

ENVIRONMENTAL AND ENERGY POLICY

OUR PHILOSOPHY

As one of the world's leading law firms, we offer advice and guidance to our clients on how to address the impact of their business on the environment. This impact relates not only to compliance with environmental and energy legislation in their own operations, but to the wider relationships they have with their customers, suppliers, investors, and other stakeholders.

We also recognise that our offices, our ways of working, our energy use and our purchasing decisions have an environmental impact. This policy sets out our approach to managing the legitimate interest that our clients, colleagues and other stakeholders have in this environmental impact, as well as providing the framework for setting and reviewing our own environmental and energy objectives and targets.

OUR POLICY

- Ensure procedures are in place to commit to the protection of the environment and prevention of pollution, and to comply with all relevant environmental and energy legislation in each country in which we operate.
- Consume energy in the most efficient, cost-effective, and sustainable way possible.
- Purchase energy from renewable sources and tariffs where available and consider the environmental impact of our decisions and service requirements as part of our procurement processes.
- Work with the Clifford Chance Foundation to help embed the UN Sustainable Development Goals and make financial grants to environmental Non-Governmental Organisations available.
- Establish strategic relationships with a core group of key environmental protection pro bono clients.
- Develop key performance indicators on the contribution that our pro bono and fee-paying work make towards:
 - environmental protection and the UN Sustainable Development Goals; and
 - the development of our skills and networks and the building of fee-paying client relationships.
- Raise awareness about our environmental and energy policies, practices, and commitments and aligned to the "Act Responsibly" pillar of our Code of Conduct, drive a collective focus on minimising our emissions. We will regularly report performance against these indicators, raise our colleagues' awareness of the issues, and participate in recognised and approved environmental and energy forums, as appropriate, to ensure we remain up to date on market best practice.
- Leverage our Sustainable Procurement Programme and Supplier Code of Conduct to understand suppliers' indirect and direct GHG emissions and use the outputs from independent verification and analysis to report and reduce our scope 3 emissions.

PERFORMANCE TARGETS

- We will gather and analyse systematic data on our environmental and energy performance across our business.
- We will set standards of environmental and energy performance for all offices and monitor progress as a commitment to continuous improvement.
- Clifford Chance has approved near and long-term science-based emissions reduction targets with the SBTi. By FY2030 (from a FY2020 baseline year) we commit to reducing our absolute GHG emissions:
 - scope 1 and 2 by 80%
 - scope 3 by 47%.

- We also commit to setting a long-term science-based target to reach net-zero
- Individual offices will:
 - ensure reporting data is inclusive and accurate
 - set, measure, and monitor local targets and initiatives as appropriate
 - generate awareness through local campaigns and initiatives
 - promote local initiatives to protect our surrounding environments and habitats.

GOVERNANCE STRUCTURE

Our Responsible Business Board ("the Board") is authorised by the Firm's Executive Leadership Group to keep our environmental policy under review and recommend changes as appropriate. Our Environment Board has been tasked by the Board to manage the day-to-day implementation of this policy. The Environment Board Sponsor will ensure the Board is updated on progress against targets and any other issues which should be brought to its attention regarding this policy. The Board will report to the Executive Leadership Group annually on compliance with the policy and progress in achieving its objectives and targets.

IMPLEMENTATION AND COMPLIANCE

Our Environment Board is responsible for the implementation of the policy and will adopt a Firm-wide environmental and energy management system to evaluate and report progress against our commitments.

In complying with this policy, it is important to ensure that:

- all offices conserve our natural resources through responsible and efficient use
- environmental and energy risks and opportunities are properly identified, prioritised, and managed in an appropriate and timely way
- the policy criteria are applied wherever the Firm operates, in a manner sensitive to local cultures, customs and circumstances.

RELATED POLICIES AND COMMITMENTS

- Code of Conduct
- Climate Change Policy
- Supplier Code of Conduct
- Global Travel Policy
- Business Ambition for 1.5° commitment

This policy will be reviewed annually by the Environment Board reporting to the Responsible Business Board.

SIGNED



CHARLES ADAMS

Managing Partner, Clifford Chance LLP

DATE

15/06/2022