



# Energy Policy

August 2024

## Document Ownership

Document Owner	Next Review Date
Health and Safety	August 2025

## Document Change Log

Creation Date	Author	Version	Summary of Changes
August 2024	Health and Safety	1.0	Initial document

## Review and Approval

Name	Position	Signature	Date	Version
PL	CSO	PL	August 2024	1.0

## Distribution

Name	Position	Date Issued	Version
All Employees	Various	October 2024	1.0

## Energy Policy

### Overview

Clyde & Co is a global law firm with 490 partners and 5,500 staff in over 60 offices worldwide. Our core global sectors position us at the heart of global trade and commerce: insurance; marine, natural resources and energy; projects and construction; aviation. Our vision is to be our clients first choice for complex, multi-jurisdictional matters in our chosen sectors by investing in our core practice areas in chosen locations, serving an international client base and build a network of offices in key trading zones. Our key focus is also to become the “go to” firm in emerging markets, running ourselves professionally by attracting and developing the best people.

To support us with our aims and ambitions to improve our energy efficiency and management we have established an Energy Management System. This includes development of an energy saving opportunities register, identifying energy reduction initiatives, and estimated reduction of energy (kWh) and estimated emissions reduction (KgCo<sub>2</sub>). This register will be reviewed on an ongoing basis.

Through this policy and on-going monitoring and review of our energy performance indicators, we are committed to the continual improvement in our energy use and impact on climate change. To do this, we are committed to the following:

- Setting and reviewing objectives and energy targets to meet the aims of the business;
- Ensuring the availability of information and resources to achieve our aims and ambitions and targets on energy consumption;
- To satisfy applicable legal and other requirements related to energy efficiency, use, and consumption;
- The procurement of energy efficient products and services that can have an impact on our energy performance;
- Supporting design activities to consider energy performance and improvement.

We expect all employees and suppliers / contractors to help us meet our energy efficiency and consumption targets through engagement with energy initiatives and commitments.

### Our key impacts

Clyde & Co’s impactful activities include:

- The energy consumption of our workplaces.
- Business travel.
- Purchased goods & services, including those related to our operations and those related to client matters.
- Commuting and home working.
- Waste and recycling, and the consumption of materials; and
- Water use.

## Our initiatives and commitments

Clyde & Co has committed, through the Science Based Targets initiative (SBTi), to lead the way to a zero-carbon economy, boost innovation and drive sustainable growth by setting an ambitious, science-based emissions reduction target.

The SBTi has validated and approved our near-term reduction target of 80% in our scope 1 & scope 2 emissions and a 50% target reduction in our scope 3 emissions by 2030 as being in line with a 1.5 degrees trajectory.

This represents an overall near-term emissions reduction target of 52% by 2030. Through this target we are committed to a year-on-year absolute emissions reduction of 4.7%.

We submitted our SBTi aligned long-term target in 2024 which will become the target to achieve net zero emissions on or before 2038.

In addition, Clyde & Co has adopted the following commitments to address the impact:

- To develop, by mid-2024, a process for ongoing measurement and review of all key metrics related to Scope 1, 2 and 3 emissions across our global operations, including energy use, business travel, supply chain emissions, waste and recycling.
- To report on our year-on-year progress towards our Science Based Targets from FY 24/25 onwards.
- To identify, and develop a methodology for monitoring of, wider sustainability related KPIs and metrics relevant to our operations.
- To set quantitative time-based targets related to these additional metrics as far as practicable.
- To develop our capacity to assess the impact of our operations on biodiversity and nature, and the impact of biodiversity and nature loss on our business, through disclosure to the TCFD and TNFD;
- To equip all employees with the knowledge of climate change and its relevance to their work through the development of bespoke training pathways for all practice groups and business support functions.
- To establish a Sustainability Champions network of engaged employees, to allow those with knowledge or enthusiasm around sustainability to support our work; and
- To report annually on the progress of our sustainability initiatives through mandatory disclosures in each jurisdiction in addition to voluntary disclosures through CDP, EcoVadis and the UNGC CoP.

Our key decarbonisation initiatives to meet these commitments include:

- Reduction of the impact of our offices by transitioning away from the direct use of fossil fuels, the adoption of renewable tariffs, and the implementation of an energy efficiency programme across our global operations.
- Adoption of a global travel guidance note, the development of regional sustainable travel policies, working with our Travel Management Companies to prioritise more sustainable journey options by default, and engaging staff to rationalise business travel.
- Supply chain consolidation, the implementation of a Sustainable Procurement Policy and the adoption of sustainability requirements into our Supplier Code of Conduct; and

- Engagement of our supply chain to improve data collection and support major suppliers to reduce their carbon footprint in line with our targets.

These commitments represent Clyde & Co's policy on energy management and responsibility across the UK and the ROI. It is endorsed by our leadership team and communicated to all staff through display and intranet.

We will review this policy at a minimum of annually to ensure that it supports and maintains our efforts to achieve improved energy performance.

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490

Partners

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2,400

Lawyers

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5,500

Total staff

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3,200

Legal professionals

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60+

Offices worldwide\*

[www.clydeco.com](http://www.clydeco.com)

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\*includes associated offices

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