Supplier name: Mills & Reeve LLP

Publication Date: November 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"). Mills & Reeve are responsible for the internal management controls governing data collection. The emissions calculation have been generated and independently validated by Ecologi in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and supplementary Corporate Value Chain (Scope 3) Standard. Reported emissions figures are expressed as tonnes of carbon dioxide equivalent (tCO2e) and include GHG emissions from all seven GHGs named by the Kyoto Protocol: CO2, N2O, CH4, HFCs, PFCs, SF6 and NF3. You can find more information about our net zero commitment here: 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 2025 – May 2026	
EMISSIONS	**TOTAL (tCO2e)**
Scope 1	**189.8**
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.)	**1,855.00**
Total Emissions	**2,044.80**

Emissions addressed include scopes 1 and 2 (Our purchased gas and electricity) and the required 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.

Since our FY2023 baseline, emissions performance has varied across our two reporting boundaries. Emissions reported within our Carbon Reduction Plan (CRP) boundary increased slightly from 2,007.11 tCO_2e to 2,044.80 tCO_2e, an increase of 1.9%, this is mainly from increase in business travel and our reporting now including upstream transportation and distribution emissions.

In contrast, our full emissions inventory reduced from 5,485.60 tCO_2e in FY2023 to 5,158.58 tCO_2e in FY2026, a reduction of 327.02 tCO_2e (6.0%). This reduction has been achieved despite growth in colleague numbers, client activity and revenue over the same period, demonstrating that emissions reductions are being delivered while supporting business expansion.

This is further evidenced by our emissions intensity metrics, revenue emissions intensity decreased from 32.70 tCO_2e per £1m revenue in FY2023 to 25.37 tCO_2e per £1m revenue in FY2026, a reduction of 22.4%. This demonstrates that the firm is generating significantly greater economic value for each tonne of greenhouse gas emitted. Emissions per full-time equivalent also reduced from 4.09 tCO_2e per FTE to 3.48 tCO_2e per FTE, a reduction of 14.9%.

Reporting measure	FYE 2023 baseline	FYE 2026	Change
CRP reportable emissions	2,007.11	2,044.80	Increased 1.9%
Full emissions inventory	5,485.60	5,158.58	Reduced 6.0%

All figures are in tCO_2e

Emissions reduction targets

To continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

We received validation from the Science Based Targets initiative (SBTi) in April 2025, our targets are based on a 2023 baseline year:

Near-term targets (by 2033):

- Reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 55% from the 2023 baseline year.
- Reduce absolute Scope 3 greenhouse gas emissions by 33% from the 2023 baseline year.

Long-term targets (by 2050):

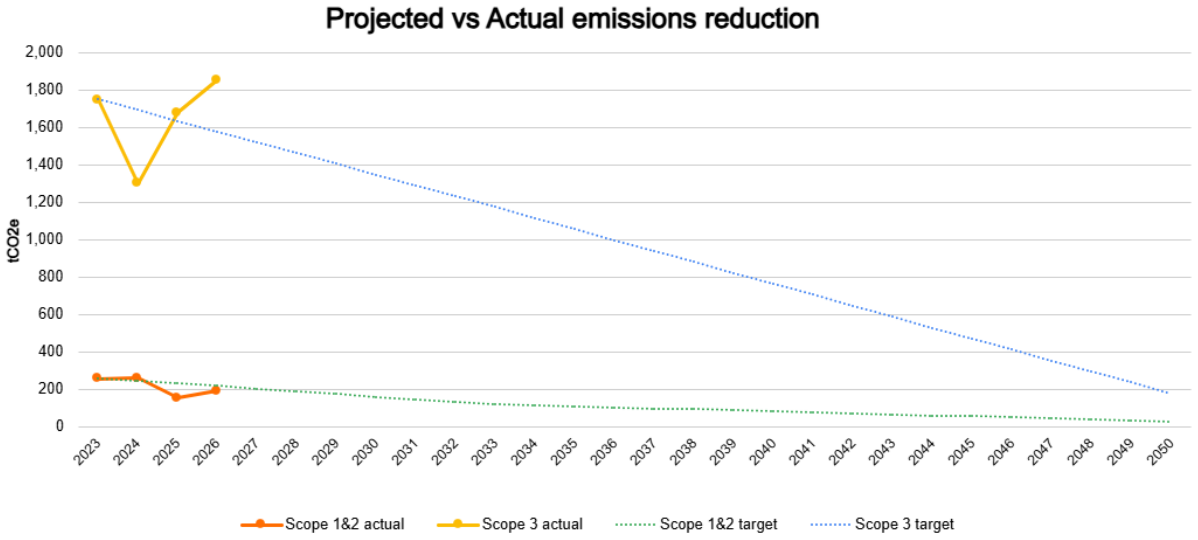
- Reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 90% from the 2023 baseline year.
- Reduce absolute Scope 3 greenhouse gas emissions by 90% from the 2023 baseline year.
- Following achievement of these reductions, we will neutralise any residual emissions through permanent carbon removal and storage solutions in line with the SBTi Net-Zero Standard.

