

CARBON REDUCTION PLAN

JANUARY 2025

add **ADDLESHAW**
g **GODDARD**

addleshawgoddard.com



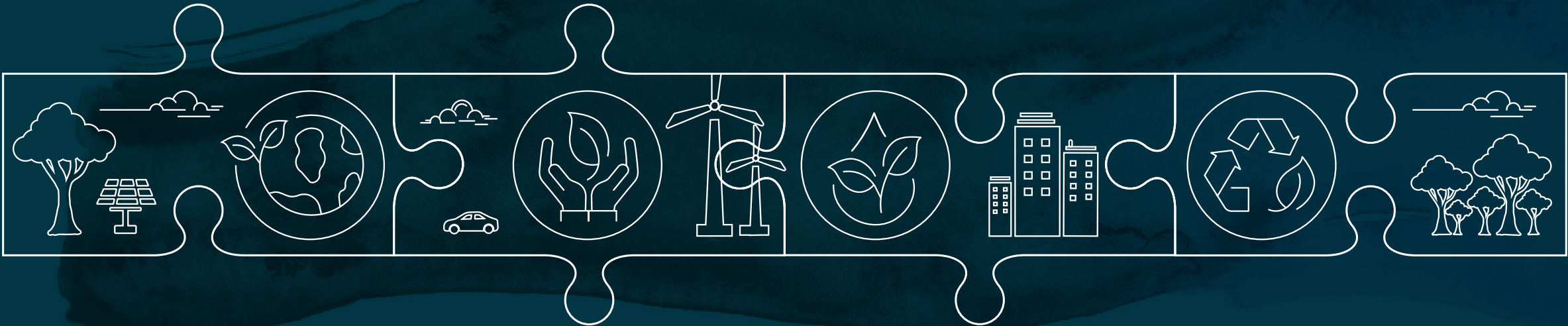
NET ZERO COMMITMENT

We believe that focusing on carbon reduction and committing to net zero is crucial for maintaining the operational efficiency and long-term resilience of our business. We also understand that everyone must play their part if we are to avoid the most serious impacts of climate change. As such, we've started our journey towards reducing carbon emissions and becoming a Net Zero business.

By implementing thoughtful and innovative strategies, our aim is to guide our operations towards a more sustainable future through responsible business practices.

In 2023 we submitted a letter of commitment to the SBTi (Science Based Targets Initiative) confirming our intentions to set near and long-term emission reduction targets for our global business, aligned with the SBTi's target-setting criteria. Working with Normative, a carbon consultancy, we have now developed these targets and will submit to SBTi for validation during FY25.

Addleshaw Goddard is committed to achieving Net Zero emissions by 2045.



GENERAL INFORMATION

Addleshaw Goddard organisational boundaries are set according to the control approach, under which Addleshaw Goddard accounts for GHG (Greenhouse Gas) emissions from operations over which it has control. In this way, we have control over the reduction efforts we put in place. Our operational boundaries consist of the following:

- Scope 1 emissions from the energy consumption and resultant GHG emissions from gas
- Scope 2 emissions from the generation of purchased electricity by Addleshaw Goddard
- Scope 3 emissions generated from activities associated with:
 - Waste generated in operations
 - Business travel
 - Employee commuting
 - Upstream transportation and distribution
 - Downstream transportation and distribution

SCOPE & BOUNDARY

The reporting boundary includes energy consumption and resultant GHG emissions from gas (Scope 1) and electricity (Scope 2) used at the following Addleshaw Goddard UK offices that were within the Company’s operational control during the reporting period:

- London – Milton Gate, 60 Chiswell Street.
- Leeds – 3 Sovereign Square
- Manchester – 1 St Peter’s Square
- Glasgow – 4th and 5th Floor, 107 West Regent Street
- Edinburgh – Exchange Tower, 19 Canning Street
- Aberdeen – 1st Floor North, Kingshill View

The reporting boundary also includes energy consumption and the resulting GHG emissions from business travel relating to flights and vehicles (employee car mileage/claims), waste, and employee commuting. Addleshaw Goddard does not operate any fleet vehicles and therefore emissions for combustion of fuel for transport purposes (Scope 1) is not applicable.

Addleshaw Goddard has followed the March 2019 HM Government Environmental Reporting Guidelines. Addleshaw Goddard has also followed the GHG Protocol Corporate Standard and used the 2023 UK Government GHG Conversion Factors for Company Reporting. Energy totals are reported in kilowatt-hours (kWh) and carbon totals are reported in tonnes of carbon dioxide equivalent (tCO2e). The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per m² of office area.



Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

BASELINE EMISSIONS
FOOTPRINT

Baseline Year: 1 May 2019- 30 April 2020	
Number of employees 30/04/2019: 1602	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	154 tCO ₂ e
Scope 2	1580 tCO ₂ e
Scope 3	38 tCO ₂ e Sources: Business Travel (In rental or company owned vehicles): 38 tCO ₂ e Please note that Scope 3 emissions data from waste, employee commuting and upstream and downstream transportation and distribution were not reported during the baseline year of reporting.
Total Emissions	Total tonnes of CO ₂ e: 1772 tCO ₂ e Total tonnes of CO ₂ e in Scope 1 & Scope 2: 1734 tCO ₂ e

CURRENT EMISSIONS
REPORTING

Reporting Year: 1 May 2023 - 30 April 2024	
Number of employees 30/04/2024: 2301	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	16 tCO ₂ e
Scope 2	59 tCO ₂ e
Scope 3	2145 tCO ₂ e Sources: Business Travel (In rental or company owned vehicles): 26 tCO ₂ e Business Travel (by air): 1026 tCO ₂ e Employee commuting: 1087 tCO ₂ e Waste: 3 tCO ₂ e Please note that Scope 3 emissions from upstream and downstream transportation and distribution were not reported during the reporting year.
Total Emissions	Total tonnes of CO ₂ e: 2,220 tCO ₂ e Total tonnes of CO ₂ e in Scope 1 & Scope 2: 75 tCO ₂ e Intensity ratio (Scope 1, Scope 2, market-based, Scope 3) (tCO ₂ e/m ²) 0.10 *Please note the above scope 1 & 2 figures are market based.

EMISSIONS REVIEW

SCOPE 1 & 2

Since last year, there has been a 58% reduction in scope 1 and 2 carbon emissions (market-based approach) demonstrating that we are continuing to achieve reductions for activities and procurement over which we have direct control.

SCOPE 3

Progress on measuring and managing our scope 3 emissions is more embryonic. Our emissions have increased by 77% since last year, despite reductions in emissions relating to waste and business travel via car. This is mainly due to an overall increase in business travel and commuting as colleagues have returned to office-based working, coupled with headcount growth of 26% over this period.

TOTAL EMISSIONS

As a result of our increase in scope 3, our total emissions have risen by 60% using the market based approach. Our target now is to drive for a levelling off and downward trend for the aspects of our carbon footprint.

As a related step, we are doing further work to ensure the quality and completeness of our data in preparation for the launch of our SBTi-approved global targets. From next year we will be able to report on our global carbon footprint including emissions data from our offices outside the UK, as well as bringing into scope the emissions which are produced as a result of the goods and services which we buy.

