

# ENVIRONMENTAL POLICY

v0.7

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Statement of Intent

# ENVIRONMENTAL POLICY STATEMENT

At Addleshaw Goddard we are committed to protecting the environment and preventing pollution by managing and reducing the impact our business has on the environment. We believe that we have a responsibility to identify our activities and operations which have both direct (and indirect) impacts. On a formal basis, our environmental impact is to be managed through our Environmental Management System (EMS) which incorporates a range of key performance indicators. Additionally, Addleshaw Goddard is committed to fulfilling any applicable compliance obligations relating to the environment and sustainability, as well as being active members of relevant voluntary business organisations seeking to mitigate environmental impacts and reduce greenhouse gas emissions.

To help us meet or reduce our environmental impact we have implemented our EMS in line with the requirements of the internationally recognised ISO 14001:2015 standard. In establishing our EMS we aim to continually improve our environmental performance and promote greater environmental awareness among our employees and other relevant stakeholders through the development of challenging and creative objectives and key performance indicators. Addleshaw Goddard are founding members of the Legal Sustainability Alliance (LSA).

## KEY ACTIVITIES

- **Environmental Reporting**

The specific Key Performance Indicators (KPIs) supporting this policy relate to:

- Environmental Reporting
- Energy Consumption
- Business Travel
- Waste Disposal
- Carbon Production

- **Travel**

We recognise that work-related travel is one of our greatest impacts on the environment and to reduce this impact we have made interest free public transport season ticket loans available to our employees. We have also chosen our buildings in locations which benefit from accessible public transport options and have invested in video-conferencing technologies to reduce our travel-related environmental impact.

- **Sustainable Services / Suppliers**

We are working with our suppliers and contractors to inform them of our environmental policy and to implement good practice.

- **Waste**

We are monitoring and measuring our waste generation and are continually seeking to reduce the volume of waste we produce. In addition, we have established recycling (and re-use) schemes relating to our office, food, and electrical and electronic equipment. We will continue to introduce further recycling (and re-use) schemes practicable to our activities and buildings.

- **Climate Change**

We are committed to reducing our energy usage and have invested in new technologies reducing our CO2 emissions.

● **Targets/Goals**

We have established a number of key environmental targets which are summarised below:

- Increase employee awareness of Environmental Issues through a program of communications (to include a dedicated Environment Week)
- Achieve net zero in our own operations (Scope 1 & 2) by end of 2024, in alignment with SBTi's Net Zero Principles of abatement and neutralisation (reducing scope 1 and 2 by at least 90% by end of 2024 and then purchasing neutralisation/removal offsets for any unabated/residual emissions).
- Continue to monitor and review energy usage, including a focus on purchasing renewable energy.

● **Environment Team**

We have a dedicated Environmental Manager and have established an internal Environmental Network with an objective to identify environmental concerns that are relevant to our business and the wider community.

● **Policy Implementation**

To achieve the commitments made in this policy we will:

- allocate clear responsibilities for environmental control and provide training to relevant staff and contractors operating on behalf of Addleshaw Goddard
- implement a programme to regularly audit our adherence to this policy
- implement a programme to ensure that our employees are made aware of our environmental policy
- communicate this policy to clients, contractors, the public, and all other relevant stakeholders and review this policy (and the KPIs and objectives which sit under it) annually to ensure that it remains current and in line with our planned activities.

**Signed:**



**Title:**

John Joyce, Managing Partner

For and on behalf of Addleshaw Goddard LLP

**Date:**

20 December 2023

# DOCUMENT CONTROL

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Policy	Created	08/07/2017

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## AUTHORS

NAME	POSITION	DATE
Mick Quinn	Health Safety & Environment Manager	22/08/2017
Mick Quinn	Health Safety & Environment Manager	07/06/2018
Mick Quinn	Health Safety & Environment Manager	08/07/2019
Lisa Sivori	Environmental Manager	22/12/2022
Caroline Cleveley	Premises & Office Services Director	19/12/2023

## AUTHORISATION

NAME	POSITION	DATE
John Joyce	Managing Partner	22/08/2017
John Joyce	Managing Partner	07/06/2018
John Joyce	Managing Partner	08/07/2019
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## DOCUMENT REVIEW

DATE	COMMENT
22/08/2017	This document should be reviewed annually

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Leeds, London, Manchester, Muscat, Singapore and Tokyo\*

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