

Environmental Sustainability & Biodiversity Policy

September 2024

Document Ownership

Document Owner	Next Review Date
Sustainability Manager	September 2025

Document Change Log

Revision Date	Author	Version	Summary of Changes
September 2022	Health and Safety	1.0	Document Update
October 2023	Sustainability Manager	2.0	Annual Review
September 2024	Sustainability Manager	3.0	Annual Review

Review and Approval

Name	Position	Signature	Date	Version
MK/PL	CEO/COO	MK/PL	September 2022	1.0
MK/PL	CEO/CSO	MK/PL	October 2023	2.0
MK/PL	CEO/CSO	MK/PL	September 2024	3.0

Distribution

Name	Position	Date Issued	Version
All Employees		September 2022	1.0
All Employees		September 2023	2.0
All Employees		September 2024	3.0

Overview

At Clyde & Co, we acknowledge the grave threat posed by the climate crisis, and the need for widespread drastic action in response.

As a global firm, we are committed to identifying, measuring, and progressively reducing the impact of our worldwide operations on the environment, encompassing carbon emissions; energy, waste and water; use of materials, products and services; and our impacts on biodiversity and society.

Through our commitments and initiatives, we are striving to demonstrate leadership in thoughts and actions across the legal sector.

Our key impacts

Clyde & Co's impactful activities include:

- The energy consumption of our workplaces.
- Business travel.
- Purchased goods & services, including those related to our operations and those related to client matters.
- Commuting and home working.
- Waste and recycling, and the consumption of materials; and
- Water use.

Our initiatives and commitments

Clyde & Co has committed, through the Science Based Targets initiative (SBTi), to lead the way to a zero-carbon economy, boost innovation and drive sustainable growth by setting an ambitious, science-based emissions reduction target.

In 2024 the SBTi validated our long-term target, committing us to a goal of achieving Net Zero emissions on or before 2038.

The SBTi previously validated and approved our near-term reduction target of 80% in our scope 1 & scope 2 emissions and a 50% target reduction in our scope 3 emissions by 2030 as being in line with a 1.5 degrees trajectory.

This represents an overall near-term emissions reduction target of 52% by 2030. Through this target we are committed to a year-on-year absolute emissions reduction of 4.7% against our 2019 baseline.

In addition, Clyde & Co has adopted the following commitments to address the impact:

- Continuous improvement of data quality for all key metrics related to Scope 1, 2 and 3 emissions across our global operations, including energy use, business travel, supply chain emissions, waste and recycling.
- To report on our year-on-year progress towards our Science Based Targets from FY 24/25 onwards.

- To adopt and implement ISO50001 as a means of improved energy management across our UK operations by May 2025.
- To develop and publish a Transition Plan, detailing our roadmap to Net Zero, by May 2025.
- To identify, and develop a methodology for monitoring of, wider sustainability related KPIs and metrics relevant to our operations.
- To set quantitative time-based targets related to these additional metrics as far as practicable.
- To develop our capacity to assess the impact of our operations on biodiversity and nature, and the impact of biodiversity and nature loss on our business, through disclosure to the TCFD and TNFD;
- To equip all employees with the knowledge of climate change and its relevance to their work through the development of bespoke training pathways for all practice groups and business support functions.
- To develop our Sustainability Champions network of engaged employees, to allow those with knowledge or enthusiasm around sustainability to support our work.
- To participate in recognised external forums to inform and support our Net Zero commitment and demonstrate thought leadership in the legal sector, and
- To report annually on the progress of our sustainability initiatives through mandatory disclosures in each jurisdiction, in addition to voluntary disclosures through CDP, EcoVadis and the UNGC Communication on Progress.

Our key decarbonisation initiatives to meet these commitments include:

- Reduction of the impact of our offices by transitioning away from the direct use of fossil fuels, the adoption of renewable tariffs, and the implementation of an energy efficiency programme across our global operations.
- Adoption of a global travel guidance note, the development of regional sustainable travel policies, working with our Travel Management Companies to prioritise more sustainable journey options by default, and engaging staff to rationalise business travel.
- Supply chain rationalisation, the use of a Sustainable Procurement Policy, and reviewing our supply chain for sustainability opportunities through supplier management and in supplier selection.
- The adoption of sustainability requirements into our Supplier Code of Conduct, the use of a minimum 25% weighting of ESG considerations in scoring of tender submissions, and the inclusion of Chancery Lane Project sustainability clauses in our standard procurement Terms & Conditions, and

- Engagement of our supply chain to encourage and support our suppliers to measure, report and reduce their carbon footprint in line with our targets.

We expect our employees, clients, and suppliers to help us meet our sustainability targets by engaging with the above initiatives and commitments.

These commitments represent Clyde & Co's policy on environmental responsibility and sustainability, applicable across our business operations. It is endorsed by our leadership team and communicated to all staff through display and on our intranet.

We will review this policy and our progress annually to ensure we maintain our commitment to environmental sustainability and biodiversity.

490

Partners

2,400

Lawyers

5,500

Total staff

3,200

Legal professionals

60+

Offices worldwide*

www.clydeco.com

*includes associated offices

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