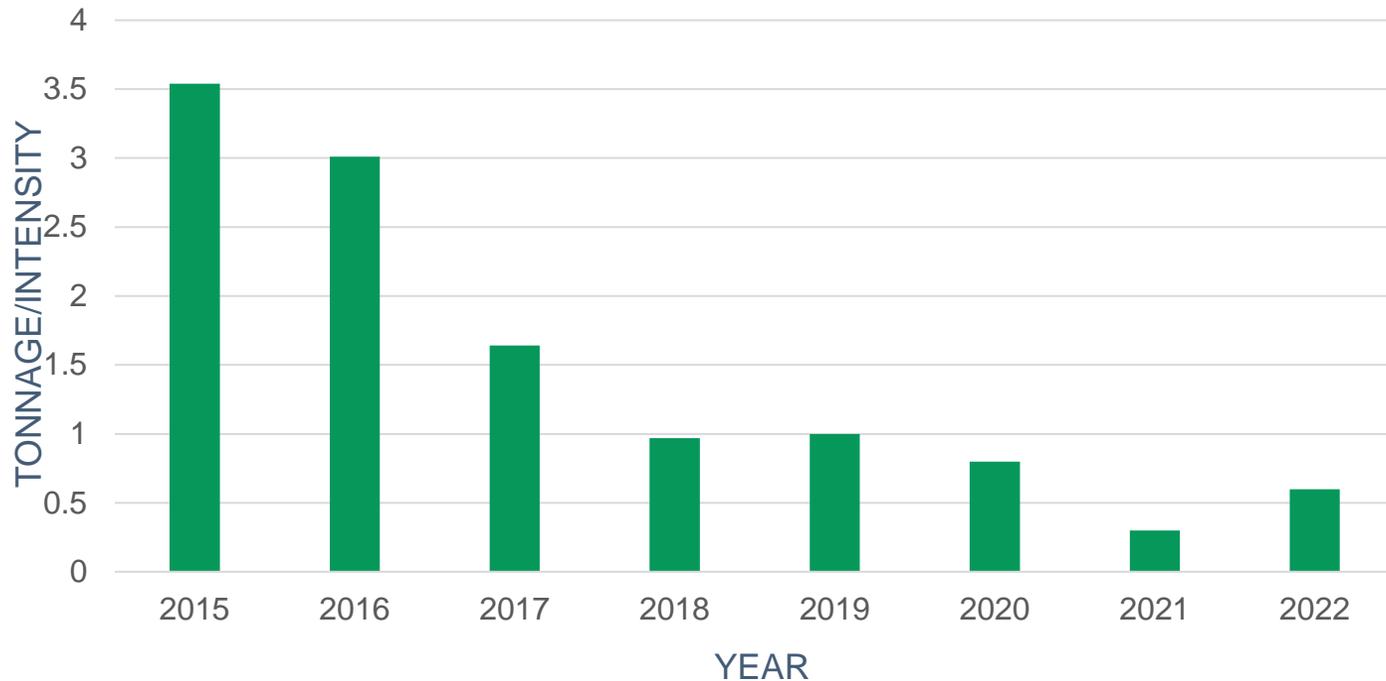
Scope Category	2019/20 Emissions (tCO ₂ e)	2020/21 Emissions (tCO ₂ e)	2021/22 Emissions (tCO ₂ e)	2022/23 Emissions (tCO ₂ e)
scope 3	19760	10	410	1209



We achieved a **44%** reduction in our Scope 1&2 categories compared to the previous reporting year



CARBON TONNAGE/INTENSITY RATIO



To aid us in measuring and improving our environmental performance we monitor our carbon intensity ratio. The carbon intensity ratio figure helps in assessing how efficiently carbon is being used or emitted concerning a specific parameter. Lower carbon intensity values generally indicate more sustainable and environmentally friendly practices.

Reduction of GHG (greenhouse gases) produced from our operations is of key importance to us. We will achieve this through:

- Energy Reduction
- Paper Reduction and Sustainable Practices
- Green Office Design
- Promotion of more Sustainable Business Travel choices
- Employee Education & Engagement
- Waste Reduction / Recycling
- Offset Programmes (where applicable)

Addleshaw Goddard targets achieving net zero in its own operations (Scope 1 & 2) by the end of 2024, in alignment with SBTi's Net Zero Principles of abatement and neutralisation (reducing scope 1 and 2 by at least 90% by the end of 2024 and then purchasing neutralisation/removal offsets for any unabated/residual emissions).

