

CARBON REDUCTION PLAN

Commitment to achieving Net Zero

Slaughter and May is committed to achieving Net Zero emissions by 2040. Below is an abridged version of our carbon reduction plan.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

BASELINE YEAR	2018 (01.04.2018-31.03.2019)
Additional details relating to the Baseline Emissions calculations.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
SCOPE 1	684 tCO ₂ e
SCOPE 2	2415 tCO ₂ e
SCOPE 3 (included sources)	Purchased goods and services: 5002 tCO ₂ e Capital goods: 0 tCO ₂ e (emissions accounted for under purchased goods and services) Fuel-and-energy-related activities: 639 tCO ₂ e Upstream transportations and distribution: 39.7 tCO ₂ e Waste generated in operations: 8 tCO ₂ e

	Business travel: 3184 tCO ₂ e Employee commuting: 1619 tCO ₂ e Upstream leased assets: 52 tCO ₂ e Downstream Transportation and Distribution - N/A ⁱ
TOTAL EMISSIONS	13,644 tCO ₂ e

Current Emissions Reporting

BASELINE YEAR	2023 (01.04.2023-31.03.2024)
Additional details relating to the Baseline Emissions calculations.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
SCOPE 1	715 tCO ₂ e
SCOPE 2	1636 tCO ₂ e
SCOPE 3 (included sources)	Purchased goods and services: 3817 tCO ₂ e Capital goods: 0 tCO ₂ e (emissions accounted for under purchased goods and services) Fuel-and-energy-related activities: 670 tCO ₂ e Upstream transportations and distribution: 4 tCO ₂ e Waste generated in operations: 6 tCO ₂ e Business travel: 3088 tCO ₂ e Employee commuting: 973 tCO ₂ e Upstream leased assets: 36 tCO ₂ e Downstream Transportation and Distribution - N/A ⁱ

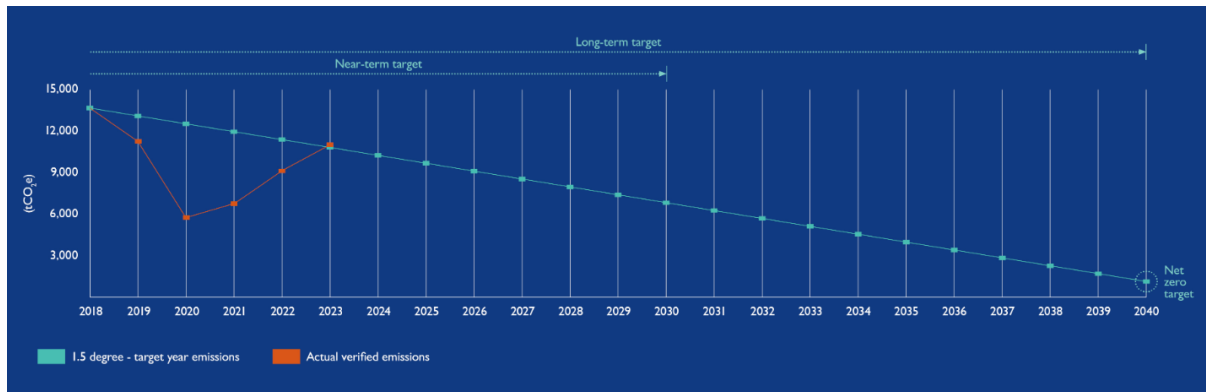
TOTAL EMISSIONS

10,945 tCO₂e

Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

- Our net zero aligned science-based target requires the firm to reduce our absolute Scope 1, 2 and 3 emissions 50% by 2030 and 90% by 2040, according to a 2018 baseline;
- Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

A number of environmental management measures and projects have been completed or implemented since the 2018 baseline, including:

- 100% of electricity in our London office is procured on a green tariff, representing 92% of total electricity used globally.
- 100% of waste from our London and Brussels offices was recycled or recovered, representing 91% of our total waste.
- ISO 14001:2015 (environmental) and ISO 50001:2018 (energy) management system certifications are held for our London office, demonstrating our commitment to continual improvement in our performance.
- As part of our net zero strategy, we launched Meat-Free Mondays to our onsite restaurants in London, replacing meat and fish dishes with vegetarian options for one day each week. We estimate that the introduction of this initiative has enabled the firm to reduce the emissions associated with the food we serve, avoiding 27 tCO₂e annually.
- We launched a Climate Action Toolkit for our staff that details six key focus areas and associated actions they can take to reduce their environmental impact and help the firm reduce its emissions.
- We introduced a commuting and homeworking survey to all staff in our London office to improve the accuracy of emissions reporting and integrate actual data into the methodology, moving away from estimations.

- We achieved an A- rating through the CDP (formerly the Carbon Disclosure Project), a global environmental disclosure system that supports thousands of companies, cities, states and regions to measure and manage their risks and opportunities on climate change, water security and deforestation.
- We conducted a double materiality assessment to deepen our understanding of the ESG issues that are important to our stakeholders. This will ensure that we are addressing the right issues within our ESG strategy and to identify where we could be doing more. The results of this project can be found in our 2024 Responsible Business report.
- We have established a sustainable procurement programme to embed responsible business into our supply chain. Its aim is to help us build a comprehensive understanding of our supply chain's environmental impacts, and to work with our existing and future suppliers to align and improve their performance in line with our own ambitions on climate action.
- One Earth is the firm's environmental focused network. It provides staff with a space to share ideas and learn from others on how to be more sustainable, creating a culture of action both in the office and at home.
- We are an executive member of the Legal Sustainability Alliance, a collaborative and inclusive network of law firms and those in the legal profession committed to working together to take action on climate change by reducing their carbon footprint and adopting environmentally sustainable practices.
- We are a founding member of the Net Zero Lawyers Alliance, a coalition of law firms committed to helping the world achieve net-zero carbon emissions by 2050. We work collaboratively with other law firms in our commitment to advancing commercial law instruments and services that align with and facilitate client decarbonisation goals consistent with net zero.

In the future we hope to implement further measures such as:

- We continue to work with key suppliers to support the reduction of Scope 3 emissions.
- We are reviewing opportunities for smarter global travel, to improve efficiency and reduce emissions associated with business travel.
- The integration of building optimisation and energy reduction improvements into the refurbishment of our London office will future proof the building and enable significant emission savings. We will integrate a set of sustainability guidelines, principles and targets to ensure the refurbishment is approached in a sustainable way.
- Work on developing our approach to carbon offsetting to start to build a robust portfolio that can be mature and operational in time for our 2040 net zero target date.

Accenture has carried out a limited assurance of our Greenhouse Gas emissions figures against the ISO 14064-3 standardⁱ.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting .

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the Chief Operating Officer.

Jill Hoseason, Chief Operating Officer, June 2025

ⁱ Downstream transportation and distribution emissions were not included in the firm's baseline and subsequent verifications as consistent with market practice in the sector to date.