



Environmental policy:

December 2023

At Kennedys, we are committed to ensuring that we reduce our negative impacts and increase our positive impacts on the shared environment.

This includes measuring and tracking our carbon emissions, setting ambitious carbon reduction targets, implementing practices to reduce our energy, water, waste, and plastic consumption, and engaging our people and our clients in our sustainability and environmental agenda.

This policy is reviewed annually (or when there is a significant change to our processes or compliance obligations within the workplace) by our Sustainability and Environmental Manager. This policy aligns with our Responsible business policy which outlines our Responsible business strategy and how, as a firm, we tackle the 'E' pillar of ESG. It applies globally and includes employees working at all levels, including partners, chief officers, employees, consultants, contractors, work experience students, casual workers, and agency workers.

It is available to **all employees, contractors, and visitors via the firm's intranet**, and it is also **available via the Kennedys' website.**

Overview

As an international law firm, we recognise the impact of our activities on the environment. We understand the significance of a changing climate and we are committed to driving down emissions and improving our environmental performance.

We are a member of the United Nations Global Compact (UNGC), and as a firm we have prioritised five of the United Nations Sustainable Development Goals (SDG's). One of our priority goals is SDG 13: Climate Action. To help us achieve our commitment to SDG 13 we have set emissions reduction targets in line with the latest climate science, and we are engaging our people and our clients throughout our carbon reduction activities.



It is our intention to **be a net zero firm** by no later than 2050.

Carbon reduction commitments

In August 2022, we had our near-term carbon reduction targets validated by the Science Based Targets initiative (SBTi).

We have committed to reducing:

- Scope 1 and 2 emissions, such as those produced through heating our buildings and purchasing electricity, by 70% by 2030.
- Scope 3 emissions, such as those produced through business travel and across our supply chain, by 28% by 2030.



To meet these commitments, we are **in the first instance targeting our emission hotspots**, to include company vehicles, purchased electricity, purchased goods and services and business travel.

We collaborate with **external consultants to measure our carbon footprint annually** and to **track progress against our carbon reduction commitments. Our reporting year aligns to the fiscal year.** Before being published, our carbon footprint data is signed off by our Chief Facilities Management Officer.

Additional comments

To further address our environmental impact, we:

- Prioritise Sustainable Development Goal 13: Climate Action.
- Adhere to an Environmental Management System which meets the requirements of ISO 14001.
- Comply with all relevant regulations, including Streamlined Energy Carbon Reporting (SECR) and ESOS (Energy Savings Opportunity Scheme).
- Aspire to be a net zero firm by no later than 2050, embarking on a discovery exercise to determine an ambitious, realistic net zero target.
- Continually improve our environmental data by increasing the quantity and improving the quality of data that is collected.
- Promote responsible waste disposal and minimise the use of plastics.
- Take active steps to minimise energy consumption and procure electricity from renewable sources.
- Reduce business travel.
- Embed sustainability within our procurement processes, identifying and engaging with key suppliers to reduce our emissions associated with purchased goods and services.
- Engage our people and our clients throughout our carbon reduction journey.
- Take steps to decarbonise the legal sector specifically.

Action

To achieve these commitments, we:

- Adhere to the Waste Hierarchy, taking steps to reduce and re-use.
- Discourage single-use plastics and a throwaway culture, striving to align to a model of circularity.
- Are switching to renewable energy tariffs and purchasing Energy Attribute Certificates and Power Purchase Agreements.
- Recognise the impact of a car scheme on our emissions and are in discussion about how this could be phased out.
- Continually update our travel policy and encourage more sustainable travel options and virtual meetings where practicable.
- Actively engage with our supply chain through workshops, one to one meetings and resources, to understand their key emission sources and to work with them to reduce these.
- Offer training for our people, centered around Sustainable Development Goal 13.
- Hold an annual green week which aims to educate, engage, and inspire our people around the topic of environmental sustainability.
- Have pledged to donate £5 to The Canopy Project for every hour of volunteering completed by our people. We are also seeking to invest in offsetting projects in line with Beyond Value Chain Mitigation as per the SBTi.
- Lead on the development of a Greener Litigation Toolkit, which assists members of the legal profession with their decarbonisation goals.
- Collaborate and partner with brands whose environmental ambitions and intentions align with our own.

Related policies

While this policy provides an overview of our environmental approach, there are further detailed policy documents that relate to key areas.

The following should be read in conjunction with this document:

- Sustainable procurement policy
- Responsible business policy.