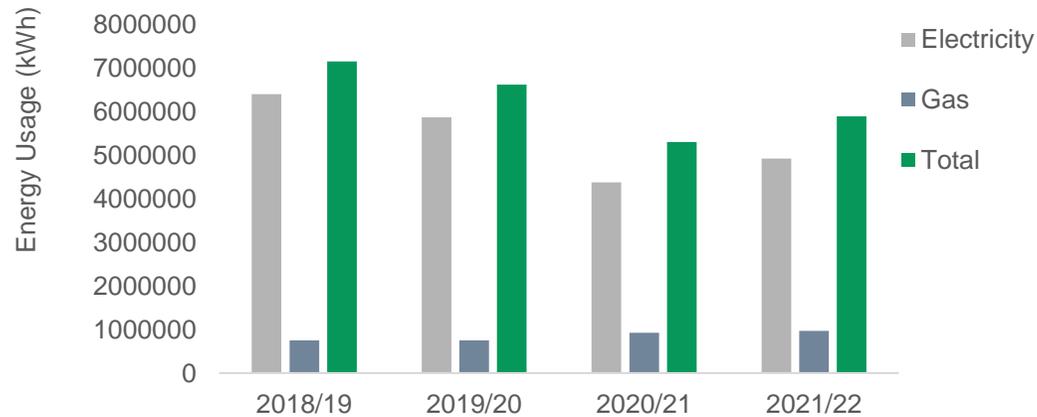
We also commit to reducing absolute scope 1, 2 and 3 GHG emissions 50% by 2030 from a FY2019 base year.

NET ZERO – ENERGY REDUCTION

Recognising the impact of our operational activities on the environment, we are working collaboratively with our building management teams and engineers to implement sustainable practices in a conscientious pursuit of energy use reduction

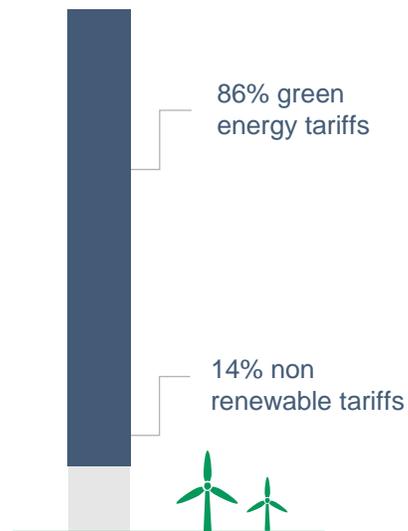
- Currently, over 86% of our UK offices derive their power from renewable energy tariffs, a testament to our commitment to cleaner and more responsible energy sources.

- We conduct regular assessments of our energy data with key internal stakeholders
- As part of our objectives for the financial year 2023/24, one focus is on reducing our base load energy usage, thereby mitigating our overall carbon emissions. This includes replacement of conventional fluorescent lamps with energy-efficient LED alternatives and optimizing energy controls linked to lighting modules and the Building Management System (BMS).



KEY FACT:

Over **86%** of our UK Offices are powered by energy sourced from renewable energy tariffs



NET ZERO – IT

Our IT department is working on becoming greener, more efficient and reducing its carbon footprint. We currently have a number of projects in progress that will improve our physical server estate and reduce the number of electrical devices required. Over the last year the following pieces of work have greatly contributed to our reduction:

- Decommissioning of old equipment
- Exchange Online Migration
- Remediation of Local Office linfrastructure
- Implementation of DocuSign for contract signatures



All of these projects ultimately led to reduced energy consumption. Of the projects completed in the financial year period 2022/23 their combined efforts equal a reduction of approximately 4.2 tonnes of CO2 compared to the previous year.

KEY FACT:

Our IT Department reduced its carbon footprint by approximately **4.2 tonnes** of **CO2** during the 2022/23 period compared to the previous year

NET ZERO – BUSINESS TRAVEL

- By fostering a culture of responsible travel, we strive to contribute to a more sustainable future. With the anticipated post-COVID increase in business travel occurring as expected, we have taken active steps to encourage our employees to carefully consider the need to travel and where it is necessary to opt for greener transportation options where suitable, with a particular emphasis on encouraging train travel.
- To discourage unnecessary travel between offices we have continued to upgrade our AV rooms to make them easier to use for both presenting to the screen and/or joining web-based video calls.

