

# Our environmental policy statement

## February 2026

**As part of being a socially responsible firm, we are committed to doing everything we can to manage our business activities to reduce our environmental impact. All team members are expected to act in accordance with this Policy to ensure that it is fully implemented within the UK firm's operations.**

### To do this, we will:

- Commit to protect our environment by reducing our consumption of resources and preventing pollution, including those related to energy, waste and travel.
- Uphold our commitment to achieve our net zero target by 2045.
- Agree targets and devise meaningful measurements in relation to reducing our consumption of resources.
- Regularly track, analyse and review measurements and monitor them against agreed targets that have been approved by our UK Executive.
- Commit to continual improvement of our environmental management system to enhance environmental performance.
- Publicly report on agreed targets.
- Invest in and promote alternative solutions to reduce our environmental impact.
- Reduce our waste output to a minimum and ensure that any remaining waste is disposed of in a way which results in minimal environmental impact, prioritising circular economy principles of rethink, reduce, re-use, recover and recycle.
- Give due consideration to the impact of our choices on the environment when refurbishing or selecting new premises, including the continuing impact of activities associated with such choices.
- Engage with our internal and external stakeholders with a view to provide or share information, encouragement and support towards making informed choices to reduce environmental impact in accordance with this Policy.
- Seek to understand the impact on the environment of any third-party contractors or suppliers when issuing invitations to tender.
- Choose to work with external stakeholders who share our values and approach to reducing environmental impact.
- Comply with all UK and relevant environmental legislation and obligations.
- Verify our commitment to reducing our environmental impact by working towards the achievement and maintenance of generally recognised UK environmental standards and certifications.
- Remain a committed participant of the UN Global Compact.
- Review this Policy on an annual basis.



**Toby Stanbrook**  
Chief Operating Officer and  
Deputy Chief Executive Officer  
February 2026

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