

Environmental and Energy 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 the protection of the environment, prevention of pollution and continual improvement of our operational performance to help mitigate the impacts of climate change and identify opportunities where available.

This policy provides a mechanism for environmental and energy management throughout all areas of 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 reasonably expected to influence. Furthermore, it sets out the framework for the development and implementation of our environmental and energy objectives and targets.

Our policy

We will ensure we meet our compliance obligations and other relevant requirements by implementing best practice procedures where possible and maintaining an accredited ISO 14001 and ISO 50001 Environmental and Energy Management System. In addition, we will consider the environmental, including energy, impact of decisions made in the operation of our business.

- **Commitment to Climate Action** – We recognise the need to address climate change and are committed to achieving against our near-term 2030, and net zero 2040, carbon-reduction target from a 2018/19 base year.
- **Energy and Environmental Management Systems** – We will use our Management Systems to measure our environmental performance and ensure legislative compliance. We will set objectives and targets to enable us to assess our progress in reducing greenhouse gas emissions, waste, energy and water consumption. We shall ensure the availability of information and of necessary resources to achieve our objectives and targets.
- **Energy efficiency improvements** – We will continually seek to adopt means of improving our energy 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.
- **Responsible Procurement** – We will review environmental considerations when we source and select products and services and ensure that our suppliers have a 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 renovations and new design.
- **Waste Reduction** – We are committed to minimising waste generation by working with our service partners to minimise single-use items and prioritise reduction, reuse, and recycling wherever possible.
- **Sustainable Travel** – We will seek to reduce the environmental impact of our business travel through embedding sustainability considerations within our Travel Policy.

- **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 will engage with our clients where appropriate to demonstrate our commitment to high environmental standards.

Governance

The Partnership Board is the key strategic decision-making body at the firm and is responsible for the business strategy, including in respect of environmental, energy and climate-related risks and opportunities.

The Responsible Business Committee provides leadership on the firm's ESG strategy, ensuring alignment with broader organisational priorities.

The Environmental Steering Group has operational oversight of environmental and energy performance, supporting implementation, monitoring progress, and driving continuous improvement across the firm's operations.

Communication

All staff, clients, contractors and interested parties will have access to this policy via the Slaughter and May website. The policy will be included in the induction of new staff, will be reviewed annually and will guide the work of the firm.

Monitoring and reporting

This policy, along with associated processes and procedures, will be monitored and regularly reviewed by the Environment Steering Group to ensure that they remain current and applicable to the firm's activities.

Original signed by

Jill Hoseason

Chief Operating Officer

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