	2019/20	2020/21	2021/22	2022/23	2023
Kiosk Tickets	21020	210	103	252	0

- Travel requests undergo an internal authorisation procedure. Where travel is necessary we try to prioritise more environmentally friendly ways of transportation.
- Working closely with our travel partner we continue to monitor and review businesses travel to attempt to identify efficiencies. Utilising their travel platform for bookings helps us capture movements and modes of travel as best we can.
- We have eliminated rail ticket printers within our offices, encouraging individuals to use electronic tickets as an environmentally friendlier alternative.

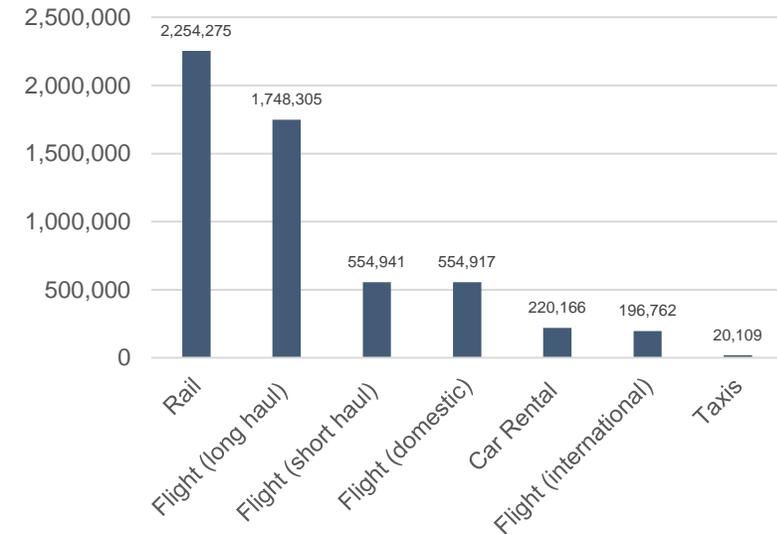


**KEY
FACT:**

Rail ticket kiosk printing machines have now been phased out of all of our offices

For the period 23/24 we aim to develop our business travel platform to allow employees to view their individual business travel carbon footprint. This tool will empower our colleagues to not only make informed choices about their business travel, but also allow them to visualise and understand the environmental impact of their individual journeys and therefore promote more sustainable travel practices.

Business Travel Distance (km) 2022/23



RESPONSIBLE SOURCING

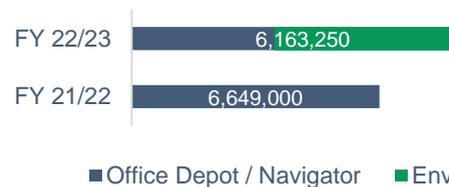
- Paper usage has been a big project for us – in 2016 over 50 million pages were used in our offices for printing, however following the introduction of eFiling and mandatory duplex printing we reduced this to 20 million. In 2022 we have further reduced this to circa 7 million by working and storing documents / correspondence digitally.
- Providing innovative solutions to our staff was paramount to encouraging better behaviour in reducing the need to work from a hard copy document – these included a digital mail solution to capture all inbound post and controls over what can be printed and stored as a file. Looking ahead we are consolidating all our stationery suppliers into 1 certified B Corp supplier and moving 80% of our paper usage into a non tree-based paper product (EnvoPap). The paper comes from agricultural waste (sugar cane) and also eliminates the harsh chemical bleaching process used to make standard paper white.
- As part of our sustainability drive we sourced environmentally friendlier meeting room pens and pencils. Our new pen is biotic, made in Switzerland from renewable plant based raw materials. The pen is refillable and biodegradable providing a combined approach to reduce waste to landfill. Following the pen, we introduced our new pencil – 52% of the pencil is made from yoghurt pots and white goods supporting the recycling of waste that is otherwise difficult to dispose of.

