

Environmental Compliance Report 2023-24



Contents

About DWF	3
ESG and Sustainability	3
Environmental Policy Statement	5
ISO 14001:2015	6
ISO 14001:2015 Targets	12
Annual Greenhouse Gas Emission	15
Energy Efficiency	16
Energy Savings Opportunity Scheme ("ESOS")	17
Carbon Reporting	18
Sustainability/Environmental Business Membership/Associations	19



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About DWF

DWF is a leading global provider of integrated legal and business services. Across 8 key sectors we deliver Legal Services, Legal Operations and Business Services, which can be combined to deliver bespoke solutions for clients. This single Integrated Legal Management Approach delivers greater efficiency, price certainty and transparency without compromising on quality or service.

Our ability to seamlessly combine any number of these services to deliver bespoke solutions for our clients is our key differentiator. Delivered through our global teams across eight core sectors, our Integrated Legal Management approach delivers greater efficiency, price certainty and transparency for our clients without compromising on quality or service.

ESG and Sustainability

ESG & Sustainability is core to our business model, strategy and decision making, and starts with our purpose of delivering positive outcomes with our colleagues, clients and communities.



At the heart of our approach, we focus our efforts on understanding the impact of our business on all our stakeholders and ensuring that financial prosperity does not come at the expense of people or the planet.

Through our business activities we determine how and where we can deliver the most positive impact on society ensuring we remain aligned to our purpose and values at all times, and we do this whilst upholding the highest standards of governance and ethical behaviour.

We have well-established programmes in place to drive progress on Diversity and Inclusion, governance, risk and compliance, and social mobility and sustainability.

We take action in support of the UN Global Compact and the Sustainable Development Goals. We are now going further to live our purpose and achieve our goal of being a market leader on ESG.

Climate Action

Environmental/sustainability issues affect businesses in many ways whether that be from a regulatory compliance aspect or in relation to climate-related risks – DWF is no different from other businesses, we all face these challenges.

Climate change has become a critical environmental and business challenge. We recognise our role in supporting the global transition to a sustainable low-carbon economy, and aim to lead by example in our own operations.

Continuing to take a sustainable view of our business performance, means integrating ESG principles across our operations, building our resilience to climate change, and playing our part to help repair and sustain the planet.



- Wholly supporting the aims of the 2015 Paris Agreement.
- Actively managing carbon emissions aligned to a 1.5C pathway.
- Working to incorporate climate change scenarios to understand the impact on our business model.
- Taking action to ensure efficient use of resources, following the
- Reduce, Reuse, Recycle' waste hierarchy.
- Investing in technology to help drive our sustainability agenda.
- Maintaining ISO14001 certification as part of the external auditing of our sustainability performance.
- Collaborating to develop, apply and promote environmental best practice to enhance our resilience to climate change.
- Compliance with environmental legislation.

Environmental Policy Statement

We aim to deliver a distinct and measured approach to our corporate responsibility, which puts delivery, not just commitment, at the heart of everything we do.

We continue to be guided by our values to inform, not only what we do, but the way in which we do things across the Business. This includes a visible determination to protect the environment and continually improve our environmental performance against the prevention of pollution, whilst ensuring the business complies with applicable legal and other requirements.

We wholly support the principles of sustainable development, and we have in place an environmental management system to identify and control the impacts of our business and enhance current working practices. Our Board is responsible for the strategic direction of our environmental management, and is informed and supported by our ESG Committee.

We appreciate the value our colleagues can provide in taking ownership and responsibility for ensuring that we all work together to minimise our significant environmental aspects. We will strive to avoid, reduce

and/or control its environmental impacts across our business for the prevention of pollution. Our focus is primarily on reducing our energy usage/CO2 emissions and have committed to reduce in line with the 1.5C pathway. We have verified science-based targets with the Science Based Targets Initiative (SBTi). These science-based targets for carbon reduction are in line with a 1.5C pathway and we have committed to reducing Scopes 1, 2 and 3 by 50% by 2030.

To maintain the momentum in demonstrating positive results, we are working to the requirements of the ISO 14001: 2015 Standard in the UK, however, the robust set of environmental key performance indicators, which are reviewed, audited and communicated on a regular basis, both internally and externally are relevant globally.

We also ensure our colleagues are informed, understand and fulfil their environmental responsibilities, so that we not only lead and inspire role model behaviours consistent with the aims of this policy, but also raise the bar to encourage our clients and suppliers to do the same.



