



ENVIRONMENTAL AND ENERGY POLICY

October 2019
Version 4.0

As a leading international law firm and a signatory of the UN Global Compact (UNGC), we take a precautionary approach and we are committed to protection of the environment and achieving energy performance improvements across the business. We will undertake initiatives to promote greater environmental responsibility and to make continual improvement of our environmental and energy management system in order to enhance environmental performance across all business areas.

We have identified our most significant environmental impact areas as:

- Energy use in our buildings
- Business travel
- Resource use such as paper
- The disposal of our waste.

To achieve our objectives and aspirations, we commit to:

- do everything within our reasonable control to prevent pollution arising from our business activities and reduction of the environmental impact of our significant environmental aspects;
- fulfil all our relevant compliance obligations, including environmental, energy legislation and regulatory requirements applicable to our business operations, and to all other requirements to which we subscribe;
- develop effective management programmes to address the significant environmental aspects and energy uses across our business operations, with structured objectives and targets against which our environmental and energy performance will be regularly reviewed and reported;
- assess those elements of our business that may interact with the environment and regularly review them in order to minimise negative impacts where practicable;
- continually improve the energy performance of our facilities, equipment and key assets; and
- ensure the availability of information and of necessary resources to achieve objectives and targets.



In relation to our energy use and business travel we continue to:

- monitor our energy use and greenhouse gas emissions and strive to make year-on-year reductions;
- encourage the use of environmentally friendly technologies; and
- implement our firm wide policy to minimise the impact of our business travel.

In relation to our use of resources and disposal of our waste we continue to:

- monitor and manage our use of natural resources and reduce consumption;
- manage our waste effectively and seek to reduce, reuse and recycle;
- develop a greater understanding of the goods and services we purchase and seek to use them more sustainably; and
- ensure that environmental considerations are taken into account in relation to property and facilities management.

As part of our stakeholder engagement we continue to:

- provide those who work at the firm and/or on behalf of the firm with training on environmental and energy management, and raise awareness of our energy uses and methods to improve our energy performance;
- raise awareness among those who work at the firm and/or on behalf of the firm of our environmental impacts and methods to reduce them and encourage them to do so;
- implement a procurement policy and project management process that supports the purchase of energy-efficient products and services, and design for energy performance improvement;
- encourage our suppliers to reduce the environmental impact of their products and services through active engagement, responsible purchasing and effective contract management; and
- communicate this policy to all of our people, suppliers and other interested parties.

Responsibility for the implementation of this policy rests with our office managing partners, with specific responsibilities delegated to dedicated teams throughout our network.

This policy is reviewed annually to ensure it is fit for purpose.

Signed:


Tony Fuller, Interim London COO, 14/10/2019



Version Control

Version No.	Date	Change
1.0	10 August 2012	Original Document
2.0	24 February 2015	All goods and services included for sustainability considerations.
3.0	16 August 2016	Revised to incorporate ISO 50001 requirements
4.0	14 October 2019	Review and refresh, including addition of Tony Fuller, London Interim COO, as sign off

