

ENVIRONMENTAL POLICY

Statement of intent

Slaughter and May is a leading international law firm, providing a full and extensive range of legal services to a diverse range of clients. We seek excellence in every aspect of our business and are committed to protection of the environment, prevention of pollution and continual improvement of our performance.

Our energy and environmental policy provides a mechanism for environmental management throughout all areas in our London office. It covers environmental aspects which we can control and directly manage, and those we do not control or directly manage but can be expected to influence.

Our policy

We will ensure we meet our compliance obligations and other requirements by implementing best practice procedures where possible. We will set ourselves demanding targets and strive to achieve them. We will consider the environmental impact of decisions made in the management of our practice and the operation of our business.

- **Energy and Environmental Management Systems** - We will use our Management Systems to measure our environmental performance. We will set benchmark objectives to enable us to assess our progress in reducing waste, energy consumption and greenhouse gas emissions. We shall assure the availability of information and of necessary resources to achieve objectives and targets.
- **Innovation to improve Energy Efficiency** - We will continually seek to adopt innovative means of improving our environmental performance, whilst ensuring we comply with legislation and other requirements related to energy use, consumption and efficiency. We will explore ways to reduce our energy consumption and to improve efficiency in the use and management of resources. We will monitor and report on our energy use annually. We will buy all of our electricity on a green tariff.
- **Carbon Footprint** - We have committed to reduce our absolute scope 1, 2 and 3 carbon emissions by 50% by 2030 and 90% by 2040 from a 2018 baseline and we will report annually on progress.
- **Sustainable Procurement** - We will review environmental considerations when we source and select products and services and ensure that our suppliers have a verifiable commitment to environmental standards. We will seek to influence our suppliers approach to sustainable sourcing and make progressive improvements to reduce the environmental impact of our purchased goods. We will incorporate energy efficiency as a key component for new equipment, major renovation and new design.
- **Waste Reduction** - We will reduce, reuse and recycle materials wherever possible.
- **Sustainable Travel** - We will seek to reduce travel and will support modes of transport or other substitute communication systems that minimise environmental impact.

- **Environmental Awareness** - We will promote environmental awareness and responsibility among our employees through information, training and community projects. We will actively participate in external independent environmental bodies and forums and our Environment Committee will work to put ideas into practice. We will engage with our clients where appropriate to demonstrate our commitment to high environmental standards.

All staff, clients and contractors will have access to this policy via the Slaughter and May website. This policy will be regularly referred to in decision-making and internal management and operational meetings. It will be included during the induction of new staff and will be reviewed regularly.

The operation of this policy and associated procedures will be monitored and reviewed regularly by the Environment Committee to ensure that they remain current and applicable to the firm's activities.

Original signed by
Jill Hoseason
Chief Operating Officer
July 2024