ISO 14001:2015

Our Environmental Management System ("EMS") is based on the International Standard EN ISO 14001:2015 requirement. By working to this standard, it ensures that we manage our environmental impacts efficiently and thoroughly comply with relevant environmental legislation and regulations, and minimise our environmental impacts wherever possible.

Certified Offices (Re-Certification took place in February 2024 and at the same time we added Belfast into the Scope of the Certification)

Belfast	Leeds
Birmingham	Liverpool
Bristol	London
Edinburgh	Manchester
Glasgow	Newcastle

The EMS demonstrates a strong leadership and commitment to managing our environmental impacts and a commitment to continual improvement.

Whilst certification is for our offices within the UK we expect all our colleagues to follow our environmental policies and procedures.

Compliance Obligations

It is imperative that we comply with applicable environmental legislation and regulations. We maintain close working relationships with a number of national organisations recognised as leaders in the field, to remain well informed on the emerging environmental agenda.

We have had an environmental management system in place for approximately 12 years and are certified to the ISO 14001:2015 Standard. Until we set science-based targets, our previous target was to remain under 3 tonnes of CO2 per person per which we achieved in relation to carbon reduction.

We have also committed to "other requirements" such as Industry Codes of Practice which are categorised according to business activity, and the environmental impact they are designed to control.

Legal Requirement	Business activity / environmental issue
<ul style="list-style-type: none"> Ozone-Depleting Substances and fluorinated Greenhouse Gases (amendment EU Exit) Regulations 2020 Fluorinated Greenhouse Gases (amendment) Regulations 2023 Fluorinated Greenhouse Gases and ozone depleting substances(amendment) (EU Exit) regulations (Northern Ireland) 2020 Environmental Protection (Controls of Ozone-Depleting Substances) Regulations (Northern Ireland) 2003 	<p>Prevention of escape, into the atmosphere, of ozone-depleting substances from equipment owned or controlled by DWF.</p> <p>Refrigeration units (bistros, chilled units).</p> <p>Air conditioning units.</p>

<ul style="list-style-type: none"> • Clean Air Act 1993, as amended. • Clean Air (Northern Ireland) order. 	Production of smoke from boilers and associated equipment.
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Legal or other requirement	Business activity / environmental issue
<ul style="list-style-type: none"> • Environmental Protection Act • The Environmental Protection Act 1990 Amendment (Scotland) Regulations 2019 • Environment Act 2021 • The Environment (2021 Act) (commencement and saving provision) order (Northern Ireland) 2022 • The Waste Management Licensing Regulations (Northern Ireland) 2003 (as amended) 	Control and management of all waste produced on DWF premises.
<ul style="list-style-type: none"> • The Waste (England and Wales) Regulations 2011 (SI 2011/988) • The Waste (England and Wales) (amendment) Regulations 2014 • The Waste Regulations (Northern Ireland) 2011 as amended • The Waste (amendment) (Northern Ireland) order 2007 • The waste and contaminated Land (Northern Ireland) order 1997 as amended • The Environmental Protection (Duty of Care) (Scotland) Regulations 2014 • The Environmental Permitting (England and Wales) Regulations 2016 • The Environmental Permitting (England and Wales) (Amendment) Regulations 2023 • The Planning (environmental assessment and permitted development) regulations (Northern Ireland) 1995 • Environmental Liability Scotland Regulations 2009 • The Environmental Liability etc. (EU Exit) (Scotland) (Amendment) Regulations 2019 • The Environmental Liability (prevention and remediation) regulations (Northern Ireland) 2009 as amended • Environmental Protection (single use Plastic Products) (Scotland) Regulations 2021 • The Hazardous Waste (England and Wales) (Amendment) Regulations 2016 • The Hazardous Waste (England and Wales) (amendment) Regulations 2009 No 507 • The Hazardous Waste (miscellaneous amendments) Regulations 2015 • The Hazardous waste regulations (Northern Ireland) 2005 • The hazardous waste (amendment No2) regulations (Northern Ireland) 2015 	<p>The way in which waste produced on DWF premises is dealt with.</p> <p>Includes all waste produced on site (including recycling).</p> <p>Storage of waste.</p> <p>Disposal of waste.</p> <p>Segregation of waste for recycling.</p> <p>Management of waste contractors.</p> <p>All hazardous waste produced on site - including chemicals, fluorescent light tubes, batteries, sanitary waste, oils, electrical equipment, paint from contractors, sharps etc.</p> <p>Maximum limit of hazardous waste that can be produced in any year without registering with a regulator is increased to 500kg.</p> <p>Provide for the classification of wastes and also help to determine whether they are hazardous.</p>

