Carbon Reduction Plan

For

Weightmans LLP

Version 2

Date:05th November 2026

Commitment to achieving Net Zero

Weightmans LLP is committed to achieving Net Zero emissions across the value chain by 2045. Net zero targets include reducing scope 1 & 2 emissions by 95% by 2045 and scope 3 emissions by 90% by 2045. Our net-zero targets have been validated by Science Based Targets Initiative (SBTi). Remaining residual emissions after reductions, will be offset by purchasing high quality verified carbon credits.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: Financial year 1st May 2019 to 30th April 2020

Additional Details relating to the Baseline Emissions calculations

To avoid significant impacts from the Covid-19 pandemic and to ensure that accurate data could be retrieved, the 2019/20 financial year was selected as the most representative base year.

Weightmans LLP assets associated with its emissions include:

- Leased office premises in Liverpool (largest office), Manchester, Leeds, Newcastle, Glasgow, Leicester, Birmingham, Cardiff and London. All premises are shared with other tenants, except for Leeds.
- Back-up generator (Liverpool).
- A fleet of one vehicle. The LLP hybrid car choice is restricted to less than 125g CO2e/km. The remainder of staff drive their own vehicles (grey fleet).
- Home worker emissions.
- Outsourced services such as external data storage.

Emissions data does not include emissions associated while attending meetings at client premises/ third parties. Analysis of the data shows that Scope 1 emissions account for 14.11%, Scope 2 account for 46.35% and Scope 3, 39.54%. In scope 3 emissions, business travel, employee commute and home working emissions are the majority emissions. Waste generated from operations (category 5 of the technical standard) contribute about 1.6% to the total baseline emissions.
Baseline Scope 3 emissions totalling 1,228.41 tCO2e, includes business travel, employee commute, home-working emissions, and waste generated in operations, in line with the categories 5, 6 and 7 of the Corporate Value Chain (Scope 3) Standard.
NOTE: Being the supplier of legal services, sub-categories related to the transportation and distribution of raw materials and the finished products are not applicable.

Baseline year emissions: 1228.41 tCO2e. This equates to 11.88 t CO2e per £m revenue.

EMISSIONS	TOTAL (tCO_2e)
Scope 1	173.34
Scope 2	569.36
Scope 3	485.71
Total Emissions	1,228.41

Current Emissions Reporting

Reporting Year: Financial year 1st April 2025 to 31st March 2026	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	20.77 (market based), 33.3 (location based)
Scope 2	25.85 (market based), 276.8 (location based)
Scope 3*	4882.56
Total Emissions	**4929.2 (market-based), 5192.7 (location-based)**

*Total emissions include all applicable categories (categories 1, 3, 5, 6, 7, 8 and 13) defined in the GHG Protocol Corporate Value Chain Accounting Reporting Standard. These include aspects such as purchased goods and services, upstream & downstream leased assets and energy related activities that are not included in scope 2 emissions.

Emissions reduction targets and progress

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We had projected that the scope 1+2 carbon emissions will decrease over the next five years by about 400 tCO_2e by 2025. This is a reduction of over 50% on total scope 1+2 emissions from 2019. And we delivered about 54% reduction on this first interim target in 2025.
In 2026 reporting, we are pleased to confirm that our overall emissions reduced by 16% (location-based) and 19% (market-based) from 2025 emissions. We are also pleased to inform that we are swiftly progressing towards 100% renewable energy target, leading to 89% reduction in market-based scope 2 carbon emissions for the firm.
Our net zero targets:

- Our near-term target is to reduce scope 1+2 emissions further by 80% on the SBTi validated 2025 reference year and increase active annual sourcing of renewable electricity from 24% in FY2024 to 100% by FY2030
- And finally, to become net zero emissions across our value-chain by 2045, in line with science-based targets. The reduction in emissions does not include any carbon offset credits purchased or retired. Our SBTi validated net zero targets can be found on the SBTi website.

Below data reflects our carbon trajectory over the past years.

