

Environmental Sustainability Policy

Purpose

1. This Environmental Sustainability Policy sets out our commitment to environmentally responsible practices in our operations and supply chains, and our aspiration to align with the practices in:
 - a. The **UN Global Compact Principles** on the environment.
 - b. An **Environmental Management System** (EMS) consistent with ISO 14001.
2. Our goal is to reduce environmental impacts, meet legal requirements, and contribute to the United Nations Sustainable Development Goals, particularly SDG 12 – Responsible Consumption and Production and SDG 13 – Climate Action.

Scope

3. This policy applies to all Wotton Kearney offices and operations.
4. This Policy is made available through our staff intranet and is published on our website.
5. Terms in **bold** are defined at the end of this policy.

Policy Statement

6. We recognise that our actions today have lasting consequences for future generations. We are committed to:
 - a. Embedding environmental sustainability across our global operations.
 - b. Undertaking initiatives to promote greater environmental responsibility.
7. We will comply with environmental laws and regulations in each jurisdiction where we operate. This includes mandatory climate-related financial disclosures, where required by law.



Our Sustainability Commitments

Environmental Management System (EMS)

8. We will implement and maintain an EMS consistent with ISO 14001 to monitor, measure, and continually improve environmental performance.
9. The actions set out in our Environmental Management Plan will form the basis of our reporting framework for monitoring and review of our environmental performance.

Energy Use and Emissions

10. We will:
 - a. Measure and report on **Scope 1, Scope 2**, and material **Scope 3** emissions.
 - b. Transition offices towards procured **renewable energy** where available.
 - c. Set measurable targets for emissions reduction.
 - d. Conduct due diligence of procured **carbon credits** and **offsets**.

Water

11. We are committed to monitoring water consumption across all our offices by engaging with our landlords to identify ways to reduce the water consumption of our business.

Minimising Waste

12. We are committed to minimising waste through sustainable office practices and adopting circular economy principles to manage waste.
13. We will engage with our landlords across our offices to identify ways we can minimise our waste to landfill, including the managed disposal of e-waste, recycling and composting.

Recycled Content

14. We aim to use recycled content in the delivery of legal services without compromising quality, safety, or capability.
15. We will conduct a quarterly review of our practices and monitor our use of recycled content products.

Responsible business travel

16. We will:

- a. consider the carbon footprint of business travel arrangements and seek ways to minimise emissions where practical.
- b. prioritise virtual collaboration to reduce business travel emissions.
- c. take steps to offset unavoidable travel-related emissions through verified carbon credit programs.

Responsible Procurement

17. We aim to use sustainable products that are ethically sourced, manufactured using environmentally friendly processes, and/or have a reduced negative impact on the environment throughout their lifecycle.

Our Sustainability Commitments: Quantitative Targets

18. We have set the following specific targets:

- a. Implementing an externally certified Environmental Management System across all our global offices by 2027.
- b. Conducting an annual GHG assessment of our global Scope 1, 2 and 3 emissions by 2027.
- c. Sourcing 100% renewable energy across our Australian offices by 2030.

Employee Engagement & Awareness

19. We will:

- a. Raise awareness and engage Wotton Kearney staff on sustainability initiatives.
- b. Provide training to Wotton Kearney staff on sustainability and environmentally responsible practices.
- c. Encourage Wotton Kearney staff to participate in green initiatives, such as volunteering for environmental causes.

Reporting

20. Wotton Kearney is a member of the Australian Legal Sector Alliance (AusLSA), an industry-led association working collaboratively to promote sustainable practices across the legal sector. As a member of AusLSA, we are committed to measuring, monitoring and improving our environmental performance.

21. We publicly report on environmental performance through AusLSA and through EcoVadis, a sustainability ratings provider based on international sustainability standards.

Governance

22. The Head of Pro Bono & Responsible Business will drive the implementation of sustainability initiatives, track progress, and report outcomes.

23. Office Managers or other identified employees in each jurisdiction are responsible for local compliance and performance.

Continuous Improvement

24. We will review this policy annually to reflect regulatory changes and continuous improvement.



Definitions

Carbon credits	Carbon credits are tradable certificates that represent the avoidance, reduction, or removal of one metric tonne CO ₂ equivalent. They are issued by a recognised registry and used to compensate for emissions produced elsewhere
Carbon offsets	Action or project that reduces, avoids or removes GHG emissions, and generates carbon credits
ESG	Environmental, Social and Governance
Environmental Management System	A framework of policies, procedures, and processes that organizations use to manage their environmental impacts, enhance environmental performance, and comply with environmental laws and regulations
GHG Assessment	A process of measuring and reporting the amount of GHG emitted by the entity's activities often using CO ₂ equivalent units. A robust GHG assessment should include Scope 1, 2, 3 emissions
Renewable energy	Renewable energy is produced using natural resources that are abundant and able to be constantly renewed. Power from renewable energy sources produces significantly less GHG emissions than from traditional fossil fuels
Scope 2	Indirect emissions from the generation of purchased electricity, steam, heating and cooling
UN Global Compact Principles	Ten universally accepted principles derived from key international agreements, which guide companies to align their strategies and operations with fundamental responsibilities in human rights, labour, environment, and anti-corruption



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