<ul style="list-style-type: none"> • List of Wastes (England) Regulations 2005 (SI 2005/895) (as amended) • The List of Wastes Regulations (Northern Ireland) 2005 • Waste Regulations (Scotland) 2011 • The Waste Regulations (Northern Ireland) 2019 • Waste (Scotland) Regulations 2012 • The Waste (Miscellaneous Amendments) (Scotland) Regulations 2020 • The Special Waste Amendment (Scotland) Regulations 2004 • The Waste Management Licensing Regulations (Northern Ireland) 2003 (as amended) • The Controlled Waste and Duty of Care Regulations (Northern Ireland) 2013 as amended 	
<ul style="list-style-type: none"> • The Waste Electrical & Electronic Equipment (WEEE) Regulations 2018 • The Waste Electrical and Electronic Equipment (Amendment) (No.2) Regulations 2018 • The Waste Batteries and Accumulators (amendment) Regulations 2015 (1 Jan 2016) • Waste Batteries (Scotland) Regulations 2009 	<p>The way in which electronic waste produced on DWF premises to dealt with.</p> <p>Includes all electronic and electrical equipment waste produced on site.</p> <p>Establishes a legal framework and schemes for collecting, treating and recycling portable, industrial and vehicle batteries. Applies to all types of batteries. DWF provide batteries for colleague use.</p> <p>New amendments reg 5A in the 2009 regulations so that an appropriate person may delegate the function of signing documents in accordance with those regulations to another person.</p> <p>Reg 4 amends reg 47 of the 2009 regs to remove requirement that an application for approval of a proposed battery compliance scheme must include an operational plan.</p> <p>Reg 8 omits reg 66(4) and (5) of the 2009 regs to remove the requirement that an approved battery treatment operator or approved battery exporter must provide an independent auditor's report to the appropriate authority on or before 31st May in the year following the relevant approval period.</p>
<ul style="list-style-type: none"> • Road Traffic Act 1991 • The Road Traffic (Northern Ireland) Order 1995 • Environment Act 1995 (&2021 amendments) • Environment Act 2021 (running concurrently with 1995 Act) • The Environment (2021 Act) (Commencement and Saving Provision) Order (Northern Ireland) 2022 • Road Traffic (Vehicle Emissions Fixed Penalty) Regulations 2002 	<p>Colleagues business travel in cars.</p> <p>Colleagues travel to and from work.</p>

<ul style="list-style-type: none"> The Road Traffic (Vehicle Emissions) (Fixed Penalty) (Scotland) Regulations 2003 	
<p>SEPA: Guidance for Coding Waste - "Waste Thesaurus" 2015 version available on site, however SEPA was the victim of a cyber-attack and is still rebuilding its website and functionality.</p> <p>Link below will provide updates to progress https://www.sepa.org.uk/regulations/waste/special-waste/</p>	<p>Coding correctly.</p> <p>This guidance lists waste types and their corresponding European waste catalogue (EWC) codes, as set out under the EU List of Wastes Decision 2000/532/EC.</p>

Legal or other requirement	Business activity / environmental issue
<ul style="list-style-type: none"> The Energy Performance of Buildings (England and Wales) (Amendment) Regulations 2022 The Energy Performance of buildings (Certificates and inspections) Regulations (Northern Ireland) 2008 as amended The energy performance of buildings (Scotland) Regulations 2008 as amended 	<p>Any building with a total useful floor area over 1,000m² that is visited by a large number of persons/members of the public.</p>
<ul style="list-style-type: none"> The Building Regulations 2010 (SI 2010/2214) The Building Regulations etc. (Amendment) (England) Regulations 2023 Building (Scotland) Amendment Regulations 2023 The Building Regulations (Northern Ireland) 2012 The Building (Amendment) Regulations (Northern Ireland) 2022 	<p>Impose general requirements for 'building work' (as defined in the regulations).</p>
<ul style="list-style-type: none"> The Energy Savings Opportunity Scheme (amendment) regulations 2023 ESOS (Energy Savings Opportunity Scheme) The Energy Savings Opportunity Scheme (Amendment) (EU Exit) Regulations 2018 The Climate Change Agreements, CRC Energy Efficiency Scheme and Energy Savings Opportunity Scheme (Amendment) (EU Exit) Regulations 2020 Streamlined Energy & Carbon reporting (SECR) - The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 	<p>Energy efficiency.</p> <p>Energy use</p>

