Environmental Policy

irwinmitchell

1 Introduction

Our commitment to doing business responsibly is at the heart of everything we do at Irwin Mitchell - it is how we do business and drives us to continually improve and innovate, working in collaboration with our colleagues, clients, suppliers, and communities.

Protecting our Planet is one of the Responsible Business focus areas and incorporates our Roadmap to Net-Zero, key milestones verified by the Science Based Targets initiative (SBTi), our commitment to Sustainable Development Goal 13: Climate Action and the Ten Principles of the United Nations Global Compact.

We commit to playing our part in protecting the environment and aim to continually enhance our environmental and energy performance. We will allocate sufficient resources to support our environmental and energy management.

This policy, along with information about our environmental commitments and objectives, are made available to our colleagues, clients and wider stakeholders via the Irwin Mitchell website and colleague intranet.

2 Scope

This policy applies to all IM Group entities and colleagues (including partners, directors and employees). It also applies to third parties acting for, or on behalf of, the IM Group.

3 Our Policy

The following objectives have been set to manage the environmental impacts of our organisation.

3.1 Reporting and certifications

We are committed to accountability and where appropriate, transparency in our environmental performance. To ensure continual improvement and alignment with best practices we will:

- Comply with the ISO 14001: 2015 – Environmental Management and ISO 50001: 2018 Energy Management certifications in addition to all relevant environmental legislation
- Use our management systems to measure and report on the energy and environmental performance of our organisation
- Regularly review (annually as a minimum) the metrics and measures used to evaluate our environmental performance
- Publish information on progress towards our key objectives at least annually via our Responsible Business report and audited accounts.

3.2 Sustainable Offices

We are committed to minimising the environmental impact of our office operations. We aim to create and maintain workplaces that support sustainability, energy efficiency, and responsible resource use. To achieve this we will:

- Integrate environmental sustainability principles into our property strategy – for example consideration for green building certifications and maintaining IM offices in an environmentally sensitive way
- Maintain 100% renewable electricity across our leasehold offices wherever possible
- Implement energy-saving measures where possible such as LED lighting and automatic shut-off systems for equipment. We will regularly monitor and review energy consumption to identify opportunities for improvement
- Our energy management system supports the purchase of energy efficient products and services and encourages performance improvement
- Control and seek to minimise printing volumes across the Group, including by the continued adoption of digital solutions
- Prevent avoidable pollution and protect the environment by minimising water consumption, promoting waste minimisation and using effective waste segregation and recycling procedures.

3.3 Business travel

We recognise business travel as a significant contributor to our corporate carbon footprint and aim to minimise the environmental impact of travel by adopting the following principles:

- Measure and monitor business travel (including Partner vehicle fleet) emissions and report them as part of our overall environmental performance
- Implement the Sustainable Travel Policy and monitor our compliance and the impact on carbon emissions
- Offer various travel-related benefits to colleagues such as the Cycle to Work and EV salary sacrifice schemes.

3.4 Supply chain

We acknowledge that our environmental impact extends beyond our direct operations and into our supply chain. We will work collaboratively with suppliers, contractors, and partners to:

- Assess the environmental performance of key suppliers by evaluating them against the Sustainable Procurement Policy and Supplier Code of Conduct
- Engage with suppliers on environmental sustainability objectives as appropriate.
- Capture supplier-specific data on environmental impact where possible and to evaluate progress along our Roadmap to Net-Zero
- Prioritise more sustainable products and services where feasible
- Support design activities that consider energy performance improvement.

3.5 Stakeholder engagement

We believe that meaningful engagement with stakeholders is essential to achieving our environmental objectives and driving continual improvement. We will:

- Seek opportunities to work with our clients on their environmental aims where appropriate
- Raise awareness of environmental and energy management responsibilities by communicating with all colleagues across IM Group
- Involve colleagues in environmental initiatives, providing training and awareness sessions where possible and encouraging sustainable behaviours
- Communicate our environmental goals, performance, and progress through regular reporting and updates, ensuring stakeholders are informed and involved
- Demonstrate a commitment to high environmental standards within our communities, including at our office locations, colleague volunteering in local environmental initiatives and by collaborating with partners across the legal sector
- Collaborate with external organisations on sustainable development. For example, Irwin Mitchell is a signatory to the United Nations Global Compact and we align our activities with the 17 Sustainable Development Goals (**"SDGs"**).

4 Our expectations

The Group expects all colleagues to comply with applicable environmental requirements, prevent pollution and minimise the environmental impacts within their control and applicable to their role at Irwin Mitchell.

Signed

Craig Marshall
Group Chief Executive
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Document History

Version	Date	Changed by	Description/Change Details	Next Review Date
1	September 2019	DPU	Rebrand	September 2020
2	December 2020	Operations Director	Updated ISO versions and confirming resources made available for energy and environmental objectives and targets	November 2021
3	November 2021	Operations Director	Updated to include reference to SDG13	October 2022
4	November 2022	Louise Needham	Updated to align with latest Group environmental targets and objectives	November 2023
5	September 2023	DPU	Full review, rebrand and update hyperlinks to SharePoint	November 2024
6	November 2024	Louise Needham	Change to policy title and updated to align with latest Group organisation structure	November 2025
7	January 2026	Louise Needham	Updated ISO version and including the mention of a new policy and colleague benefit schemes	January 2027