Based on these approved target pathways by 2033:

- Total emissions are projected to reduce by 35.8% within the current CRP reporting boundary
- Total emissions are projected to reduce by 34.0% across the firm's full emissions inventory
- A 90% reduction targeted across both reporting boundaries by FYE 2050.

Reporting boundary	FYE 2023 baseline	FYE 2033 target	Reduction by 2033	FYE 2050 target	Reduction by 2050
Current CRP boundary	2,007.11	1,288.31	**35.8%**	200.71	**90.0%**
Full emissions inventory	5,485.60	3,618.90	**34.0%**	548.56	**90.0%**

All figures are in tCO_2e



Carbon Reduction Projects

During the reporting period, Mills & Reeve continued to implement a comprehensive programme of carbon reduction initiatives focused on operational energy efficiency, sustainable procurement, travel management, colleague engagement and improved emissions reporting.

Key actions included sourcing 100% renewable electricity across all UK offices, investing in energy efficiency improvements and enhanced building performance monitoring, and optimising building services to reduce energy consumption across the estate.

The firm also strengthened its approach to sustainable procurement through the introduction of a supplier sustainability assessments platform, EcoVadis, this will provide us with more accurate supplier emissions that over the next reporting period will be incorporated into our next GHG emissions calculation (FYE2027)

Recognising that travel-related emissions remain a significant contributor to the firm's carbon footprint, Mills & Reeve enhanced its Travel Policy to encourage lower-carbon business travel choices, introduced targeted commuting initiatives, including a Liftshare scheme and personalised travel planning support, and ongoing colleague engagement activities designed to encourage behavioural change.

The firm has also continued to enhance the quality, scope and governance of its greenhouse gas reporting through its partnership with Ecologi, supporting a progressive transition from spend-based emissions estimates towards supplier-specific and primary emissions data where available.

This improved methodology provides greater visibility of emissions hotspots and enables more targeted carbon reduction actions across the business and supply chain.

This combination of operational improvements, behavioural change initiatives, sustainable procurement practices and enhanced emissions measurement demonstrates the firm's ongoing commitment to achieving its science-based emissions reduction targets and long-term net zero ambitions.

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

Working more closely with suppliers to better understand and reduce emissions across our supply chain, improving the way we collect and report environmental data.

Investing in our offices to improve energy efficiency and reduce energy use wherever possible.

Building on successful initiatives such as our Norwich Liftshare pilot, we will encourage more sustainable travel choices by promoting rail travel, active travel and virtual collaboration where appropriate.

Engaging our people through ongoing communications, training and awareness campaigns, we will continue to support colleagues in making informed choices that contribute to our sustainability ambitions.

Declaration and Sign Off

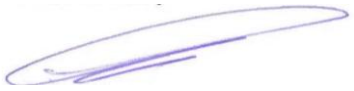
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

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:



Claire Clarke
Managing Partner
For Mills & Reeve LLP

10th November 2026