Legal or other requirement	Business activity / environmental issue
<ul style="list-style-type: none"> Water Industry Act 1991, as amended by the Water Industry Act (1999) Water Industry Act (Scotland) 2002 	<p>Any discharge (controlled, accidental or unauthorised) to sewer/drains (such as, sewage, sanitary waste, run off from cars, disposal of cleaning chemicals fire water run off).</p> <p>Will occur only as an exception/emergency situation.</p>
<ul style="list-style-type: none"> Control of Pollution (Oil Storage) (England) Regulations 2001 (SI2001 No 2954) Water Environment (Oil Storage) (Scotland) Regulations 2006 Control of Pollution (Oil Storage) (Amendment) Regulations (Northern Ireland) 2011 	Oil/fuel for machinery, e.g. generator tank.
<ul style="list-style-type: none"> Control of Pollution Act 1974 Chapter 40 Pollution Prevention and Control Act 1999 Environment Act 1995 Chapter 25 Water Act 2003 Chapter 37 Water Act 2014 Water Industry Act 1999 Water industry (Scotland) Act 2002 Water (Northern Ireland) Order 1999 	Discharge of trade effluents.
<ul style="list-style-type: none"> Water Resources Act 1991 Chapter 57 The Groundwater Regulations Northern Ireland 1998 as amended 	Any risk of pollution to surface or ground water including accidental/vandalism.

Legal or other requirement	Business activity / environmental issue
<ul style="list-style-type: none"> Control of Pollution Act 1974 Control of Pollution (amendment) Act 1989 Clean Neighbourhoods and Environment Act (Northern Ireland) 2011 	Nuisance arising from business practices, e.g. noise and vibration, smoke, fumes, gases, dust, steam, smells.
<ul style="list-style-type: none"> Environment Act 1995 Chapter 25 Environment Act 2021 (running concurrently with 1995 Act) 	Nuisance caused through waste disposal process/procedures.
<ul style="list-style-type: none"> Environmental Protection Act 1990 Chapter 43 Clean Neighbourhoods and Environment Act (Northern Ireland) 2011 	Nuisance caused by dust, smoke, fumes, noise and litter.
<ul style="list-style-type: none"> Noise and Statutory Nuisance Act 1993 Chapter 40 Clean Neighbourhoods and Environment Act (Northern Ireland) 2011 	Noise pollution, e.g. functions, plant and equipment, alarms and vehicles.

Legal or other requirement	Business activity / environmental issue
<ul style="list-style-type: none"> The Control of Asbestos Regulations 2012 The Control of Asbestos Regulations (Northern Ireland) 2012 	Building maintenance/serving.

<ul style="list-style-type: none"> • Control of Substances Hazardous to Health Regulations 2002 • The Control of Substances Hazardous to Health (Amendment) Regulations 2004 • Control of Substances Hazardous to Health Regulations (Northern Ireland) 2003 • The Control of Substances Hazardous to Health (Amendment) Regulations (Northern Ireland) 2005 	<p>All activities.</p>
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Aspects and Impacts

DWF, in common with the rest of the legal sector, has significant direct impacts on the environment resulting from operational activities. These include:

