Environmental sustainability policy
2022
Purpose and Values

Eversheds Sutherland (International) LLP understands that business operations have a local, regional and global impact. The firm is committed to the protection of the environment, promoting the conservation of natural resources, preventing environmental pollution and continuously improving its environmental management system to enhance environmental performance. The significant impacts have been identified as energy use in buildings, business related travel, waste production/disposal and purchased goods and services. The key areas of focus are sourcing sustainable alternatives, recycling more, consuming less and investing in innovative technologies and asset replacement to significantly reduce the firm’s carbon footprint.

Environmental regulations, laws and codes of practice are the minimum standard, however the firm actively strives to exceed these standards and continually sets higher benchmarks. The Environmental Management System ensures that the firm takes full account of its environmental impact, operates in an environmentally responsible way and commits to fulfilling environmental compliance obligations. Environmental responsibilities are prioritised to achieve the firm’s purpose: helping our clients, our people and our communities to thrive.

Challenging targets are set and regular audits are undertaken to ensure these are met. Awareness of this policy is raised through business guidelines, internal communications and employee training, ensuring it is regularly reviewed and updated.

To help ensure a more sustainable future, Eversheds Sutherland will:
- comply with all applicable environmental laws and regulations, as well as other obligations that apply to the business
- protect the environment by reducing the amount of pollution, particularly greenhouse gas emissions, caused by energy consumption and, where possible, the dependence on fossil fuels through the use of sustainable resources and low carbon technologies such as renewable energy
- seek to protect, preserve and improve biodiversity by engaging with environmental charities
- integrate sustainable procurement into all business functions and only work with suppliers who accept and agree to the firm’s policy, have the same environmental principles and are actively working to reduce their environmental impact
- record the impact the business has on the environment, work towards achieving carbon reduction science based targets for Scope 1, 2 and 3 emissions, monitor progress against these targets, audit environmental management processes and publish results in the annual Environmental Sustainability report
- work towards introducing initiatives to support the circular economy model
- adopt the sustainable travel hierarchy, avoiding business related travel unless absolutely necessary, and thereafter adopting the most sustainable method of transport
- adopt the waste management hierarchy to reduce the amount of waste produced. All waste streams will be identified and all waste disposed of in a safe and responsible manner
- monitor and minimise water consumption by using water efficient technologies
- provide sustainable potable water for colleagues, clients and visitors.

Documentation

To enable employees to act in a sustainable manner at work, all environmental documentation is freely available and easily accessible.
Suggestions for change or improvement

Proposals for change should be submitted to the Environment, Health and Safety Committee via the Environment mailbox and such proposals will be presented to the Environment, Health and Safety Steering Group for detailed consideration and potential adoption.

Distribution of environmental policy and arrangements

The Environmental Sustainability Policy is available on the Eversheds Sutherland intranet and website and is also displayed on notice boards around the business. New employees receive a copy of the policy at their induction and are asked to make themselves familiar with it.

Consultation and communication

To ensure compliance obligations are met the firm regularly liaises with relevant third parties such as the Legal Sustainability Alliance (LSA), Net Zero Lawyers Alliance (NZLA) and IEMA.

Eversheds Sutherland acknowledges that consultation with its people is a vital component of effective environmental sustainability management. Consultation is carried out through liaison with representatives at regular meetings and, where appropriate, by direct consultation.

The management of Eversheds Sutherland communicates its commitment to the environment and sustainability internally and endeavours to ensure that everyone affected is familiar with the Environmental Sustainability Policy and arrangements. Communication may be oral, in writing, by online training or by demonstration.

Environmental sustainability management is co-ordinated to ensure that policies and procedures are standardised wherever possible, best practice is shared and duplication is avoided.

Eversheds Sutherland acknowledges its responsibilities to consult as appropriate in good time on matters that could affect environmental sustainability management, specifically in the context of new legislation.

The Executive is responsible for environmental sustainability management and is advised by the Environment, Health and Safety Steering Group.

This Policy will be reviewed and reissued annually.

Keith Froud
Managing Partner (International)
May 2022
Version control

<table>
<thead>
<tr>
<th>Version</th>
<th>Date revised</th>
<th>Description of changes</th>
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<tr>
<td>1.0</td>
<td>15 December 2021</td>
<td>Annual review – document has been reviewed.</td>
</tr>
<tr>
<td>2.0</td>
<td>20 January 2022</td>
<td>Reviewed formatting</td>
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<td>3.0</td>
<td>18 May 2022</td>
<td>Amendments made to the policy</td>
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