

Carbon Reduction Plan

Supplier name: Mills & Reeve LLP

Publication Date: January 2026

Commitment to achieving Net Zero

Mills & Reeve is committed to achieving Net Zero emissions by 2050

Baseline Emissions Footprint

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 Year: FYE 2023: June 2022 – May 2023	
Additional Details relating to the Baseline Emissions calculations	
These baseline emissions are based on calculations produced and validated by Ecologi, which covers the period of our financial year 1st June 2022 – 31st May 2023 (“FYE 2023”).	
Baseline year figures for FYE 2023 have been revised to match the FYE 2025 methodology.	
Emissions for both this baseline year and the current reporting year are calculated following a market-based methodology.	
This is an updated baseline (previously the baseline was FYE 2022), to align this Report with our approved SBTi emissions reduction baseline year (FYE 2023).	
Our carbon reduction plan for the prior year FYE 2024 is available to view on our website - Our commitment to net-zero Mills & Reeve	
Baseline year emissions FYE 2023:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	256.62
Scope 2	0.000 (Market-based methodology)
Scope 3 (Included categories: Business travel, Employee commuting, Waste generated in operations, Upstream transportation and distribution, Downstream transportation and distribution.)	1,750.49
Total Emissions	2,007.11

Current Emissions Reporting

Reporting Year: FYE 2025: June 2024 – May 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	141.29
Scope 2	0.000 (Market-based methodology)
Scope 3 (Included categories: Business travel, Employee commuting, Waste generated in operations, Upstream transportation and distribution, Downstream transportation and distribution.)	1,617.99
Total Emissions	1,759.28

Emissions addressed include scopes 1 and 2, which pertain to our purchased gas and electricity. Additionally, the specified scope 3 categories for both the baseline year and the current reporting year are calculated using a market-based methodology.

Carbon emissions from purchased electricity can be calculated using either the location-based method, which relies on average local grid emissions, or the market-based approach, which accounts for the specific sources a company purchases.

We have adopted the market-based methodology because it more accurately represents the effect of our purchasing decisions on emissions and aligns with our commitment to sustainability through the exclusive procurement of renewable electricity and green gas tariffs.

Emissions reduction targets

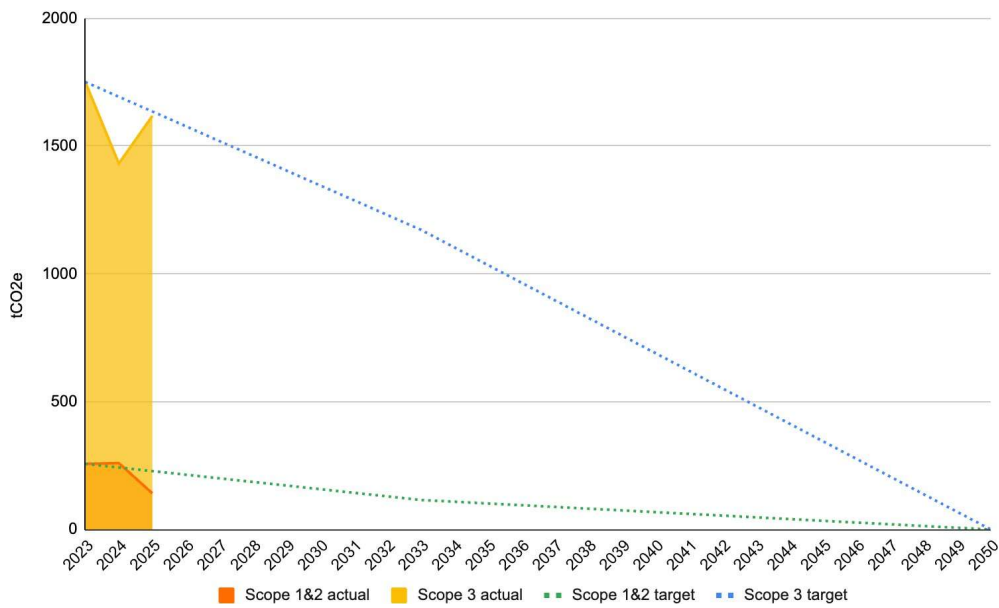
In order to continue our progress to achieving Net Zero, we've adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 957.442 tCO₂e by 2028. This is a reduction of 20% and is in line with our net zero target for 2050.