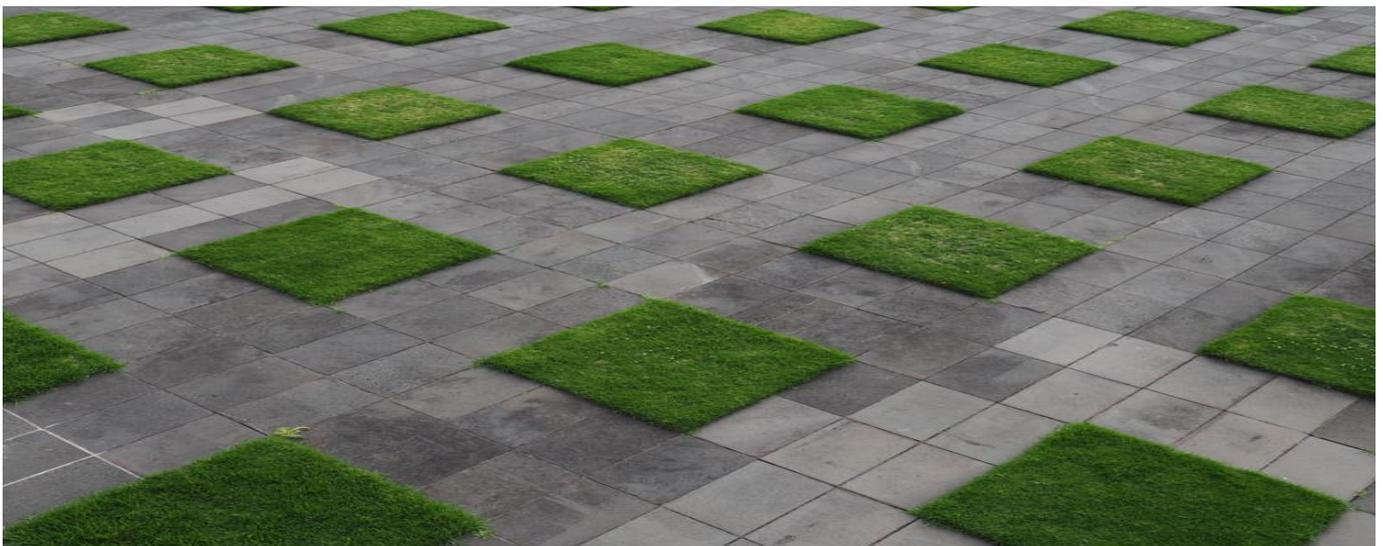
- air pollution;
- waste management/recycling;
- energy management, construction and buildings;
- water;
- nuisance;
- hazardous materials.

Whilst the environmental impacts of our operational activities are much less than that of other business sectors, e.g. manufacturing, mining, transport, electricity, water, construction; they are nonetheless significant. Whilst we do not manufacture a product we do consider the lifecycle perspective of our aspects. An example of this would be, procurement and products purchased, in that the paper purchased is FSC paper and stationery and packaging is reused as much as possible in consideration of the waste hierarchy (cradle to grave).

Risks and Opportunities

As a responsible business we have determined our risks and opportunities arising from our environmental aspects, compliance obligations and other issues and requirements. By determining such risks, ensures the management system can achieve its intended outcomes, prevent or reduce undesired effects, including the potential for external environmental conditions to affect the business and achieve continual improvement.

Also considered within the scope of the EMS, the business determines potential emergency situations, including those that can have an environmental impact. These risk and opportunities are reviewed at least annually.



ISO 14001:2015 Targets



Waste Management

Target: to Re-use and Recycle – follow the waste hierarchy at all times and recycle on average, 90% of the waste produced.

What?
Reuse furniture wherever possible but if not recycle all suitable office furniture and equipment (i.e. chairs, desks)
How?
With the repurposing and reduction in space at some of our offices, unwanted furniture/other items is utilised at other sites and if not, where able, we will work with local charities/businesses to ensure we re-use as much as possible.
What?
Recycle
How?
All paper is placed in the confidential bins so it can be recycled properly
What?
Reduce
How?
Continually seeking to reduce energy usage

Reviewing Building Management Strategy to Reduce Energy Consumption

One of the most significant environmental impacts is reliance on energy to run the buildings. We have committed to work with Building Management to encourage the procurement of Renewable Green Energy across those sites that do not currently have this and to look at whether water conservation methods can be introduced; including any future property expansion whether that be an office move or office space acquired during M&A activity to assist with our Scope 1 and 2 Targets. Future office space will take into consideration the EPC Rating as well as BREEAM properties.

At present, there is a small amount of gas (Scope 1) used across 24% of our global estate (by floor space).

The target is to reduce this usage, if not to eliminate where possible, by at least 50% by 2030. In terms of electricity (Scope 2), 76% of our estate is currently utilising renewable energy. Our aim is to reduce this consumption by 50% by 2030

Embedding Environmental Standards across the Supply Chain

We are working with our supply chain to develop ways to reduce environmental impacts. Reviewing the environmental credentials of suppliers as part of the onboarding process and then throughout the term of the contract, undertake audits and review the provisions in place ensuring their appropriateness throughout the term of the contract.

Examples include minimising delivery packaging and optimising recovery, and ensuring where possible that products purchased with a recognised certification (e.g. MSC and FSC certified).

Engaging Our Colleagues

We promote environmental awareness and responsibility across the Group through information, initiatives and community projects. We ensure our colleagues have the knowledge and tools to enable good environmental practices both within the workplace and at home which in turn will reduce CO2 emissions.