KEY FACT:

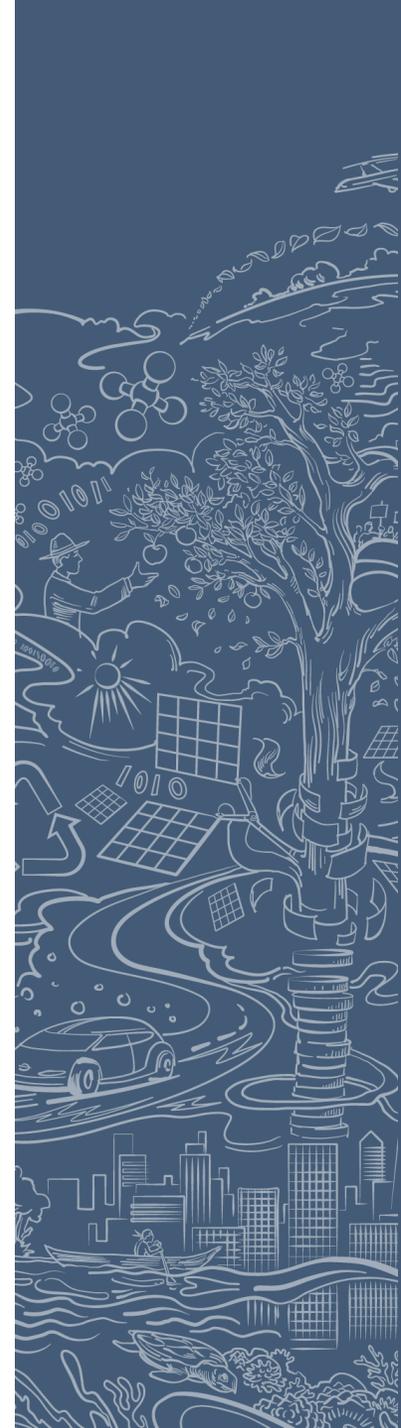
Our new pencils are made from 52% yoghurt pots and white goods (utilising waste streams which are typically more difficult to dispose of).



A4 PAPER USAGE



■ Office Depot / Navigator ■ EnvoPap



RESPONSIBLE SOURCING

- In our catering operations we have worked hard to eliminate plastics and single use disposables from our activities.

- The implementation of sustainably sourced ceramic mugs into the employee tea bay/kitchen areas to encourage the move away from disposable cups
- Only biodegradable food takeaway containers are available in our staff restaurants
- Discounts are given to employees who bring in their own containers to use when purchasing food from the staff restaurants
- Continuation of internal coffee reward scheme for recognition of use of non-disposable cups

- Where possible we continue to source ingredients locally in order to reduce the miles travelled. Food waste is weighed and strictly monitored to identify any efficiencies. In 2024 we plan to trial a food donation distribution service at our London office to continue to redirect any viable items and avoid disposal.



