

Policy

Environment Policy

We are committed to continual improvement of our environmental management system through setting environmental objectives that support our commitment to the protection of the environment, including prevention of pollution.

Our objectives are appropriate to the nature, scale, and environmental impacts of our activities and services. The objectives are established, communicated, measured, and reviewed at least annually or when changes to the business and system occur.

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

1 Our commitments:

- Continuously improve our environmental performance by integrating environmental considerations and awareness into the development and implementation of corporate policy across all areas of the business.
- Calculate and report our greenhouse gas emissions annually and take proactive steps to reduce the carbon footprint of our operations.
- Maintain our commitment to achieving Net Zero, supported by a published Carbon Reduction Plan.
- Report annually on progress towards our near-term and long-term emissions reduction targets, which have been approved by the Science Based Targets initiative (SBTi).
- Act responsibly in managing waste by diverting all waste from landfill and aiming to recycle at least 50% of office waste, including food waste.
- Reuse or recycle all office and IT consumables, ensuring none are sent to landfill.
- Continue to reduce business travel and maximise the use of technology to meet client and organisational needs.
- Promote alternative modes of transport for commuting and collaborate with local infrastructure organisations to encourage public transport, cycling, and walking.
- Refer staff to our updated Travel Policy when travel is necessary, which outlines our sustainability principles and guidance for making responsible travel decisions.
- Require completion of an ESG questionnaire and supporting evidence for all new tendering exercises, with responses scored and considered in contract award decisions.
- Increase engagement with socially and ethically responsible suppliers for the provision of goods and services.
- Deliver mandatory environmental awareness training to all staff and partners.
- Maintain ISO 14001 certification through annual review and continual improvement of our Environmental Management System.

2 To meet these commitments, we will:

- Communicate our sustainability objectives, associated KPIs, and progress against these targets regularly across the firm.
- Ensure strategic oversight of sustainability goals through the Firm's senior leadership, reviewing performance quarterly and reporting to the firm's Board at least twice annually.
- Publish an annual Sustainability Report detailing our targets, progress, and key milestones.
- Submit our annual Communication on Progress to the United Nations, demonstrating our contributions to the UN Sustainable Development Goals (SDGs).
- Measure, manage, and monitor our environmental impacts through effective environmental management practices, including pollution prevention and the reduction, reuse, recycling, and recovery of waste.
- Share our environmental policy and performance updates regularly and actively encourage feedback from stakeholders.
- Collaborate with staff, suppliers, and landlords to promote and enhance environmental performance across our operations.
- Review this policy annually alongside our Carbon Reduction Plan, with any proposed changes subject to formal approval.

[View our Net Zero Commitment](#)

[View Carbon Reduction Plan](#)

3 Compulsory Knowledge

- 3.1 Content in this document has been designated as Compulsory Knowledge for some roles. If you have received notification that this document is Compulsory Knowledge for you, once you have read it you must now return to the Learning Hub and complete the course there. The course should still be open in your browser.
- 3.2 If you do not complete the course the system will not register that you have read the document so you will not be shown as compliant with this Compulsory Knowledge requirement and will continue to receive reminders.

Authors: do not delete the paragraph above without reference to [Compulsory Knowledge](#).

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Revisions			
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23/10/2023	Y	Small amendments in the commitments section to reflect progress since 2022	
	Y	Small amendments to reflect the statements required for ISO124001 compliance	
		Approved by Charles Staveley Senior Partner and Neil Pearson Head of ESG and Social Value – 23/10/2023	
23/10/2024	Y	Small amendments to wording no significant changes. Jessica Wilkes-Ball	
04/08/2025	Y	Addition of SBTi validation commitments and small changes to wording. Jessica Wilkes-Ball	
Substantive revisions - approved by	Substantive revisions - approved on (date)	If the policy was already Compulsory Knowledge, should the revised policy be re-read by those for whom it is compulsory? (Y / N / n/a)	Has the revised policy been designated as new Compulsory Knowledge? (Y/N)
Charles Staveley Senior Partner Neil Pearson Head of ESG and Social Value	23/10/2023	Y	N
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