



CLYDE&Co

Successful risk navigation

Carbon reduction plan

Clyde & Co LLP
10 September 2025

1 Commitment to achieving Net Zero

1.1 Clyde & Co is committed to achieving Net Zero emissions by 2038.

2 Baseline emissions footprint

2.1 Baseline emissions are a record of the greenhouse gases that were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction is measured.

2.2 For Clyde & Co, our baseline year is calendar year 2019.

2.3 Baseline emissions calculation

The Scope 1, 2 & 3 breakdown of our 2019 baseline global emissions are outlined below. Please note that totals may not add up due to rounding.

Emissions	Category name	Total (tCO ₂ e)
Scope 1		1,121
1.1	Stationary combustion	802
1.3	Refrigerants	319
Scope 2		6,368
Market-based	Purchased/ acquired electricity, heating & cooling	6,368
Scope 3		69,310
3.1	Purchased Goods & Services	39,501
3.2	Capital goods	5,141
3.3	FERA	1,561
3.4	Upstream transportation & distribution	169
3.5	Waste generated in operations	275
3.6	Business travel	16,455

3.7	Employee commuting & homeworking	6,206
Total global emissions		76,799

Scope 3.9 (Downstream Transportation & Distribution) is not applicable to Clyde & Co as we are a professional services company and do not sell physical products.

3 Current emissions reporting

Whereas our baseline footprint was based on a calendar year (1 January – 31 December) of global emissions, our ongoing global emissions reporting has been brought in line with our financial year (1 May – 30 April). For our most recent reporting year (1 May 2024 – 30 April 2025) the Scope 1, 2 & 3 breakdown is shown below. Please note that totals may not add up due to rounding.

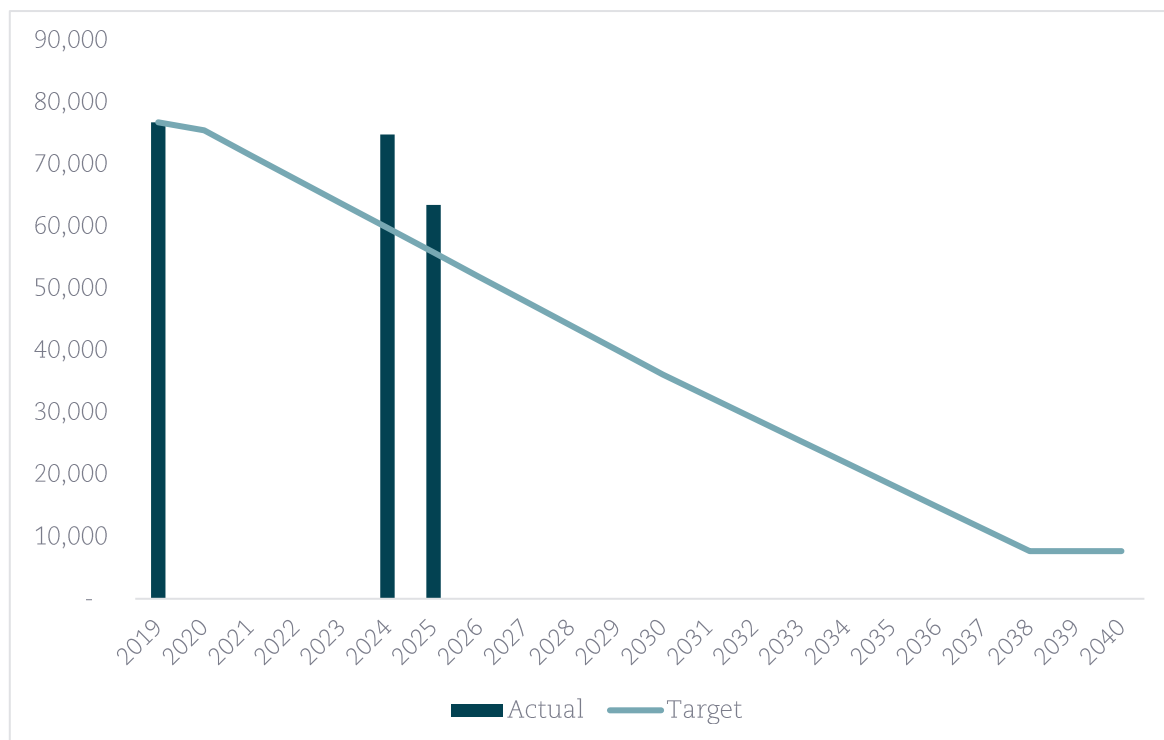
3.1 Reporting year: 2024/25

Emissions	Category name	Total (tCO ₂ e)
Scope 1		941
1.1	Stationary combustion	718
1.3	Refrigerants	223
Scope 2		1,962
Market-based	Purchased/acquired electricity, heating & cooling	1,962
Scope 3		60,584
3.1	Purchased Goods & Services	43,837
3.2	Capital goods	896
3.3	FERA	604
3.4	Upstream transportation & distribution	85
3.5	Waste generated in operations	794

