

**Environmental and
sustainability policy**
2021



Our Values and Purpose

At Eversheds Sutherland (International) LLP we understand that our operations have a local, regional and global impact. We are committed to the protection of the environment, promoting the conservation of natural resources, preventing environmental pollution and continuously improving our environmental management system to enhance environmental performance. We have identified our significant impacts as energy and paper usage, business related travel and waste production. We are focused on sourcing sustainable alternatives, recycling more, consuming less and investing in innovative technologies and asset replacement to significantly reduce our carbon footprint.

We regard environmental regulations, laws and codes of practice as the minimum standard that we should aim for and actively work towards exceeding these benchmarks. Our Environmental Management System ensures that we take account of our environmental impact, operate in an environmentally responsible way and are committed to fulfilling our environmental compliance obligations. We prioritise our environmental responsibilities to ensure we are achieving our purpose: helping our clients, our people and our communities to thrive.

We set ourselves challenging targets and perform regular audits to ensure these are met. We raise awareness of this policy through guidelines, internal communications and staff training and ensure it is regularly reviewed and updated where necessary.

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 our 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
- integrate **sustainable procurement** into all business functions and only work with **suppliers** who accept and agree to our policy, have the same environmental principles and are actively working to reduce their environmental impact
- **record** the impact the business has on the environment, set carbon reduction **targets** for Scope 1, 2 and 3 emissions, **monitor** progress against these targets, **audit** environmental management processes and **publish** results in the annual Environmental and Sustainability Policy
- follow the **circular economy** model by reducing, reusing and recycling resources
- 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. All waste streams are identified and all waste is disposed of in a safe and responsible manner
- monitor and minimise **water** consumption by using water efficient technologies
- provision of **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.

Distribution of environmental policy and arrangements

The Environmental and 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 we meet our compliance obligations we regularly liaise with relevant third parties such as the Legal Sustainability Alliance (LSA) and IEMA.

Eversheds Sutherland acknowledges that consultation between employees at all levels of the business is a vital component of effective environmental and sustainability management. Consultation is carried out through liaison with staff 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 our Environmental and Sustainability Policy and arrangements. Communication may be oral, in writing, by online training or by demonstration.

We ensure that environmental and 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 in good time on matters that could affect environmental and sustainability management, specifically new legislation.

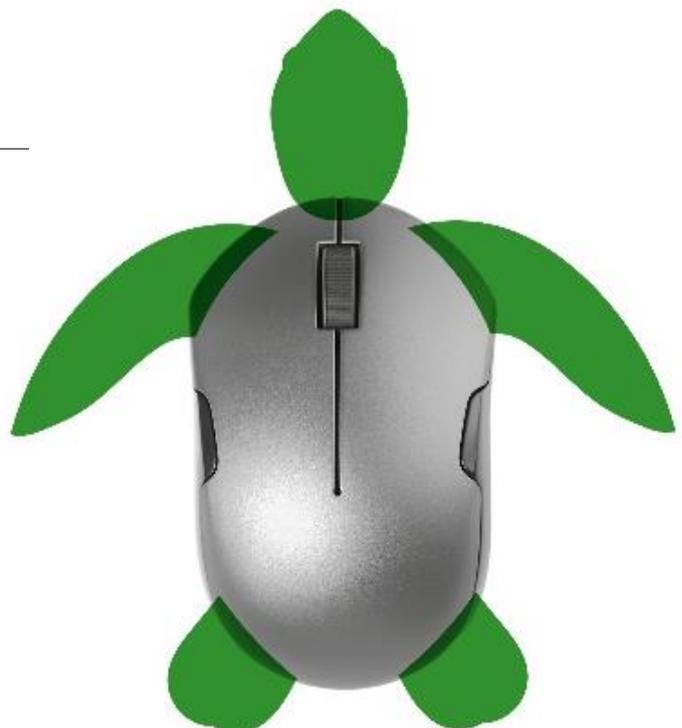
The Executive is responsible for our environmental and sustainability management and is advised by the Environment, Health and Safety Steering Group.

This Policy will be reviewed annually.



Keith Froud
Managing Partner International

February 2021



Version control

Version	Date revised	Description of changes
1.0	25 January 2021	Annual review – document has been reviewed.