

DATED MARCH 2026

CARBON REDUCTION PLAN

1 COMMITMENT TO ACHIEVING NET-ZERO

Irwin Mitchell is committed to achieving Net-Zero emissions by 2040.

2 BASELINE EMISSIONS FOOTPRINT

Baseline Year: 1 May 2019 – 30th April 2020 (FY20)	
Additional Details relating to the Baseline Emissions calculations	
<p>Irwin Mitchell established FY20 as its baseline year for use in tracking progress toward Greenhouse Gas (“GHG”) emission reduction goals as it was determined to be sufficiently representative of business operations.</p> <p>Irwin Mitchell’s Net-Zero by 2040 GHG reduction goals, validated by the Science Based Targets initiative (“SBTi”), also use the FY20 base year.</p> <p>Our baseline emissions are calculated using an operational control consolidation approach as described in the GHG Protocol and includes all measurable Scope 1 and 2 emissions, and available Scope 3 emissions. The relevant activities are converted to metric tonnes of carbon dioxide equivalent (“CO₂e”), and we include all seven Kyoto Protocol GHG groups in our emissions footprint calculations.</p>	
Baseline Year Emissions:	
Emissions	Total (tCO ₂ e)
Scope 1	1,048
Scope 2	1,253 (Location-based emissions)
Scope 3 (included sources)	767 (GHG Scope 3, Category 3: Business travel only)
TOTAL EMISSIONS	3,068

3 CURRENT EMISSIONS REPORTING

Baseline Year Emissions:	
Emissions	Total (tCO ₂ e)
Scope 1	726
Scope 2	632 (Location-based emissions)
Scope 3 (included sources)	725 (GHG Scope 3, Category 3: Business travel only)
TOTAL EMISSIONS	2,083

4 EMISSIONS REDUCTION TARGETS

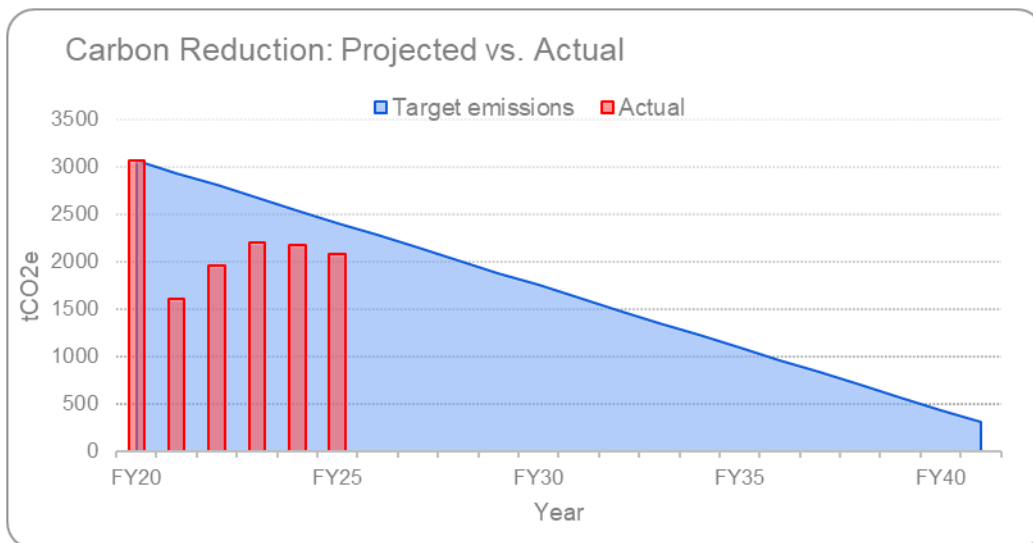
4.1 To demonstrate progress towards Net-Zero by 2040, we have adopted the following carbon reduction targets:

4.1.1 reduce absolute Scope 1 and 2 GHG emissions 60% by FY27 from a FY20 baseline year;

4.1.2 reduce absolute Scope 3 GHG emissions 50% by FY30 from a FY20 baseline year; and

4.1.3 reach Net-Zero GHG emissions across the value chain by FY40.

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



5 CARBON REDUCTION PROJECTS

5.1 Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline:

5.1.1 achieved verification of our near-term and Net-Zero emissions reductions targets with the Science Based Targets initiative (“**SBTi**”);

5.1.2 achieved and maintained 100% renewable electricity across leasehold offices by our target date of 2025;

5.1.3 integrated sustainability principles into office relocations and fit-out projects – for example, our London Northcliffe Office is a BREEAM Excellent (targeting Outstanding) building and the fit-out designed to achieve a gold SKA rating, with at least 97% of waste diverted from landfill;

5.1.4 continued certification and auditing of our management system to ISO 14001: Environmental Management and ISO 50001: Energy Management; demonstrating our commitment to continual improvement in our performance;

5.1.5 maintained biennial energy efficiency audits to manage office energy emissions;

5.1.6 implemented a Sustainable Travel policy to address carbon emissions from business travel;

- 5.1.7 amended the Motor Policy to include a mandated CO2e emissions limit for all new vehicle orders - ensuring a complete transition to electric and hybrid vehicles by 2029;
- 5.1.8 launched a colleague hybrid/EV vehicle salary sacrifice scheme;
- 5.1.9 continued to leverage the benefits of hybrid working and invested in technology to support virtual and hybrid meetings; and
- 5.1.10 continued to benefit from being a founding member of the Legal Sustainability Alliance – a collaborative and inclusive network for law firms working together to take action on climate change.

5.2 Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- 5.2.1 continued integration of building optimisation, energy reduction and circular economy principles into future office re-location and fit-out projects;
- 5.2.2 engage with our strategic partners on climate action;
- 5.2.3 formalise our supply chain sustainability activities through further development of sustainable procurement procedures – for example by integrating environmental indicators into new systems; and
- 5.2.4 continue to implement the principles of the Sustainable Travel Policy.

6 DECLARATION AND SIGN OFF

- 6.1 This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.
- 6.2 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 reporting.²
- 6.3 Scope 1 and Scope 2 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (“**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

This Carbon Reduction Plan has been reviewed and signed off by:



Name: Richard Allen
Position: Chief Financial and Operating Officer
Date: 26 March 2026

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>