



# SHOOSMITHS CARBON NEUTRAL POLICY

**Shoosmiths is committed to protecting the environment by demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services. In particular we recognise the importance of decarbonising our business and we have set an ambitious goal for Shoosmiths' operations to become carbon neutral by 2025.**

Our strategy for our operations to achieve net zero carbon emissions is based on:

- implementing, maintaining and communicating this policy across the firm and making it available to all interested parties;
- legislative compliance and demonstration of best practice;
- strategic decision making and improved operational practices to decarbonise our business;
- measurement, monitoring, analysis and reporting of our carbon emissions;
- establishment and regular review of objectives and targets and publication of our performance against these objectives;
- investment of appropriate resources and information to achieve our objectives and targets;
- improving the energy efficiency of our buildings and IT systems and sourcing renewable energy where technically and commercially practicable;
- continued investment in agile working and IT and communication systems;
- minimising business travel;
- working with our supply chain to improve performance;
- training and supporting our staff to inform and empower them to implement carbon neutral solutions at work and at home;
- advising and working with our clients to achieve aligned carbon neutral goals;
- being a signatory of appropriate external initiatives so that we learn, share best practice and collaborate to champion positive environmental change; and
- considering carbon offsetting for residual carbon emissions.

**Date:** 6 April 2020

**Signed:** Simon Boss, Chief Executive