**KEY
FACT:**

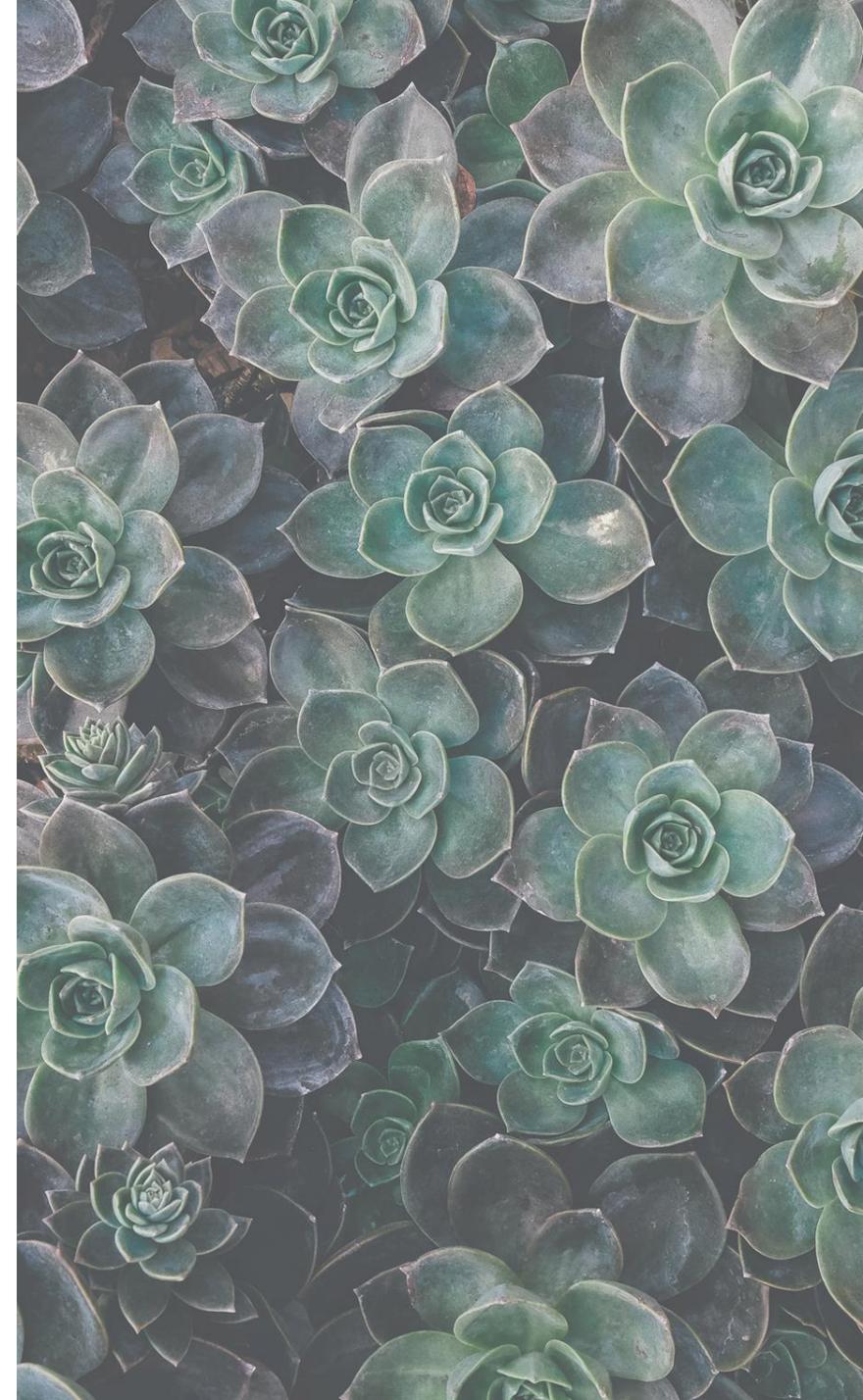
During the 22/23 period over 6000 hot drinks were purchased using reusable cups (as opposed to disposables) through our coffee reward scheme



WASTE

- Improved recording and assessment of waste data has partly been accountable for the increase in waste figures across the offices. In the last year, the offices have seen a significant growth in occupancy following COVID-19 resulting in increased glass and food waste collections and also inclusion of other waste streams that previously were not reported has contributed to the overall figure.
 - Waste is monitored at a site level and figures reviewed regularly with the Environment and Facilities managers to identify trends across the offices.
 - Recycling stations are available across all of our offices – encouraging our employees to segregate waste wherever possible.
- Continuation of existing projects
 - Recycling of office toners & ink cartridges
 - Priority for digital subscriptions and removal of journal/magazine prints where applicable
 - Removal of non-recyclable plastics in all catering operations
 - Redundant IT equipment and out of date law books are donated to local causes such as schools, law libraries, universities and other institutions

	2019	2020	2021	2022
Waste in Tonnes	295	222	171	307



BIODIVERSITY



Over the last year and in partnership with the Canal & River Trust we have 'adopted' mile stretches of canal in London, Leeds and Manchester close to our office locations to assist with practical aspects of canal management which include removal of plastic waste from waterways, cleaning graffiti and planting new shrubs/plants to encourage urban biodiversity.

In 2023 we have also started a new partnership with RZSS (Royal Zoological Society of Scotland) including assistance with sponsoring their program to release the Scottish Wildcat back into its native habitat in the Scottish Cairngorms. Employees will have the opportunity to attend CSR volunteer days at Edinburgh Zoo and Highland Park

Our London office have chosen to work with local environmental charity Spitalfields City Farm. Being involved with this worthwhile cause enables us to directly interact with our local communities and green spaces.



**CORPORATE
PARTNER**



BIODIVERSITY @ AG



NEXT STEPS

2023/24

2024/25

Sustainable use of resources

Reduce tree-based paper usage by 75% (with the switch to alternative paper product)

Continuation of evaluation of waste streams and potential efficiencies/reductions

Net Zero

AG will achieve net zero in our own operations (Scope 1 & 2) in alignment with SBTi's Net Zero Principles of abatement and neutralisation (reducing scope 1 and 2 by at least 90% by 2024 and then purchasing neutralisation/removal offsets for any unabated/residual emissions.

