



## Firmwide Environmental Policy

As a firm we recognise that we have a responsibility to protect the environment and proactively pursue a programme of continual improvement to enhance our performance.

We have established processes and programmes to reduce our environment and carbon footprints.

We are committed to and will:

- > take all reasonable steps to reduce our negative impacts, maximise our positive impact and prevent pollution, through an effective environmental management system and governance
- > comply with all applicable environmental law and regulation as well as any other requirements that may apply to our activities
- > achieve net zero by 2050 from our 2018/19 baseline, including against our near-term carbon reduction targets to 2030 verified by the Science-based Targets Initiative
- > set environmental objectives and targets for continual improvement
- > review and report our environmental and carbon performance, CDP climate change and EcoVadis scores annually, both internally and externally
- > measure, manage and monitor our environmental impacts, with third party verification
- > promote the adoption of the waste hierarchy (prevent, reduce, reuse, recycle and recover our waste) and circular economy principles (design out waste and pollution, keep products and materials in use and regenerate natural systems)
- > reduce our greenhouse gas emissions through improvements in the energy and resource efficiency of our premises, business and events-related travel policies and through supply chain engagement
- > work hard in every location to achieve 100% renewable energy across our premises
- > support and progress biodiversity initiatives through volunteering, client work, pro bono and offsetting
- > integrate circular and responsible sourcing principles into our firmwide processes and relevant business functions. Use our buying power to select products and services with appropriate environmental credentials and work with suppliers to reduce negative impacts and decarbonise
- > raise awareness about environmental issues and this policy through networks and direct communication, engage with our key stakeholders including our people, our peers and our clients.

This policy applies to the whole of Linklaters LLP and covers those environmental aspects which we can control or influence. It will be reviewed annually, or more frequently in light of organisational or other significant changes. It will be made available to all our staff, contractors and key stakeholders through our intranet, website and is also available upon request

Signed:

Handwritten signature in black ink, appearing to read 'Aedamar Comiskey'.

Signed:

Handwritten signature in black ink, appearing to read 'Paul Lewis'.

Aedamar Comiskey, Senior Partner & Chair

Paul Lewis, Firmwide Managing Partner