

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 (tCO₂e)
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 ¹
TOTAL EMISSIONS	13,644 tCO ₂ e

Current Emissions Reporting

Reporting year	2024 (01.04.2024-31.03.2025)
EMISSIONS ²	TOTAL (tCO ₂ e)
SCOPE 1	621 tCO ₂ e
SCOPE 2	1406 tCO ₂ e
SCOPE 3 (included sources)	Purchased goods and services (Other): 2605 tCO ₂ e ³ Purchased goods and services (Professional services): 6184 tCO ₂ e ⁴ Capital goods: 1310 tCO ₂ e ⁵ Fuel-and-energy-related activities: 579 tCO ₂ e Upstream transportations and distribution: 3 tCO ₂ e Waste generated in operations: 12 tCO ₂ e Business travel: 2733 tCO ₂ e Employee commuting: 774 tCO ₂ e Upstream leased assets: 31 tCO ₂ e Downstream Transportation and Distribution – N/A ¹
TOTAL EMISSIONS	16257 tCO ₂ e ⁶

The firm's GHG emissions figures have been verified by an independent third party on a limited assurance basis in accordance with the ISO 14064-3:2019 standard.

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.

Following numerous methodological changes - including a shift in platforms used to track supplier data, carbon emissions database changes and the inclusion of more items in deriving our emissions - our ability to estimate current and projected GHG emissions has improved. This provides us with more specificity and accuracy compared to the calculation methodology used in previous years, which, in turn, will help us develop a clearer understanding of the opportunities available to us to reduce our emissions. The combined impact of methodology changes has resulted in an increase of approximately 4.9kt CO₂e compared to the emissions figure that would have been generated using our previous calculation methodology. We recognise the challenges in this area and continue to work through the process of refining the methodology of our emissions calculations to improve data availability and quality. This will allow us to more accurately chart our progress and will entail changes to the emissions attributable to our 2018 baseline year.

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 and Brussels offices is procured on a green tariff, representing 95% of total electricity used globally.
- 100% of waste from our London and Brussels offices was recycled or recovered, representing 95% 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 completed the refurbishment of our London offices beginning of 2026. By deciding to retrofit existing premises rather than relocating to a new building, we significantly reduced carbon emissions and resource use. Responsible materials were central to the design. This started with retaining, reusing and repurposing existing items - including furniture, fittings and floor finishes - where possible. Notably, existing Kirkstone flooring was re-laid or transformed into Terrazzo-style finishes for the refurbished staff restaurant. Energy and water upgrades were another key focus of the refurbishment. All lighting was upgraded to LEDs, while new fan decks are projected to reduce heating and cooling energy use by up to 40%. Water-saving fixtures, including low-flow taps, were also introduced.
- The refurbishment of our Brussels office had followed the same sustainability-led approach as London, modernising the workspace while maximising reuse and energy efficiency. Furniture and built-in fittings were largely retained and refurbished, while 850 surplus carpet tiles were reused-covering 180m² and avoiding nearly 10 tonnes of CO₂e emissions associated with the purchase of new tiles. The lighting system was fully upgraded to efficient LEDs with occupancy sensors, and further energy savings are expected as consumption data is analysed.
- In 2025 we committed to purchase our first high-integrity carbon credits as part of a collaborative project with Legal Charter 1.5 and eight other firms to provide carbon finance to a Save the Children Global Ventures project in Kenya. Through our involvement, we are helping deliver a US\$5mn, 10-year programme focused on sustainable livelihoods, reforestation and child rights. The project will work with local communities to plant indigenous trees, introduce climate-smart agriculture, and improve food and income security for families.
- 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 members of Legal Charter 1.5, a collaboration of law firms who want to take transformative action to deepen and accelerate their responses to climate change and help them to effectively inform, advise and assist clients.
- 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 will continue to build on the progress made across our environmental programme, with a focus on strengthening foundations and supporting delivery over the longer term. This includes progressing our net zero re-baselining and transition planning work, taking the time needed to ensure that the approach is robust, proportionate and aligned with best practice.
- We will continue to strengthen our engagement with suppliers, embed environmental considerations into our procurement processes and contractual arrangements.
- We are reviewing opportunities for smarter global travel, to improve efficiency and reduce emissions associated with business travel.

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

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- ¹ 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.
 - ² Please note that the figures in respect of 2024 have been calculated pursuant to an updated methodology, which is detailed in the following notes.
 - ³ There has been an amendment to the spend-based emissions factors database used until 2023, which has resulted in a decrease of approximately 1.3kt CO₂e from the emissions associated with the "Purchased goods and services: Other". The emissions figure, if calculated according to the database used in 2023, would have been approximately 3.9kt CO₂e.
 - ⁴ Emissions associated with expenditure on professional services have been included for the first time within "Purchased goods and services", accounting for approximately 6.2kt CO₂e, as shown in the table. We have split this out for this year for the purposes of comparability. Coupled with the amendment described in the footnote above, these methodological changes have resulted in an aggregate increase of approximately 4.9kt CO₂e in purchased goods and services.
 - ⁵ These emissions relate to the refurbishment of our London and Brussels offices.
 - ⁶ The majority of the discrepancy between the total emissions for 2024 and 2023 has arisen from the change in methodology (approx. 4.9kt CO₂e) and the refurbishment (approx. 1.3kt CO₂e).

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