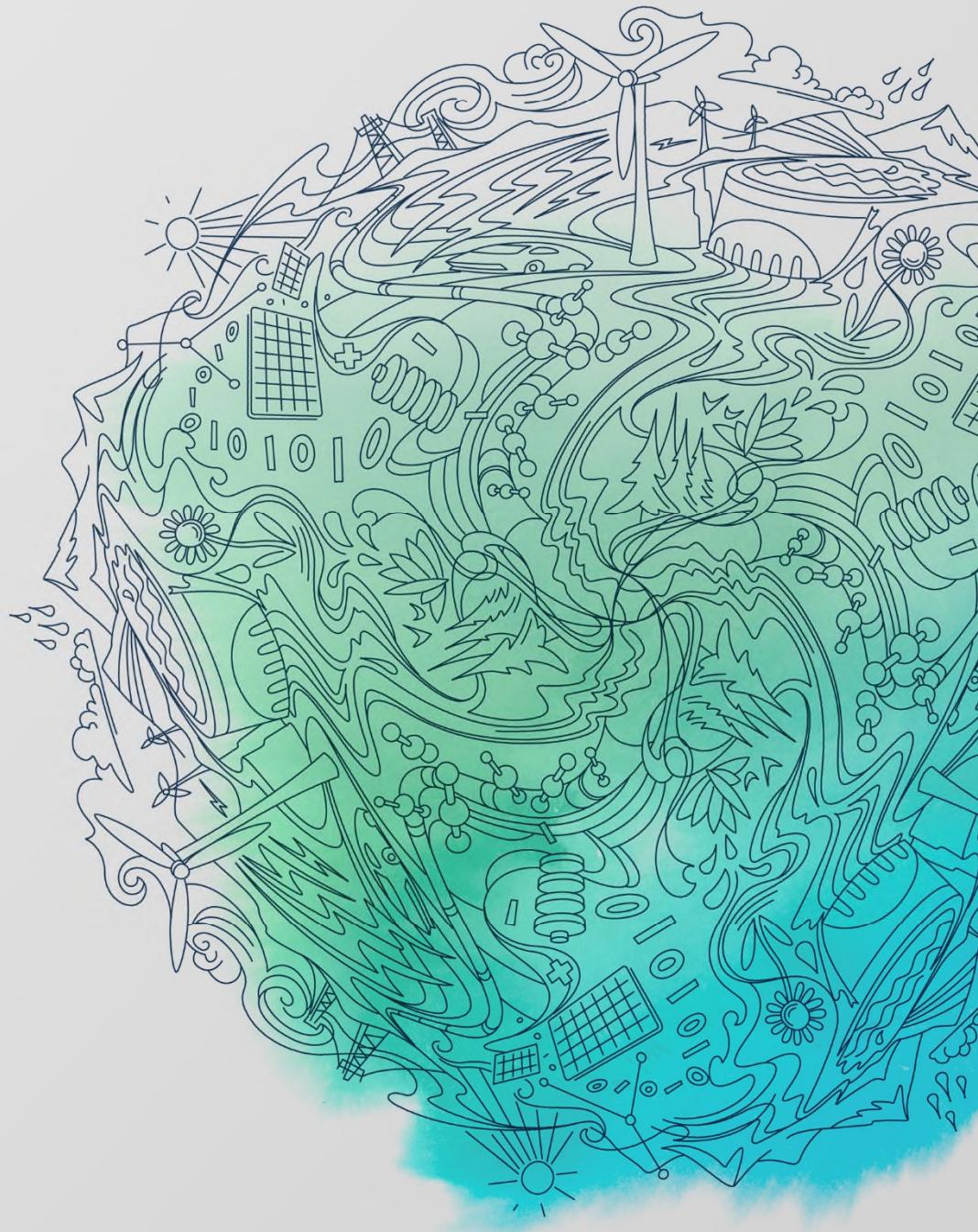


ENVIRONMENTAL POLICY

Statement of Intent



ENVIRONMENTAL POLICY STATEMENT

At Addleshaw Goddard we are committed to protecting the environment and preventing pollution by 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) environmental impacts.

Additionally, Addleshaw Goddard is committed to fulfilling any applicable compliance obligations relating to the environment and sustainability, as well as being active members of relevant voluntary business organisations seeking to mitigate environmental impacts and reduce greenhouse gas emissions (GHGs), including the Legal Sustainability Alliance (LSA).

We also recognise the importance of protecting and enhancing biodiversity within the communities and environments we influence. By promoting practices that support ecosystems and natural habitats, we aim to contribute to the preservation of biodiversity as part of our broader environmental strategy.

To help us meet our obligations and reduce our environmental impact we have implemented our Environmental Management System (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 colleagues and other relevant stakeholders through the development and monitoring of challenging and relevant KPIs.

