

Withers' Environmental Impact Policy

Throughout our history we have championed our clients' interests locally and globally and are proud to help many of our clients use their success to make the world a better place.

For decades, we have supported and worked with innovators and disruptors, and together with many of our clients we recognize that environmental degradation and climate change are serious global threats, and we must work together to tackle them.

Alongside the legal support we provide to our clients in this area, we are also committed to minimizing our direct impact on the environment and our climate.

Our mission and key objectives

The Withers Environmental Sustainability Committee is committed to minimizing the firm's global environmental footprint by implementing greater environmental responsibility and sustainability innovation across the firm.

We have three environmental sustainability objectives as follows:



1. Low carbon:

- To reduce carbon emissions as far as practically possible – through both energy and operational savings
- To develop credible science-based carbon reduction targets and design achievable carbon reduction strategies to clearly define a path to reduce our emissions in line with the Paris Agreement goals



2. Greener buildings:

- to integrate sustainability into all physical operations through our Environmental Sustainability Strategy



3. Education and engagement:

- to create and amplify an environmentally and sustainably focused culture through education and engagement initiatives across the firm

How will we achieve this?

We are members of Planet Mark and the Legal Sustainability Alliance (LSA) and actively collaborate to share sustainability advice, information and resources to support law firms on their journey to net zero.

To develop and embed carbon mitigation actions throughout our business we have been measuring our carbon emissions globally for the past two years covering scopes 1, 2 and 3 carbon emissions and have set out the following

performance requirements for meeting our environmental sustainability objectives:

Low carbon



- Measure and analyze greenhouse gas emissions globally, identifying and actioning areas where we can make operational changes to reduce emissions
- Reduce energy consumption across physical sites, by implementing energy efficient services and equipment and communicating best practice to partners and staff
- Reduce reliance on fossil fuels in locations where there are opportunities to move to renewable and greener sources of energy
- Ensure office environments and refurbishment projects are carried out to minimize environmental impact, using environmentally sound materials where feasible and embedding equipment and services to help reduce emissions in day-to-day functions
- Encourage the use of greener transport solutions for our people, utilizing firm benefit schemes and avoiding non-essential air travel

Greener buildings



- Integrate sustainability across all offices using our comprehensive Environmental Sustainability Strategy and its key sustainability objectives of health and wellbeing, low carbon, culture and community, circular economy and sustainable procurement
- Implement policies and guidance to reduce waste, avoiding single use items, encouraging reusable materials, recycling other waste where possible according to local services and maximizing the utility of materials through recovery
- Manage our procurement process to minimize environmental damage and maximize sustainability outcomes

Education and engagement



- Raise awareness of environmental issues and the impact of industry on climate change both internally and externally and work to reduce our emissions further each year across all work environments
- Promote and enact environmentally sound ways of working and operating
- Facilitate location-based and employee led initiatives to implement existing environmental policies and processes and to increase business and personal accountability

This policy applies to the whole of Withersworldwide. To facilitate the continuous environmental improvement of our operations the policy will be reviewed annually and updated in line with our annual Carbon Review and Environmental Sustainability Strategy review. It will be made available to our partners, staff, clients and service providers through our website, internal intranet and as requested.

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