Other Initiatives

The more obvious CO2 emission reductions are those relating to business travel and commuting. We have embraced this and have strengthened our travel policies as well as creating a more agile workforce, which in turn will reduce commuting as well as affording us the opportunity to reduce and repurpose floor space.

Whilst we do not have a specific paper reduction target, the pandemic not only brought about challenges but it also brought about opportunities. It allowed us to look at our reprographics fleet, the ways in which we print, what is printed as well as the benefits of having a transient workforce.

We reduced our fleet by more than half. Print volumes compared to 2019 are 90% less than what they were and we continue with our “paper-less” initiative, working with practice groups and central services provisions to see where further paper usage/printing can be reduced.

Targets 2024/2025

In February 2024, we completed the recertification process for ISO 14001: 2015 and were delighted not only to be successful in recertification but at the same time we expanded the scope to include our Belfast Office. This further demonstrates our commitment to avoid, reduce and/or control our environmental impacts across our business for the prevention of pollution. At each re-certification stage, we also take the opportunity to revisit some of our targets to evolve them further. As of 1 May 2024, our evolved targets will be as follows:

What?	What?
Waste Management: Continue with our waste management plan but evolve further to include a greater focus on food wastage as well as launching our new Sustainable Catering Policy.	Continual Improvement
How?	How?
<p>Raise awareness of both the environmental and health benefits of plant-based diets (vegetarian/vegan) through transparent product information, education, and campaigns.</p> <p>Work with our suppliers to ensure that their operations are aligned to our sustainability values.</p> <p>Deliver a culturally inclusive, healthy, affordable, and sustainable food offering to a high standard across our estate.</p> <p>Purchase local and seasonal food where possible to support the local economy and reduce its environmental impact</p>	<p>Continued Certification to ISO 14001:2015 (Environmental Standard) for the English and Scottish Offices demonstrating commitment to continual improvement in performance.</p> <p>Work towards bringing Dublin into the scope of the certification within this current certification cycle.</p>

Our existing target will also run in conjunction with the two above.

What?	What?
Building Management Strategy and Energy Reduction	Supply Chain Management
How?	How?
<p>Our energy reduction plan will ensure that we continually assess how we can reduce energy consumption through heating and cooling set points, LED/PIR lighting and automatic computer power downs; Examples include minimising delivery packaging and optimising recovery, and ensuring where possible that products purchased with a recognised certification (e.g. MSC and FSC certified).</p> <p>One of the most significant environmental impacts is reliance on energy to run the buildings. We shall continue to work with Building Management to encourage the procurement of renewable Green Energy across those sites that do not currently have renewable energy.</p> <p>Investigate as what water conservation methods can be introduced.</p>	<p>Work with our suppliers to develop ways to reduce environmental impacts. Reviewing the environmental credentials of suppliers as part of the on-boarding process and then throughout the term of the contract, undertake audits and review the provisions in place ensuring their appropriateness throughout the term of the contract.</p>
What?	What?
Consider the environmental impacts of any future property expansion/reduction plans	Meet the requirements of ESOS
How?	How?
<p>Any future expansion or reduction, whether that be repurposing an office, expansion or M&A Activity, will take into account the EPC rating as well as BREEAM (or equivalent) properties.</p>	<p>There is a regulatory need for us to comply with ESOS. We have already engaged lead auditors in order for us to meet the June 2024 deadline and the reports submitted to the Environment Agency.</p> <p>Our target will be to ensure that we implement and report to the Environment Agency those recommendations advised by Lead Auditors insofar as practicably possible.</p> <p>Meet the Progress Report deadlines and requirements as set under this 3rd Stage of ESOS reporting.</p>

Annual Greenhouse Gas Emission

Greenhouse gas emissions from human activities strengthen the greenhouse effect, causing climate change. Most is carbon dioxide from burning fossil fuels: coal, oil, and natural gas. The largest emitters include coal and large oil and gas companies. Human-caused emissions have increased atmospheric carbon dioxide by about 50% over pre-industrial levels.

Electricity generation and transport are major emitters, the largest single source being coal-fired power stations with 20% of GHG. Deforestation and other changes in land use also emit carbon dioxide and methane. The largest source of anthropogenic methane emissions is agriculture, closely followed by gas venting and fugitive emissions from the fossil-fuel industry. The largest

agricultural methane source is live stock. Agricultural soils emit nitrous oxide partly due to fertilizers. Similarly, fluorinated gases from refrigerants play an outsized role in total human emissions.

We are committed to constantly monitor and, where practicably possible, reduce or remove our GHG emissions. We wholly recognise that the release of greenhouse gases has a significant impact on climate change that, either directly or indirectly, represents considerable risks both to the business and the planet. We recognise that it is time for change and we will do all we can to reduce our impact on the planet

Current Emissions Reporting

Calendar Year 2023	Scope 1 (Gas)	Scope 2 (Electric)	Scope 3 (Business Travel, waste and Water)
SBTi Calculated Target	288.805 Tonnes of CO2	600.464 Tonnes of CO2	2778.130 Tonnes of CO2
Actual	163.528 Tonnes of CO2	272.742 Tonnes of CO2	910.831 Tonnes of CO2
Overview	Ahead of target due to a combination space reduction, removal of gas in Glasgow as well landlord building efficiency initiatives.	Ahead of Target predominantly due to space reduction.	Ahead of Target predominantly due to having a transient workforce, and strict business travel provisions.

Energy Efficiency

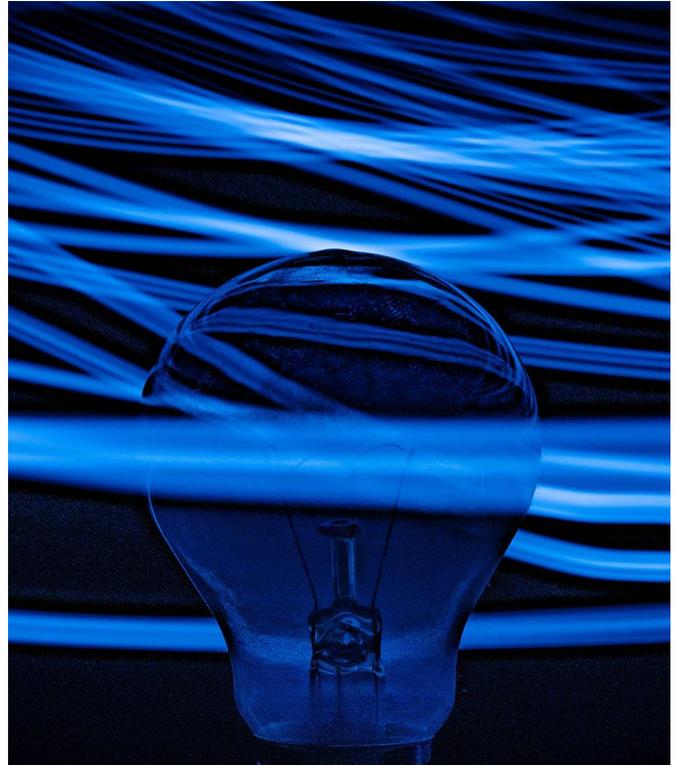
Post-pandemic, our key focus is to ensure our portfolio of commercial property is using renewable energy with the aim that all UK offices will be 100% renewable energy by 2030 at the latest.

In CY 2023, we have achieved a 14.1% reduction in emissions against 2022's Scope 1 emissions. For Scope 2, 19.1% of overall consumption of electricity is non-renewable, meaning 80.9% comes from a renewable source. We have achieved a 21.4% reduction in emissions against 2022's Scope 2 emissions.

These reductions have been achieved through space reduction initiatives, a move to a BREEAM Building in Edinburgh as well as our Pune office procuring 100% renewable energy.

The overall target is to reduce this usage, if not to eliminate the Scope 1 emissions, where possible, by at least 50% by 2030.

Our energy reduction plan will also ensure that we continually assess how we can reduce energy consumption through heating and cooling set points, LED/PIR lighting and automatic computer power downs for example.



Energy Savings Opportunity Scheme ("ESOS")

Government established ESOS to implement Article 8 (4 to 6) of the EU Energy Efficiency Directive (2012/27/EU). The ESOS Regulations 2014 give effect to the scheme.

ESOS is a mandatory energy assessment scheme for organisations in the UK that meet the qualification criteria. The Environment Agency is the UK scheme administrator.

The UK regulators are:

- Environment Agency for organisations whose registered office is in England
- Natural Resources Wales for organisations whose registered office is in Wales
- Northern Ireland Environment Agency for organisations whose registered office is in Northern Ireland
- Scottish Environment Protection Agency for organisations whose registered office is in Scotland
- Secretary of State for Business, Energy and Industrial Strategy for organisations whose activities consist wholly or mainly of offshore activities

Organisations that qualify for ESOS must carry out ESOS assessments every 4 years. These assessments are audits of the energy used by their buildings, industrial processes and transport to identify cost-effective energy saving measures.