KEY ACTIVITIES

ENVIRONMENTAL REPORTING

The specific KPIs supporting this policy relate to:

- Carbon Emissions
- Energy Consumption
- Business Travel
- Waste Disposal

CLIMATE RESILIENCE

Recognising the urgent global challenge of climate change, we are committed to embedding climate resilience into our business operations. We have set firmwide GHG emissions reduction targets, validated by the Science Based Targets initiative (SBTi), aligning our approach with climate science and the goal of limiting global warming to 1.5°C. Using the GHG Protocol Standard, we have adopted the following targets measured against a baseline year of FY24:

- **Near-term targets:** Reduce absolute Scope 1 and 2 GHG emissions by 42% and reduce Scope 3 GHG emissions by 51.6% per full-time employee by FY30.
- **Long-term targets:** Reduce absolute Scope 1 and 2 GHG emissions by 90% and reduce Scope 3 GHG emissions by 97% per full-time employee by FY45.

We will meet our targets by adopting practices that reduce our direct emissions by increasing energy efficiency and exploring renewable energy sources across all offices. We will also focus on reducing emissions outside of our direct control, such as those associated with our supply chain.

As part of our long-term climate strategy, we will support industry-wide initiatives aiming for Net Zero and collaborate with other law firms and relevant organisations such as the LSA.

BUSINESS TRAVEL

We acknowledge that business travel is a contributor to our carbon footprint, but that it is also necessary to maintain the quality of our services and colleague collaboration. As our firm grows internationally, we prioritise responsible travel within our Net Zero strategy. We review travel patterns quarterly, promote rail travel over air for domestic journeys, and collaborate with our Events team to encourage the use of sustainable hotels and low-carbon travel options.

We continue to invest in video-conferencing technologies, and select office locations with accessible public transport, supporting colleagues to choose low-carbon commuting options and adopt hybrid working patterns.

SUSTAINABLE SERVICES AND SUPPLIER ENGAGEMENT

Engaging our supply chain is fundamental to our climate strategy as purchased goods and services account for the largest proportion of our emissions. To address this, we have developed our Procurement Policy and Supplier Code of Conduct and introduced a Responsible Procurement Policy in order to continue promoting accountability and sustainability across our supply chain. Our approach includes enhanced sustainability monitoring for key suppliers, enabling us to identify risks and drive improvements in supplier practices.

We collect emissions data from our key suppliers and, where possible, will prioritise those who have set science-based targets and can support our Net Zero ambitions. Our Procurement team receive training to further our responsible procurement objectives.

CIRCULAR ECONOMY AND WASTE

We pursue a circular economy approach by prioritising the reduction, reuse, and recycling of resources across our operations. We are committed to minimising the waste generated through our activities by optimising resource efficiency including:

- lowering paper consumption,
- limiting single-use items,
- incentivising reusable products, and
- promoting digital alternatives to replace paper.

Comprehensive recycling programmes for paper, plastic, and electronic waste are in place across all our offices, and we will continue to expand these initiatives to ensure the responsible disposal and recycling of office equipment, furniture, and consumables. We also work closely with service providers and partners to ensure waste reduction is prioritised throughout our supply chain.

TARGETS AND GOALS

Our environmental strategy is multifaceted, and we know there is progress to be made across a number of areas. Our targets and goals for FY26 include:

- **Net Zero** – Develop our Net Zero Roadmap following the validation of our Science Based Targets (SBTs).
- **Monitoring** – Continue to collect and publish global environmental data, including emissions and waste.
- **Business Travel** – Introduce a CO2 travel dashboard showing firmwide emissions.
- **Colleague Awareness** – Develop further environmental training to encourage colleagues to make more sustainable choices.
- **Consumables** – Replace additional stationery lines with more sustainable alternatives.
- **ISO 140001** – Continue the work to expand our current ISO 140001 certification to cover our global footprint.
- **Supplier Engagement** – Engage more of our key suppliers to obtain emissions data and understand their Net Zero ambitions.

GOVERNANCE AND COLLEAGUE ENGAGEMENT

We have a dedicated Responsible Business Working Group, led by our Head of Responsible Business and supported by representatives from key operational areas. Together with the central Responsible Business team and colleagues across the firm, they ensure we deliver meaningful impact across each of our five pillars:

- **Colleagues:** Promoting diversity, equity and inclusion, and fostering a work environment that supports career development, and prioritises the health, safety and wellbeing of our colleagues.

- **Community:** Engaging in volunteering, charity work and pro bono legal services to make a positive contribution to our local communities.
- **Commercial:** Working collaboratively with our clients and suppliers to further our respective responsible business journeys, ensuring that our supply chain reflects our values.
- **Climate:** Reducing our environmental impact, working towards Net Zero, and supporting local biodiversity preservation efforts.
- **Conscience:** Ensuring the continued good governance, ethical decision-making and accountability that underpins the ongoing success of our firm.

To oversee our Climate pillar, we have a dedicated Environmental Sustainability Manager and an established internal Environmental Network, created to identify environmental issues relevant to both our business and the wider community and foster grassroots action which contributes to our sustainability goals.

Our Environmental Steering Group reviews the firm's high-level risks and opportunities, aspects and impacts, and compliance obligations. Alongside our strategy, these insights form the basis for setting our environmental objectives.

We also have a dedicated Net Zero Working Group, comprising representatives from different operational areas, formed to identify and drive the changes required to meet our SBTs.

POLICY IMPLEMENTATION

To achieve the commitments made in this policy we will:

- allocate clear responsibilities for environmental control and provide training to relevant colleagues 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 our colleagues 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: **Andrew Johnston, Managing Partner**
For and on behalf of Addleshaw Goddard LLP

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