

Energy & Environmental Policy Statement



IMS – 005 Version 4.

May 2024

AS ONE OF THE UK'S LEADING FULL-SERVICE CITY LAW FIRMS, TRAVERS SMITH RECOGNISES THAT IT HAS A RESPONSIBILITY TO PROTECT THE ENVIRONMENT AND PREVENT POLLUTION; A RESPONSIBILITY WE ARE PROUD OF AND TAKE SERIOUSLY.

There are many ways in which our business activities interact with the environment. This policy enhances the firm's environmental performance within the scope of our ISO14001 and ISO50001 Integrated Management System ("IMS") to provide a framework for continual improvement.

We are committed to and will:

- Fulfil and, where possible, aim to exceed the requirements of all applicable compliance obligations and regulations that apply to our business;
- take all reasonable steps to reduce our negative impact upon the environment, prevent pollutions and measure performance against objectives;
- make a commitment to provide a framework for setting objectives and energy targets;
- make available the necessary information and resources needed to achieve objectives and targets;
- collect accurate primary emissions data that we are confident with and use this data to create baselines to monitor year-on-year environmental improvement against objectives;
- reduce our greenhouse gas emissions year-on-year in line with our objectives, including continued improvements in the energy performance of our premises and operations;
- incorporate energy efficiency as a key component when sourcing new equipment, major renovation, and built into design. Where possible, preference will be to goods, services and works that consume less energy and cause minimal harm to the environment.
- complete monthly reviews of our premises' energy performance;
- promote and encourage the use of less polluting forms of transport for business travel where possible;
- promote the adoption of the waste hierarchy (prevent, reduce, and recycle), and continually pursue options that adopt the principles of a circular economy by keeping products and materials in use and regenerate natural systems;
- continue to support the 'Nil to Landfill' policy and use the method of recovery of our non-recyclable waste to generate energy;
- review and report our environmental EcoVadis scores annually and consider recommendations for improvement;
- continue with the integration of EcoVadis for the measurement of environmental performance within the firm's supply chain;
- seek out and support opportunities to partner with environmental and other organisations to deliver positive impacts on the environment and natural world;
- continue to support biodiversity projects and initiatives through non-profit organisations;
- investigate opportunities to work with the wider legal sector as part of the Legal Sustainability Alliance;
- raise awareness about environmental issues and communicate this policy to our people, clients, suppliers, and other interested parties; and

- encourage and motivate our people to be involved in new initiatives at work and at home to help reduce their impact on the environment and finite resources.

This policy covers those environmental aspects which we can control or influence. It will be reviewed and approved annually by the Environment Committee or more frequently in light of organisational or other significant changes. It will be made available to all our employees and stakeholders through our intranet, website and upon request.

The firm's Workplace Compliance Manager and Environment Committee are responsible for the implementation of this policy.

A handwritten signature in black ink, appearing to read "David C. Reed". The signature is fluid and cursive, with the first name "David" being the most prominent.

Managing Partner
Travers Smith LLP.