

Environmental, Sustainability & Biodiversity Policy

September 2023

Document Ownership

| Document Owner | Next Review Date |
|------------------------|------------------|
| Sustainability Manager | September 2024 |

Document Change Log

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

Review and Approval

| Name | Position | Signature | Date | Version |
|-------|----------|-----------|----------------|---------|
| MK/PL | CEO/COO | MK/PL | September 2022 | 1.0 |
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Distribution

| Name | Position | Date Issued | Version |
|---------------|----------|----------------|---------|
| All Employees | | September 2022 | 1.0 |
| All Employees | | September 2023 | 2.0 |

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, waste, water, use of materials, 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.

The SBTi has 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%.

We expect to submit our SBTi aligned long-term target in 2023 which will become the target to achieve net zero emissions on or before 2040.

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

- To develop, by mid-2024, a process for ongoing measurement and review of 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 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 establish a Sustainability Champions network of engaged employees, to allow those with knowledge or enthusiasm around sustainability to support our work; 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 CoP.

Our key decarbonization 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 consolidation, the implementation of a Sustainable Procurement Policy and the adoption of sustainability requirements into our Supplier Code of Conduct; and
- Engagement of our supply chain to improve data collection and support major suppliers to 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 annually review this policy and our progress 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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