August 2022

Policy

Environment Policy

At Mills & Reeve we are committed to minimising the environmental impact of all aspects of our business activities, to support our ambitions and targets we commit to a programme of continuous improvement throughout our operations and purchased services.

To support our ambitions to become a Net Zero business and achieve Science Based Targets validation (SBTi) we must carry out all aspects of our business in a way that puts the environment at the centre of all business decisions.

Our commitments:

- Continuously improve our environmental performance and integrate environmental considerations and awareness into the development and implementation or our corporate policy in every area of the business.
- Calculate and report our emissions and take action to reduce the carbon footprint of our business activities
- Publicly commit to a Net Zero target in our current financial year (2022/23) and publish our carbon reduction plan
- Submit a letter of commitment to SBTi and within 24 months of commitment being approved submit our targets for validation
- Continue to act responsibly and divert all our waste from landfill and aim to recycle at least 50% of our waste in offices including food and office consumables
- Continue to reduce our travel and utilise technology to meet client and firm needs
- Encourage alternative means of transport for journeys to our offices and work with local infrastructure organisations to further promote public transport, cycling and walking to work
- Where travel is needed, we refer our staff to the updated travel policy which outlines our approach to sustainable travel and sets out our sustainability principles that should be considered when making decisions on how and when to travel
- For all new tendering exercises, we will request the completion of an ESG questionnaire and supporting evidence which will be scored and considered when deciding who to award a contract to
- Increase the number of socially and ethically responsible suppliers who provide our goods and services
- Offer environmental awareness training to all staff and partners
- Achieve ISO14001 Certification within the next 12 months.

To meet these commitments, we will:

- Through our ESG committee provide the firm's board with an annual oversight and review of our environmental performance at least twice yearly
- Produce an annual sustainability report that will detail our targets, monitor our progress and detail key milestones
- Measure, manage and monitor our environmental impacts through effective oversight, ensuring that we protect the environment, including preventing and reducing pollution and reducing, reusing, recycling and recovering our waste Communicate our environmental policy and performance on a regular basis and encourage feedback
- Work together with our staff, suppliers, and landlords to promote improved environmental performance

Signed

Justin Ripman
Senior Partner
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