

Carbon Reduction Plan

For

Weightmans LLP

Commitment to achieving Net Zero

Weightmans LLP is committed to achieving Net Zero emissions by 2030.

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 the most accurate data could be retrieved, the 2019/20 financial year was selected as the most representative base year.	
<p>Weightmans LLP assets associated with its emissions include:</p> <ul style="list-style-type: none"> ▪ 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. <p>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.</p> <p>Scope 3 emissions totalling 1,228.41 tCO₂e, includes business travel, employee commute, home-working emissions, and waste generated in operations i.e. categories 5, 6 and 7 of the PPN 06/21 technical standard for completing the carbon reduction plan. However, we have not been able to record categories 5 & 7 for the subsequent years (explained further on the next page). So, for the purpose of comparative reporting, only category 6: business travel emissions (grey fleet) are reported below.</p> <p><u>NOTE:</u> Being the supplier of legal services, categories 4 and 9 from the technical standard, related to the transportation and distribution of raw materials and the finished products are not applicable.</p>	
Baseline year emissions: 842.03 tCO ₂ e. This equates to 11.88 t CO ₂ e per £m revenue.	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	173.34
Scope 2	569.36
Scope 3*	99.33
Total Emissions	842.03

*includes category 6

Current Emissions Reporting

Reporting Year: Financial year 1 st May 2023 to 31 st March 2024*	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	62.92
Scope 2	349.86
Scope 3**	40.03
Total Emissions	452.81

* Financial year changed to April'24–March'25 cycle from this financial year onwards

** Total emissions include only category 6: business travel emissions (grey fleet) under scope 3 of PPN 06/21 technical standard. Plan is being progressed to record other scope 3 categories into the subsequent years reporting.

- Category 7: Since last year, we have been moved offices and have been undertaking refurbishments in some of our cities, made changes to our work from home policy. The exercise to estimate commuting distances and frequency of travel to offices is expected to be completed by January 2025. We also plan to report emissions from home working in line with category 7 definition in the GHG Reporting Protocol corporate standard.
- Category 5: Being a services company (law firm), total waste generation in our baseline assessment was only 1.6%. Since baseline, we have reduced our paper consumption by over 80%, resulting in category 5 not a material aspect for our business.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

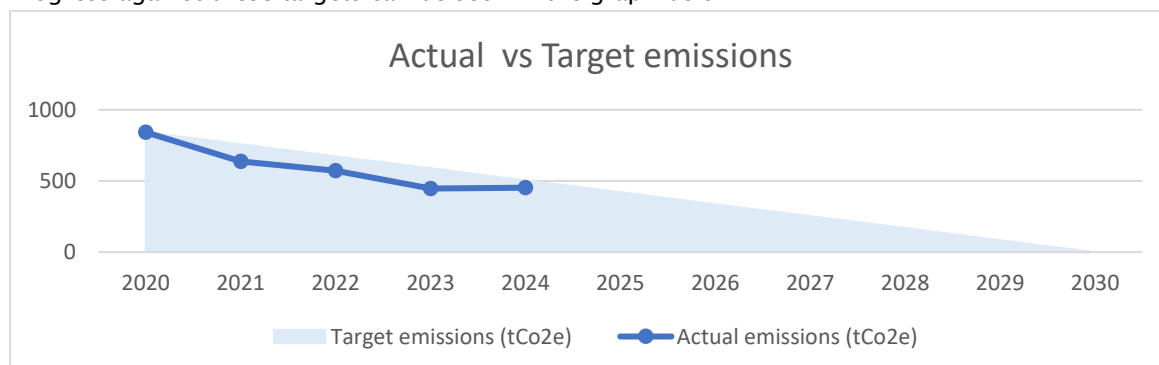
We project that the total carbon emissions will decrease over the next five years to 420 tCO₂e by 2025. This is a **reduction of 50%** on total emissions. The emissions target is finally to become net zero by 2030. The reduction in emissions does not include any carbon offset credits purchased or retired.

Below data has been reported as part of **Streamlined Energy and Carbon Reporting (SECR)** integrated into our Financial Statements.

Category / Financial year ->	2019/20	2020/21	2021/22	2022/23	2023/24
Scope 1 (tCo2e)	173.34	225.56	185.97	70.15	62.92
Scope 2 (tCo2e)	569.36	393.8	353.51	317.59	349.86
Scope 3 (tCo2e)*	99.33	18.68	32.18	59.07	40.03
Total emissions	842.03	638.04	571.66	446.81	452.81

*comparison on category 6

Progress against these targets can be seen in the graph below :



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to 391 tCO₂e, a **46% reduction** against the 2019 baseline and the measures will be in effect when performing the contract.

- 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 – two offices are already at complete green tariff
- Upgrading lights to LED (light-emitting diode)
- Re-organise office space following organisational changes
- Replace the 1 no. 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.
- 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 the base year. Target is to reduce the electrical load from the buildings by 20% by the FY 2024–25 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.
- Complete the move from on-site servers to the cloud

Natural gas (heating and hot water)

The combustion of natural gas for heating and hot water produced 15.30% of Weightmans's emissions in the base year. Interim Target: a) Reduce natural gas consumption by 10% by end 2024 b) Switch to green gas tariffs at contract renewal.

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 (land) produced 10.17% of Weightmans's emissions in the base year. Interim Targets: Reduce emissions associated with business travel by 30% by end 2025

Business travel will be reduced in the following ways:

- 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.
- Improve awareness on travel related carbon emissions and actions required from staff

Carbon offsets

While above projects seek to eliminate 50% of absolute GHG emissions by 2025 and further to 80% by 2030, residual emissions (maximum 20%) are to be offset by one of the following credible off-set schemes or via investment in green generation.

- 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 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 reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Weightmans:



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Date: 6th June 2025

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>