3.6	Business travel	8,476
3.7	Employee commuting & homeworking	5,892
Total global emissions		63,486

4 Emissions reduction targets

- 4.1 We have developed and validated science-based emissions targets, together with a clearly defined plan and roadmap to deliver these targets.
- 4.2 We submitted our near-term targets to the Science Based Targets initiative (SBTi) at the end of July 2022, committing us to an ambitious reduction of 80% in our Scope 1 & Scope 2 emissions and a 50% reduction in our Scope 3 emissions by 2030, with an overall emissions reduction target of 52% by 2030.
- 4.3 Our long-term target was validated by the SBTi in the summer of 2024, and entails us achieving net zero emissions on or before 2038. This requires we achieve a minimum 90% reduction in baseline emissions by decarbonisation activity, with the residual emissions offset by credible removal means.
- 4.4 Progress against our emissions reduction targets is shown in the graph below.



- 4.5 Our current footprint represents a reduction of approximately 17% against our 2019 baseline; however, we are currently trailing our linear target

reduction trajectory by 8 percentage points. In the period from 2019 to 2025 our business has grown by over 40%, well ahead of the underlying assumptions we used in our SBTi planning and delivery roadmaps.

5 Carbon reduction projects

5.1 As a provider of legal services there are three main areas of decarbonisation that we need to focus upon to deliver upon our net zero strategy:

- (a) Operating energy efficient and low- carbon workplaces
- (b) Using sustainable business travel
- (c) Maintaining a low carbon and resilient supply chain

5.2 Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline:

- (a) In 2019 we signed up to the UK Legal Renewables Initiative, making a commitment to source 100% renewable energy from certifiable sources, across all UK offices by 2025. This was completed in 2023, two years ahead of schedule. This equates to 37% of total electricity consumption where electricity consumption accounts for 68% of our overall scope 1 & 2 emissions footprint.
- (b) In April 2025 we completed the implementation of ISO 50001 across our UK estate. This will facilitate the systematic assessment and implementation of energy saving opportunities. We ultimately aim to implement ISO 50001 globally, beginning with the Americas in 2026.
- (c) In our London office, we carried out a LED re-lamping exercise throughout the corridors of one of our floors and reduced our lighting sensor timer from 20 minutes to 10. These measures have contributed to a 10% reduction of the lighting output across all floors of this office.
- (d) In 2023 we implemented a Sustainable Procurement Policy, requiring a minimum weighting of 25% for ESG in key contracts. We implemented ESG requirements into our Supplier Code of Conduct. We have also incorporated Chancery Lane Project clauses into our standard Terms and Conditions, to give carbon reduction targets with suppliers' contractual status and enforceability.
- (e) Until this year we had limited understanding of our emissions from commuting and home working, with estimates based on local energy profiles and hybrid working policies. In May 2025 we undertook a staff survey to gather real data in this area, with the results feeding into our FY24/25 emissions footprint calculations, with a view to developing policies to support both measurement and improvements.

5.3 Future carbon reduction projects

- (a) We have several energy efficiency measures planned for our offices, including a reduction in occupied floor space, an increase in server room temperature, further lighting upgrades and engagement initiatives to reduce the number of electrical items left on standby.

- (b) In 2023 we adopted a global guidance note on sustainable travel, emphasising the need to consider the best needs of the firm in balancing emissions, cost and effective service provision. Building on this, in early 2025 we conducted a global review of local policies and practices in relation to business travel, with the aim of creating and implementing regional Sustainable Travel Policies throughout 2025. Due to the nature of the legal services sector, it is not realistic to expect a complete cessation of business travel. We seek to deliver a reduction in related emissions through both reducing the amount of travel required by our people and making business travel more sustainable.
- (c) Through our Supplier Engagement Programme, we will support key suppliers to improve while encouraging our supply chain at large to set science-based targets in line with our own. We are specifically targeting Barristers' Chambers, as a significant spend category whose emissions are estimated based on professional services spend-based emissions factors.

6 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 board of directors (or equivalent management body) on 20th May 2025.

Signed on behalf of the Supplier:

PT Linighan

Chief Sustainability Officer

Date: 10th September 2025

490

Partners

2,400

Lawyers

3,200

Legal professionals

5,500

People globally

60+

Offices worldwide*

www.clydeco.com