Target to reduce base load energy usage by 3%

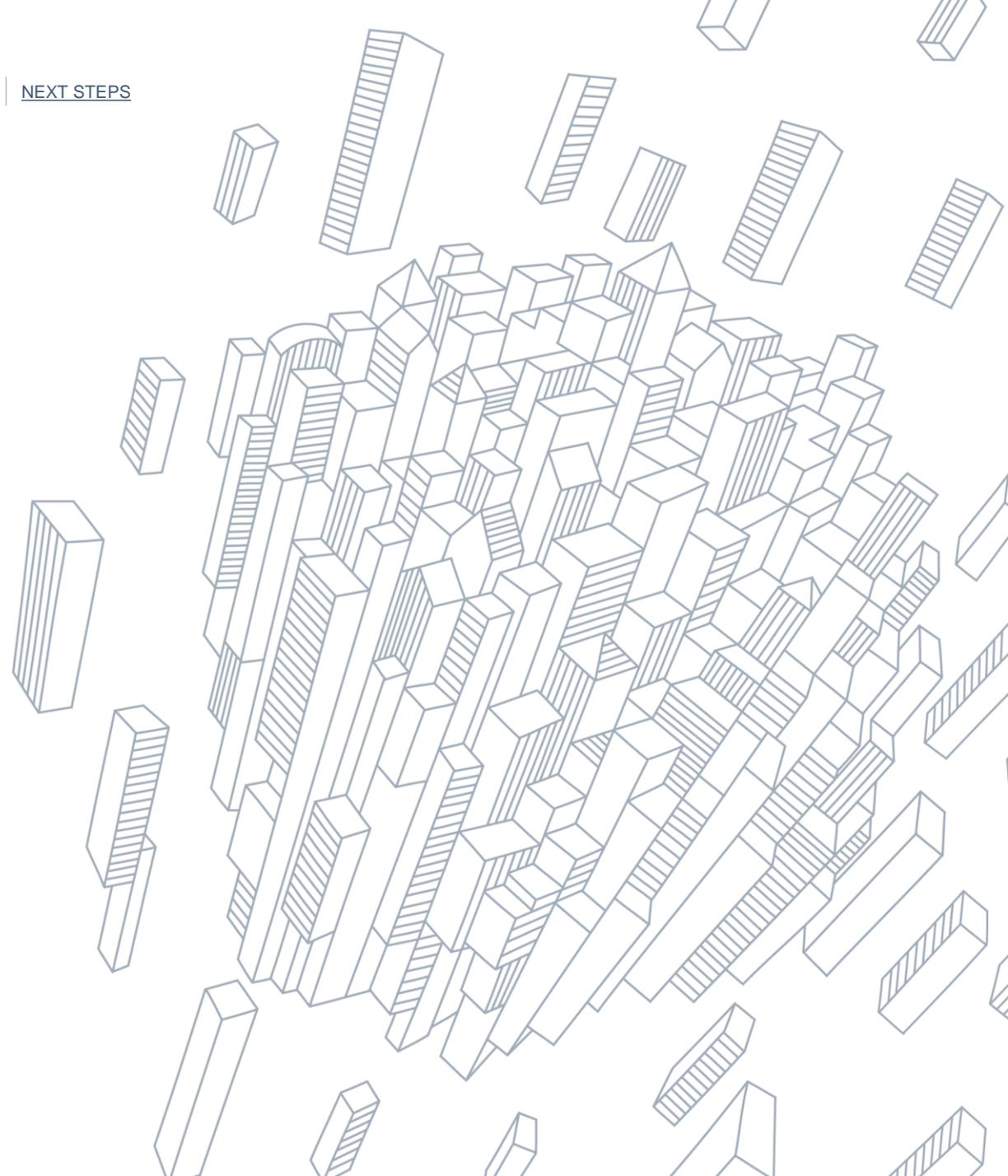
Work with our suppliers to establish validated base line supply chain data in order for us to progress on our journey towards net zero.

SBTi Submission

We will submit official Net Zero target for verification to SBTi



The information, data & targets contained within this report currently relates to the UK offices only



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