During this reporting period we have been able to increase the accuracy of our data within the categories of business travel and commuting and have projects detailed in the further measures section of this document that will help us further reduce these emissions.

Progress against these targets can be seen in the graph below:

Projected vs Actual emissions reduction



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022/2023 baseline.

The carbon emission reduction achieved by these schemes equate to 115.33 tCo₂e, a 44% reduction in Scope 1 and 2 emissions against the 2022/2023 baseline, and 132.50 tCo₂e, a 7% reduction of Scope 3 emissions against the 2022/2023 baseline, and the measures will be in effect when performing the contract.

We received SBTi validation in April 2025 for our near and long-term targets:

Near-term targets, by 2033 we will:

- Reduce absolute scope 1 and 2 GHG emissions 55% from a 2023 baseline year
- Reduce absolute scope 3 GHG emissions 33% within the same timeframe

Long-term targets, by 2050 we will:

- Reduce absolute scope 1 and 2 GHG emissions 90% from a 2023 baseline year
- Reduce absolute scope 3 GHG emissions 90% within the same timeframe
- After reaching our long-term target and cutting emissions by more than 90%, we will seek to procure permanent carbon removal and storage to counterbalance the final 10% of residual emissions that cannot be eliminated.

(A company is only considered to have reached net-zero when it has achieved its long-term science-based target and neutralised any residual emissions.)

The following environmental management measures and projects have been completed or implemented since the end of our 2022/2023 baseline year.

- We have seen a significant decrease in our energy consumption since our baseline year

Source	Unit	FYE 2025	FYE 2023
Natural Gas consumption	kWh	747,950.16	1,371,139.90
Electricity Consumption	kWh	1,600,449.20	1,967,631.75
TOTAL ENERGY USE	kWh	2,661,933.48	3,621,160.90

- Continued to purchase 100% renewable electricity and maintained green gas tariffs across offices.
- Completed full LED lighting upgrade and Building Management System (BMS) at our Cambridge office for improved energy efficiency.
- Relocated Leeds and Birmingham offices to SKA-certified sustainable spaces, ensuring high standards in energy efficiency and responsible sourcing.
- Launched improved mandatory sustainability awareness training, provided access to partner courses (e.g., UN Global Compact) and introduced carbon literacy training later in 2025 to build firm-wide expertise.
- Committed to three biodiversity projects (Land, Air, Sea) across Leeds, Shropshire, and Norfolk.

Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as:

- **Energy Efficiency Focus:** Continue to implement energy-saving measures alongside green tariffs to reduce energy consumption and remaining Scope 1 and 2 emissions.
- **Enhanced Emissions Tracking:** Expand collaboration with Ecologi using the Ecologi Zero platform to improve emissions measurement and identify reduction opportunities.
- **Improved Data Accuracy:** Transition from spend-based to primary activity data sources through travel and expense platforms for more precise emissions reporting.
- **Low-Carbon Commuting:** Partner with Mobilityways to introduce commuting initiatives in 2026, supporting staff in adopting sustainable travel options.
- **Home Working Engagement:** Encourage staff to champion environmental stewardship at home, including switching to renewable electricity providers and making low-carbon choices.

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 off by the Managing Partner on behalf of the Board.

Signed on behalf of the Supplier:

A handwritten signature in blue ink, appearing to be 'Claire Clarke', written over a faint, light blue oval-shaped background.

**Claire Clarke
Managing Partner
For Mills & Reeve LLP**

6th January 2026