Category / Financial year ->	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Scope 1 (tCo2e)	173.34	225.56	185.97	70.15	62.92	84.85	20.77 (market based), 33.3 (location based)
Scope 2 (tCo2e) - location based	569.36	393.8	353.51	317.59	349.86	334.89 (market based**: 255.89)	276.8 (market based: 25.85)
Scope 3 (tCo2e)*	485.71	18.68	32.18	59.07	40.03	5808.21	4882.56

*comparison on scope 3 emissions are skewed due to data gaps in prior years. This has been fixed in 2024/25 reporting. 2019 data include scope 3 categories (categories 5, 6 and 7), years 2020 to 2023 include only category 6 and year 2024 data include all applicable categories (categories 1, 3, 5, 6, 7, 8 and 13) of the - GHG Protocol Corporate Value Chain Accounting Reporting Standard. So, the increase reflects improved data completeness and not a significant deterioration in performance.
** market-based scope 2 carbon emissions are available from 2024 only, prior years have location-based emissions disclosures.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or are being implemented since 2019.

- Implementation of ISO 14001 and ISO 50001 certifications
- Energy awareness campaigns
- Better alignment of Heating, ventilation, and air conditioning (HVAC) controls
- Procurement of green electricity (about 85% level currently)
- Upgrading lights to LED (light-emitting diode)
- Re-organise office space following organisational changes
- Replace the 1no. company car with an all-electric/hybrid equivalent
- Use of teleconferencing software to avoid business road mileage
- Adoption of an Energy and environmental management policy
- Use of refurbished electronic hardware instead of procuring new equipment

Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as the following carbon emissions Management Hierarchy:

- Eliminate – this includes avoiding mileage using ICT (Information and communications technology).
- Reduce – this includes behaviour change and improving efficiencies.
- Substitute – this includes adopting and/or purchasing renewable energy, including moving all electricity to 100% renewable suppliers where feasible. Renewable energy mix by end of FY 2025-26 is about 85% of total energy consumed.
- Compensate – this includes removal of residual emissions by off-setting using credible schemes.

And the key projects to be undertaken in the future are as following:

Electricity

Electricity use equates to 57.30% of Weightmans's emissions in 2019. Target is to reduce the electrical load from the buildings by 20% by 2030 with:

- Implementation of comfort cooling TM44 air conditioning report recommendations.
- Electricity will be moved to green suppliers, who can demonstrate that close to 100% of electricity is generated from renewable sources by 2030.
- Consider energy efficiency as a key criteria when moving offices. In last three years, we moved offices in Birmingham and Glasgow to BREEAM Excellent and EPC A rated buildings.

Natural gas (heating and hot water)

The combustion of natural gas for heating and hot water produced 15.30% of Weightmans's emissions in 2019. Interim Target: a) Reduce natural gas consumption by 10% by end 2030 b) Switch to green gas tariffs at contract renewal where feasible.

Emissions from natural gas use in the office will be reduced in the following ways:

- Working with the landlord/building agents to optimise heating set points/controls.
- Replacement of natural gas systems with electric or alternative low-carbon fuels.

Business Travel

Business travel produced 10.2% of Weightmans's emissions in 2019. Interim Targets: Reduce emissions intensity associated with business travel by 30% by end 2030

Business travel will be reduced in the following ways through policy controls:

- Where feasible, replace face-to-face meetings with the use of ICT.
- Where travel cannot be avoided, utilising public transport over car usage wherever possible.
- Making all offices agile; with all staff home working for 3 days per week.
- Reduce air travel by leadership intervention and eliminate business class category travel
- Improve awareness on travel related carbon emissions and actions required from staff

Carbon offsets

While above projects seek to reduce scope 1+2 emissions by 95% by 2045; and scope 3 emissions by 90% by 2045, the residual emissions (maximum 5% of scope 1+2 and 10% of scope 3 emissions) are to be offset by one of the following credible off-set schemes.

- Verified Carbon Standard (VCS).
- Gold Standard VER (verified emission reduction).
- Certified Emission Reductions (CER).

These are deemed to be reputable and meet QA Standards and BSI's PAS 2060 standard.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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 in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

Signed on behalf of Weightmans:

Peter Wake

.....

Date: 09th November 2026

Mr. Peter Wake
Designation: Senior Partner
(Board Member responsible for ESG/CRP)

[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard