

## Environment Policy Statement

### Purpose

Shoosmiths' Sustainability Vision is to be a low-carbon law firm that delivers for our clients and communities to enable a sustainable future.

This policy lays out Shoosmiths LLP and related entities (Shoosmiths) commitment to environmental management, including reducing carbon emissions, environmental protection, responsible waste management, and nature conservation.

### Scope and application

This policy applies to all Shoosmiths activities, locations and those who work within Shoosmiths, failure to comply with this policy may result in disciplinary action.

### Principles

- We will comply with all relevant compliance requirements in relation to the protection of the environment;
- We will identify and manage environmental impacts, risks and opportunities associated with our operations and services;
- We will halve our carbon emissions by 2030 and achieve net zero carbon emissions across scopes 1, 2 and 3 by 2040 at the latest, in line with our long- and short-term Science Based Targets, as validated by the Science-Based Targets initiative;
- We will analyse our impact on nature, biodiversity and ecosystem services and review potential reporting frameworks and standards to communicate our progress on reducing those impacts;
- We are committed to preventing pollution and other negative impacts from our environmental aspects;
- We will set objectives that support our commitment to continual improvement in the protection of the environment which are established, communicated, measured and reviewed at least annually or when significant changes to the business occur;
- We will provide appropriate training to upskill our colleagues to identify, understand and address environmental impacts, risks and opportunities associated with their roles and business activities;
- We will measure, monitor and deliver improvements in our environmental performance through objective and target setting, with appropriate corrective actions undertaken;
- We will engage and partner with our value chain to encourage the measurement of environmental impacts, the setting of targets and improvement in performance; and
- We will implement, maintain, and communicate this policy across the firm and make it available to all interested internal and external stakeholders.

### Monitoring and review

The policy will be reviewed periodically to ensure its suitability and effectiveness. The Director of People has ultimate responsibility for this policy.

### Policy approved by Sustainability Steering Committee

+44 (0) 3700 863 000 | [www.shoosmiths.com](http://www.shoosmiths.com)

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## Revision history

Revision number	Date	Reviewed by	Reason for review	Approved by
1	16/07/2025	Senior Sustainability Manager	Replacement of Policy with Policy Statement and supporting internal guidance	