

17 October 2023

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 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 of 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
- We have committed to a Net Zero target and published our carbon reduction plan
- Submit our SBTi 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
- Reuse or recycle any office and IT consumables – ensuring that none of this waste is sent to landfill
- 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
- Mandatory environmental awareness training to all staff and partners

To meet these commitments, we will:

- Maintain our ISO14001 certification
- Communicate our sustainability objectives and the associated KPI's and progress against these
- Sustainability steering committee will provide oversight of our strategic objectives and the progress against targets – this committee will report to the firm's board a 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
- Submit our annual Communication on Progress to the United Nations to illustrate our impacts on the UN SDG's which we are contributing towards
- Measure, manage and monitor our environmental impacts through effective management, 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
- Review this policy annually alongside our Carbon Reduction Plan and should any changes be made to this policy these be approved

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