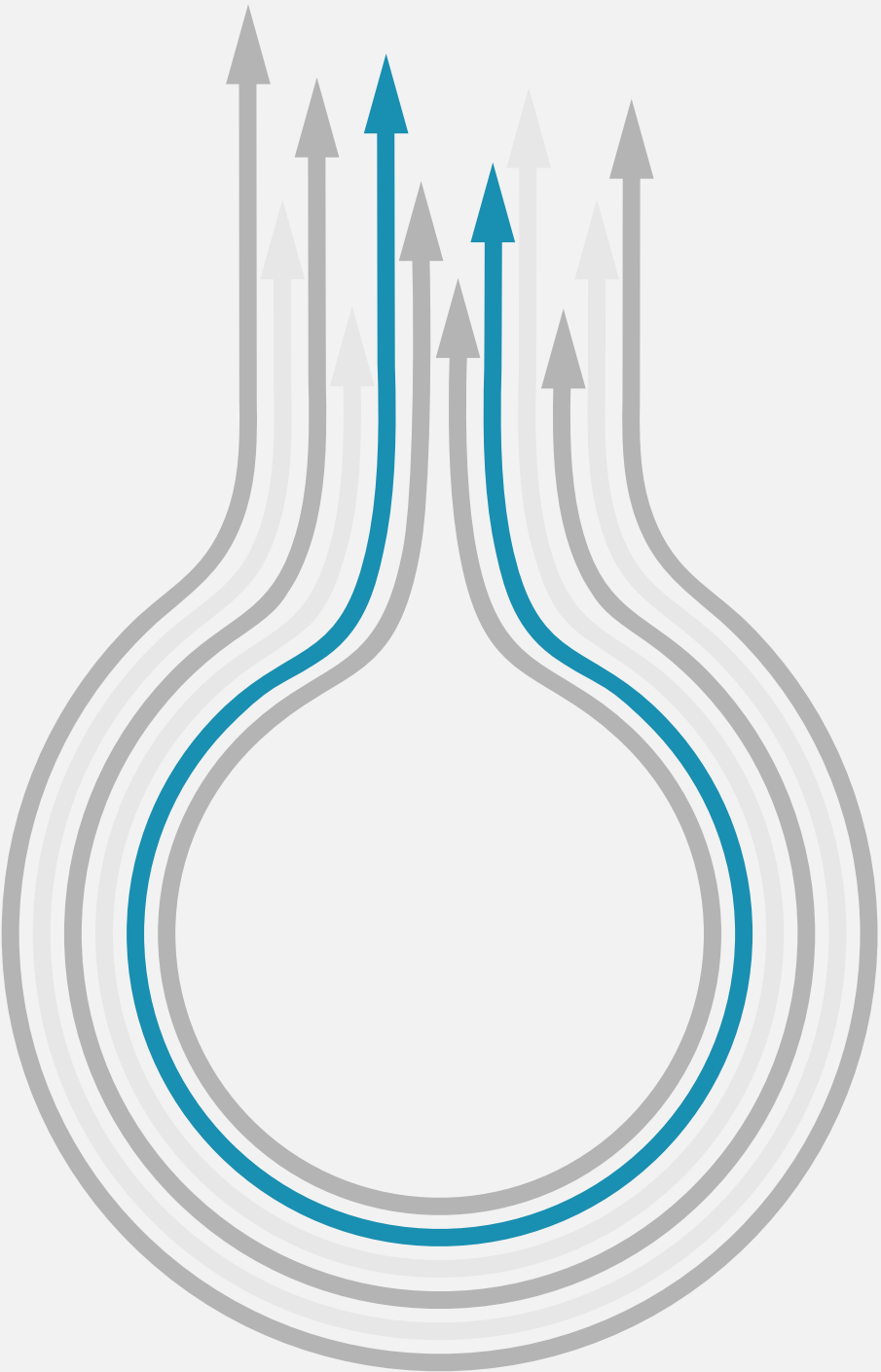
EMISSIONS REDUCTION TARGETS

In order to continue our progress to achieving Net Zero, we have provisionally adopted the following carbon reduction targets while we wait for validation of the targets from SBTi. These targets will be for Addleshaw Goddards’ global emissions footprint and will be rebaselined to FY 2024 due to global office data availability.

Addleshaw Goddard commits to reduce its 1& 2 emissions by 42% by FY 2030 and 90% by FY 2045 (or before) from a FY 2024 base year.

Addleshaw Goddard commits to reduce scope 3 emissions by 51.6% per full time employee by FY 2030 and 97% by FY 2045 (or before) from a FY 2024 base year.

Addleshaw Goddard is committed to achieving Net Zero emissions by 2045.



CARBON REDUCTION
PROJECTS AND
ENVIRONMENTAL
MANAGEMENT MEASURES

ENERGY

Mindful of the environmental impact of our operations, we work closely with our teams and engineers across the business to adopt sustainable practices aimed at reducing emissions where possible.

This year we achieved our target of lowering baseload energy (the amount of energy used when a building is unoccupied) across our UK offices by over 3%, through measures such as:

Replacing existing fluorescent lamps with energy efficient LEDs in London and Scotland.

Optimising energy controls linked to the lighting modules and our Building Management System in Leeds and Manchester.

Greater attendance across our offices this year and increased colleague numbers led to higher overall energy usage. However, as we reduced our natural gas consumption by 11% and further increased our use of renewable

energy tariffs (so that 94% of our offices in the UK are now powered by renewable energy) our market-based scope 2 emissions decreased overall.

Digital technologies have an environmental cost that is not often clearly visible to an organisation. With that in mind, we have launched a strategy to reduce the energy consumption of our IT operations, based on best practice and standards such as ISO 14001 and ISO 50001.

As well as IT equipment, software and services, it covers IT infrastructure, such as network, data centres, storage, back up and security systems. We are targeting a 10% reduction in IT related emissions by FY27, compared to a FY23 baseline.

This will in part be driven through improvements in the energy efficiency of IT equipment, software and infrastructure, by replacing with more energy efficient alternatives and implementing power management and energy saving features.

ISO14001

Our environmental steering groups are now firmly established across all of our UK offices. These are vitally important as they allow the firm to feed key environmental messages out, but also give employees a channel of communication directly back to our executive board. All of our activities at our six UK offices are operated under our Environmental Management System which is accredited to the ISO 14001:2015 standard. In addition to our Environmental Steering groups we have also established a Net Zero working group made up of key stakeholders from across the business. This group is tasked with driving the firm's strategy to achieve its net zero commitments.

BUSINESS TRAVEL

Business travel is a necessary part of how we work as spending time together with colleagues and clients is important to collaboration and the delivery and quality of our services.

'Actions we will be taking during FY 25 around business travel include:

- Greater collaboration between our events and travel teams to limit significant emission spikes

during certain months associated with corporate events.

- Implementing a new travel booking portal which allows individuals to view and track the emissions associated with their travel and make more informed decisions. This will also give us greater insight into how different areas of the business affect our travel carbon footprint.
- A review of our travel policy to reduce demand for the most carbon intensive travel options and promote more sustainable travel habits.

SUPPLIERS

We only see ourselves working more closely with clients and suppliers in the future.

Our focus during FY25 will be on:

- Looking for more opportunities to partner with our clients on innovative and impactful responsible business projects.
- Continuing engagement with our key suppliers to obtain data related to their carbon emissions and carbon reduction plans, as well as extending this to more suppliers.



DECLARATION AND
SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3

emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed by Colin Brown, Chief Operating Officer at Addleshaw Goddard.



Colin Brown

Chief Operating Officer
31 January 2025





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