

Carbon Reduction Plan 2025

Responsible business | *Empowering sustainable growth*



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Commitment to achieving net zero

Trowers & Hamlins is committed to reducing our absolute scope 1, 2 and 3 GHG emissions by 90% by 2050.

Our net zero target was approved by our Strategic Board in January 2022.

We have also set an interim target to achieve a 50% reduction on our 2019/20 baseline emissions by 2030.

This is our first annual Carbon Reduction Plan which has been produced for our 2023/24 financial year (1 April 2023 to 31 March 2024).

Baseline emissions footprint and current reporting

What are baseline emissions?

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.

The reported figures cover our Abu Dhabi, Bahrain, Birmingham, Dubai, Exeter, London, Malaysia, Manchester and Oman offices.

What have we achieved?

We have partnered with a leading carbon software provider to improve the accuracy and coverage of our reporting, giving us, for the first time, a comprehensive view of our Scope 1, 2, and 3 emissions.

We can report that our market-based carbon emissions have reduced by 1,791 tCO₂e since our baseline year.

Note: At present, we are unable to separately calculate Category 2 (Capital Goods) and Category 4 (Upstream Transportation and Distribution), as these emissions are embedded within supplier operations and not reported at a level of detail that allows us to isolate them. As a result, these emissions are currently included within Category 1 (Purchased Goods and Services). We will continue to keep this under review and explore opportunities to improve data collection and supplier engagement where relevant.

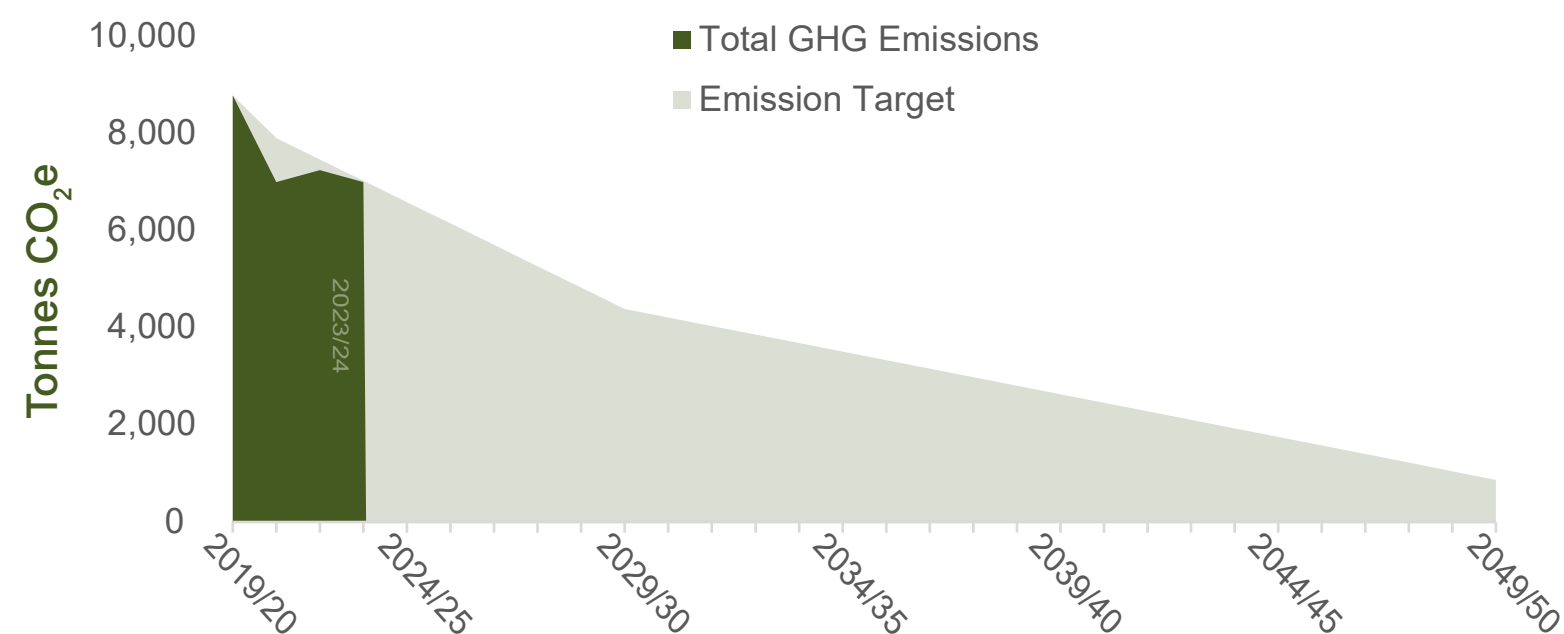
	What's included?	Baseline Year (tCO ₂ e) 1 April 2019 - 31 March 2020	Current Year (tCO ₂ e) 1 April 2023 - 31 March 2024	% change from baseline
Scope 1	Company Vehicles, On-Site Combustion and Fugitive Emissions	452	328	-27%
Scope 2	Electricity Consumption, District Cooling, Company Vehicles (EV)	Market Based = 1,247 Location Based = 933	Market Based = 241 Location Based = 749	Market Based = -81% Location Based = -20%
Scope 3 (Included sources)	Cat 1: Purchased Goods and Services	5,109	4,695	-8%
	Cat 2: Capital Goods	Currently included within Cat 1		
	Cat 3: Fuel and Energy Related Activities	70	57	-19%
	Cat 4: Upstream Transportation and Distribution	Currently included within Cat 1		
	Cat 5: Waste and Water	16	7.5	-53%
	Cat 6: Business Travel	849	826	-3%
	Cat 7: Employee Commuting and Homeworking	941	795	-16%
	Cat 8: Upstream Leased Assets	0	7.5	n/a
	Cat 9: Downstream Transportation and Distribution	Not applicable to our operations		
	Cat 10: Processing of Sold Products	Not applicable to our operations		
	Cat 11: Use of Sold Products	Not applicable to our operations		
	Cat 12: End of Life Treatment of Sold Products	Not applicable to our operations		
	Cat 13: Downstream Leased Assets	139	74	-47%
	Cat 14: Franchises	Not applicable to our operations		
	Cat 15: Investments	Not applicable to our operations		
	Scope 3 Total	7,124	6,462	-9%
Total	Scope 1, 2 and 3	Market Based = 8,822 Location Based = 8,508	Market Based = 7,031 Location Based = 7,538	Market Based = -20% Location Based = -11%

