

An aerial photograph showing the ocean's surface with white-capped waves crashing over a series of concrete breakwater blocks. The blocks are arranged in a grid pattern and have small rectangular openings. The water is a deep teal color, and the foam is bright white. A solid blue horizontal bar is at the top of the page, and a black diagonal shape is on the right side, partially overlapping the text.

CARBON REDUCTION PLAN

February 2024

Commitment to achieving net zero

Kennedys has committed to reducing its Scope 1 & 2 emissions by 70% and Scope 3 emissions by 28% by 2030. These carbon reduction targets have been validated by the Science Based Targets Initiative (SBTi). The firm is now looking to set a long-term carbon reduction target. It is Kennedys ambition to be a net zero firm by no later than 2040.

Baseline emissions footprint

Baseline year: 1 st May 2019 to 30 th April 2020 (Kennedys financial year)		
Additional details relating to the baseline emissions calculations:		
Our near-term carbon reduction commitment has been validated by the SBTi. Our emissions baseline is the reference point against which our progress and emissions reduction is measured. This baseline will also form the benchmark to measure progress against our long-term/net zero carbon reduction targets once committed and validated.		
Baseline year emissions:		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	408.3	
Scope 2	946.5	
Scope 3 (Included sources)	Franchises:	5.61
	Upstream Leased Assets:	1,160.7
	Employee Commuting:	2,172.5
	Business Travel:	7,802.7
	Waste:	1,406.5
	Upstream Transportation & Distribution:	734.2
	Fuel and Energy Related Activities:	321.3
	Capital Goods:	738.8
Purchased Goods & Services:	78,465.7	
Total emissions	94,163.0	

Current emissions reporting

Reporting year: 1 st May 2022 - 30 th April 2023 (Kennedys Financial Year)		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	424.0	
Scope 2	509.0	
Scope 3 (Included sources)	Franchises:	76.0
	Upstream Leased Assets:	76.0
	Employee Commuting:	2,111.0
	Business Travel:	3,578.0
	Waste:	199.0
	Upstream Transportation & Distribution:	111.0
	Fuel and Energy Related Activities:	269.0
	Capital Goods:	4,494.0
	Purchased Goods & Services:	32,138.0
Total emissions	43,912.0	

Emissions reduction targets

In order to continue progress to achieving net zero, we have adopted the following carbon reduction targets.

We have committed to reducing our Scope 1 & 2 emissions by 70% and our Scope 3 emissions by 28%, by 2030. Our near-term carbon reduction targets set us well on our way to achieving net zero by no later than 2050.

The progress against our near-term carbon reduction targets, validated by the SBTi, can be seen below.

Progress against near-term Scope 1 & 2 emission reduction targets (top) and Scope 3 emission reduction targets (bottom) can be seen below.



Carbon reduction projects

We have implemented numerous initiatives and projects, targeting our emission hotspots, to ensure we meet our carbon reduction targets. These initiatives form part of our wider ESG and Responsible Business strategy.

Environmental management measures/projects:

- Global GHG measuring and reporting on an annual, ongoing basis in line with our financial reporting year. This enables us to track emissions and report progress against our carbon reduction targets.
- Set the wheels in motion to commit to being a net zero firm by no later than 2050, in line with climate science and The Paris Agreement.
- ISO14001:2015 (Environmental) certifications are held for the majority of our UK offices.
- EcoVadis reporting. Our latest EcoVadis score (August 2022) for environment was 70/100 which equates to an 'Advanced' level as per the EcoVadis scoring system. In February 2024

we submitted our latest EcoVadis report and we are currently waiting for our updated score.

- In 2020, we joined the United Nations Global Compact. We have prioritised several of the United Nations Sustainable Development Goals including Goal 13: Climate Change.
- Kennedys has onboarded a Sustainability & Environmental Manager and a Sustainable Procurement Manager, responsible for driving forward our environmental agenda and priorities. We have also hired a Head of Responsible Business.
- Implemented a Supplier Engagement Programme with Kennedys' major suppliers to obtain more accurate supplier emissions data through CDP responses and primary data from suppliers. This is an area of great priority since purchased goods and services account for 75% of our Scope 3 emissions.
- In FY23, 23.9% of our offices worldwide were procuring renewable energy. We aim to procure all energy by renewable means by 2030 to significantly reduce our Scope 2 emissions.
- Business travel accounts for 8% of our Scope 3 emissions. We strongly encourage our people to travel using the most sustainable means, and we are reviewing our Business Travel Policy to reflect this.
- Each year, we hold an Eco Awareness Week to raise awareness of local and global environmental initiatives within the firm. Collaboration is key to tackling the climate crisis, which is why we host our week alongside other global environmental campaigns, such as Earth Day or COP. Our third Eco Awareness Week is planned for November 2024 to coincide with COP 29.
- The Greener Litigation Pledge (GLP). We have committed to take action to reduce the environmental impact of dispute resolution in England and Wales, and regularly attend Steering Group meetings and Sub-committee Meetings of the GLP to contribute our expertise. Kennedys lead on the development of a Greener Litigation Toolkit which was published at the beginning of 2024.
- Kennedys new London office, largest by headcount and square footage, was selected based on its exceptional environmental credentials. The building is BREAAAM accredited and ranked third in the UK's CUBE competition.
- Kennedys Hong Kong is part of the Green Performance Pledge Scheme, designed to implement sustainable development within rental offices. The office shares data on waste, has installed smart water meters, collaborates with other tenants to develop best practice, and ensures accurate data collection. Our Hong Kong office achieved a platinum rating for performance in the scheme's Green Performance Pledge Award, ranking in the top 7% of participating organisations.

In the future we hope to implement further measures such as:

- Commit to a net zero target through the SBTi, by no later than 2050.
- Review our data management system to improve the quality and quantity of environmental data collected globally, to ensure we can accurately report, track and measure our performance against our baseline emissions and carbon reduction targets.
- Continue our Supplier Engagement Programme to integrate sustainability criteria into procurement and onboarding.
- Revise our Business Travel Policy to encourage responsible travel, as well as the introduction of carbon budgets for teams and individuals.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported.

Signed on behalf of the Supplier: Olivia FursseDonn

Date: 15.02.24

¹<https://ghgprotocol.org/corporate-standard>