

ENVIRONMENTAL POLICY

Statement of Intent



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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) 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, 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.

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 or reduce our environmental impact 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. Addleshaw Goddard are founding members of the Legal Sustainability Alliance (LSA).

KEY ACTIVITIES

- **Environmental Reporting**

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

- Carbon
- Environmental Reporting
- Energy Consumption
- Business Travel
- Waste Disposal

- **Climate Resilience**

In recognition of the growing risks posed by climate change, we will endeavour to factor in climate resilience into our operations. This includes adopting practices that reduce our carbon footprint, increasing energy efficiency, and exploring renewable energy sources across all offices globally. As part of our long-term climate strategy, we will support industry-wide initiatives aiming for Net Zero. We aim not only to reduce direct emissions but to contribute to reducing industry-wide climate impact through collaboration with other law firms and relevant organisations such as the Legal Sustainability Alliance.

- **Business 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 our employees. We have also chosen our buildings in locations which benefit from accessible public 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. We will strengthen our sustainable procurement process to enable us to identify suppliers who have set science-based targets to mitigate climate impact and uphold sustainable sourcing practices.

- **Circular Economy/Waste**

We are committed to minimising waste generated through our operations. This includes optimising resource efficiency, such as reducing paper usage, minimising single-use items, and encouraging digital solutions to replace physical documents where possible.

We have established comprehensive recycling programs across all our offices, including paper, plastic, and electronic waste. We will continue to expand these initiatives, ensuring the responsible disposal and recycling of office equipment, furniture, and consumables.

We are implementing sustainable office practices that emphasise reducing waste at the source, such as encouraging reusable alternatives and promoting sustainable office supplies. We will also engage with service providers and partners to ensure waste reduction is prioritised throughout our supply chain

- **Targets/Goals**

Our environmental strategy is multifaceted. We know there is progress to make across a number of areas and our activities for FY 24/25 include:

- **Net Zero** – Finalise and publish global emission reduction targets in line with the SBTi's criteria and submit to the SBTi for a complete validation.
- **Monitoring** – Collect and publish global environmental data, including emissions and waste.
- **Business Travel** – Implement a travel booking portal that allows users to view and track their individual business travel carbon footprint.
- **Colleague awareness** – Roll out formal environmental training module to encourage colleagues to make more sustainable choices.
- **Consumables** – Replace 30% of stationery lines with more sustainable alternatives.
- **ISO 14001** – Start the work to expand our current ISO 14001 certification to cover our global footprint.

- **Environment Team/Employee Engagement**

We have a dedicated Environmental Manager and have established an internal Environmental Network with an objective to identify environmental concerns that are relevant to our business and the wider community. An Environmental Steering group reviews the Firm's high level risks & opportunities, aspects & impacts and compliance obligations, which alongside our strategy provide a basis for setting our environmental objectives.

Our local office environmental groups foster grassroots-level environmental action and contribute to firm-wide sustainability goals. We will further empower our employees to participate in climate action through introduction of a training program on carbon, sustainability and responsible consumption. We will also be looking to introduce firmwide environmental initiatives to encourage a culture of climate consciousness in everyday business practices.

- **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 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: **Andrew Johnston, Managing Partner**
For and on behalf of Addleshaw Goddard LLP

Date: 03 January 2025

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