As a large business we do qualify for ESOS and early engagement of Lead Auditors, allowing for independent verification by a third party, and the fact that we already collated our energy information, meant we successfully complied with our ESOS obligations.

The Phase 3 deadline is June 2024 and we have engaged the services of external Lead Auditors and ensure compliance to the requisite obligations.



Carbon Reporting

Task Force on Climate-related Financial Disclosures ("TCFD")

The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. They provide clear, comprehensive, high-quality information on the impacts of climate change. This includes the risks and opportunities presented by rising temperatures, climate-related policy, and emerging technologies in our changing world.

The FCA introduced the requirement for companies to include statements about TCFD recommendations. The recommendations are structured around four areas that represent core elements: governance, strategy, risk management, and metrics and targets.



Governance	Strategy	Risk Management	Metrics and Targets
Disclose the organisation's governance around climate-related risks and opportunities	Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses strategy and financial planning where such information is material	Disclose how the organisation identifies, assesses and manages climate-related risks	Disclose the metrics and targets used to assess and manage climate-related risks and opportunities where such information is material

We recognise that climate change is our most pressing shared challenge and opportunity. We will align our disclosures to the TCFD recommendations and report on the governance, strategy, risk management, metrics and targets in respect of climate-related risks in the TCFD section of our Annual Report Accounts each year.

The Board, supported by the ESG Leadership Group, have committed to continually integrate new, and refresh existing processes into the Group’s overall risk management framework to identify, assess, and manage climate-related risks and opportunities over the short, medium, and long term.

Consideration will continue to be given to the impact of climate-related risks and opportunities on the Group’s businesses, strategy and financial planning; and the resilience of the Group’s strategy in different climate related scenarios. We have recently considered the risks and opportunities of both 1.5C and 4C scenarios which in turn allows us to improve our performance and

provided enhanced reporting supporting the transmission to a more sustainable, low-carbon economy.

CDP ("Carbon Disclosure Platform")

CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.

"The work of CDP is crucial to the success of global business in the 21st century... helping persuade companies throughout the world to measure, manage, disclose and ultimately reduce their greenhouse gas emissions. No other organization is gathering this type of corporate climate change data and providing it to the marketplace".

Our last submission has seen us retain our scoring of a C which is a fantastic result considering the current climate.

Sustainability/Environmental Business Membership/Associations

UN Global Compact	The Ten Principals	Business in the Community ("BITC")	Legal Sustainability Alliance ("LSA")
The World's largest corporate sustainability initiative: The UN Global Compact aims to mobilise a global movement of sustainable companies and stakeholders to create the world we want.	Principles 1 and 2: Human Rights Principles 3, 4, 5 and 6: Labour Principles 7, 8, 9: Environment Principle 10: Anti-Corruption	BITC is the largest and longest established business-led membership organisation dedicated to responsible business. It was established in 1982, with HRH Prince of Wales as the Royal Founding Patron.	Since 2007 the LSA has been providing support and advice to law firms across the UK helping them to manage and reduce their carbon emissions to become more sustainable. The LSA relaunched in 2020 to help members make the transition to net zero.

<p>The UN Global Compact supports companies to: Do business responsibly by aligning strategies and operations with ten principles on human rights, labour, environment and anti-corruption.</p> <p>Take strategic action to advance broader societal goals such as the UN Sustainable Development Goals with an emphasis on collaboration and innovation.</p>	<p>For further information please see: The Ten Principles UN Global Compact</p> <p>We are a signatory of the UN Global Compact and wholly support these ten principals with the SDGs are at the heart of everything we do.</p>	<p>BITC work with members to continually improve their responsible business practice, leveraging the collective impact for the benefit of communities.</p>	<p>We have been members of the LSA for a number of years and continued with this membership following their relaunch.</p> <p>It is a collaborative network in which members share best practice and work together to ensure law firms play a full part in tackling the climate crisis.</p>
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DWF is a leading global provider of integrated legal and business services.

Across 8 Key Sectors we deliver Legal Services, Legal Operations and Business Services- which we can combine to deliver bespoke solutions for clients. This single Integrated Legal Management approach delivers greater efficiency, price certainty and transparency without compromising on quality and service.

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