

# ENVIRONMENTAL POLICY STATEMENT

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At Addleshaw Goddard we are committed to managing and reducing the impact our business has on the environment. We believe that we have a responsibility to identify our activities and operations which have both direct (and indirect) impacts. On a formal basis, our environmental impact is to be managed through our Environmental Management System (EMS) which incorporates a range of key performance indicators. Additionally, we are members of relevant voluntary business organisations seeking to mitigate environmental impacts and reduce greenhouse gas emissions.

To help us meet or reduce our environmental impact we have we have implemented our EMS in line with the requirements of the internationally recognised ISO 14001:2015 standard. In establishing our EMS we aim to continually improve our environmental performance and promote greater environmental awareness among our employees and other relevant stakeholders through the development of challenging and creative objectives and key performance indicators. On a voluntary basis we are active members of the Legal Sector Alliance on Climate Change.

## Key Activities

### ► Environmental Reporting

The specific Key Performance Indicators (KPIs) supporting this policy relate to:

- Energy Consumption
- Water Consumption
- Business Travel
- Waste Disposal

### ► Travel

We recognise that work-related travel is one of our greatest impacts on the environment and to reduce this impact we have made interest free public transport season ticket loans available to all of our people. We have also chosen our buildings in locations which benefit from sustainable transport options and have invested in video-conferencing technologies to reduce our travel-related environmental impact.

### ► Sustainable Services / Suppliers

We are working with our suppliers and contractors to inform them of our environmental policy and to implement good practice.

### ► Waste

We are monitoring and measuring our waste generation and are continually seeking to reduce the volume of waste we produce. In addition, we have established a number of recycling (and re-use) schemes relating to our office, food, and electrical and electronic equipment. We will continue to introduce further recycling (and re-use) schemes practicable to our activities and buildings.

▶ **Climate Change**

We are committed to reducing our energy usage and in the last few years we have invested in new technologies reducing our CO2 emissions. We are currently assessing our CO2 emissions by office through our KPI monitoring programme.

▶ **Environment Team**

We have a dedicated Health, Safety and Environmental Manager and have established a Environmental Team/Committee with an objective to identify environmental concerns that are relevant to our business and the wider community.

▶ **Policy Implementation**

To achieve the commitments made in this policy we will:

- ▶ allocate clear responsibilities for environmental control and provide training to relevant staff and contractors operating on behalf of Addleshaw Goddard;
- ▶ implement a programme to regularly audit our adherence to this policy;
- ▶ implement a programme to ensure that all of our employees are made aware of our environmental policy;
- ▶ communicate this policy to clients, contractors, the public, and all other relevant stakeholders; and
- ▶ review this policy (and the KPIs and objectives which sit under it) annually to ensure that it remains current and in line with our planned activities.

Signed:



Title            *John Joyce, Managing Partner  
For and on behalf of  
Addleshaw Goddard*

Date:            7 June 2018