Emissions reduction targets

To continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

In January 2022, Trowers & Hamlins announced its aim to reduce our absolute scope 1, 2 and 3 GHG emissions by 90% by 2050 with an interim target to achieve a 50% reduction against our 2019/20 baseline emissions by 2030.

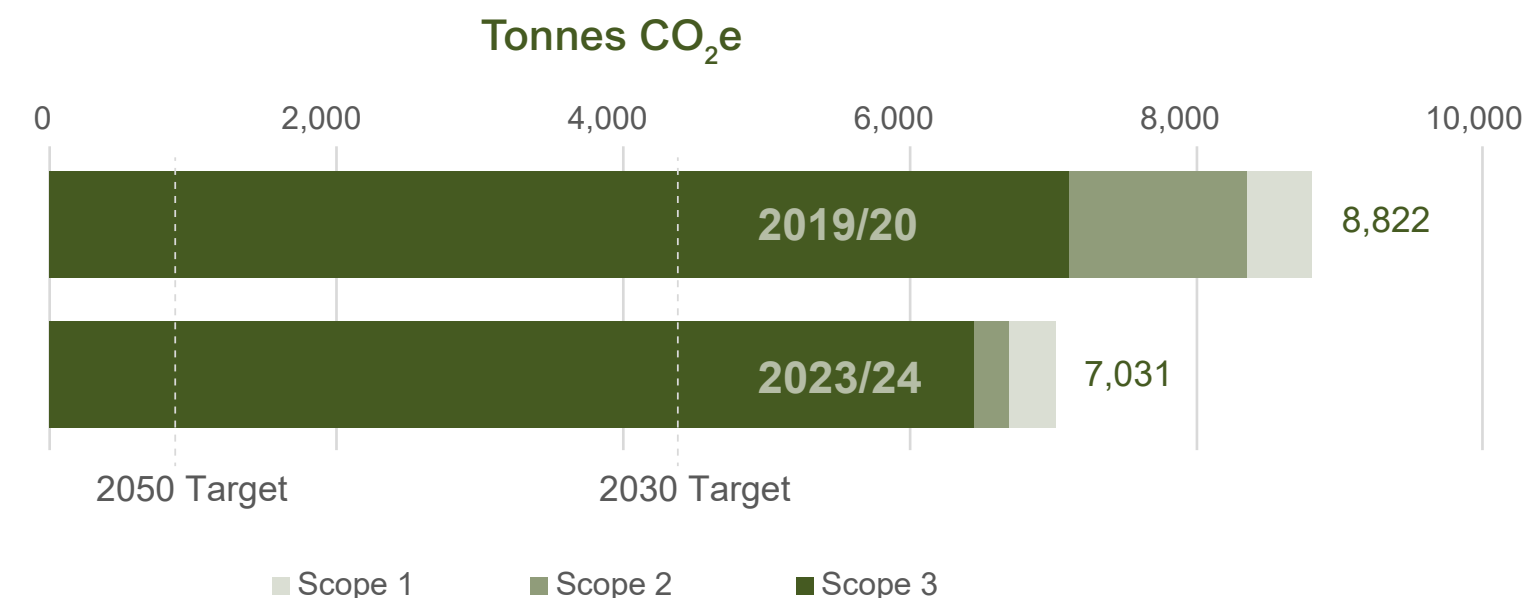
Scope 1, 2 and 3 GHG market emissions against 2050 target



To date, we have achieved a 20% reduction in our absolute Scope 1, 2 and 3 emissions and a 67% reduction in our Scope 1 and 2 emissions.

We project that carbon emissions will decrease over the next six years to 4,411 tCO₂e by 2030. This is a reduction of 50% against our 2019/20 baseline.

Progress towards our carbon reduction targets



We did not report emissions for 2020/21 due to the challenges posed by the COVID-19 pandemic and limited resource availability at the time.

Carbon reduction projects

As an international law firm, we recognise we have a role to play in addressing the climate crisis – both through how we operate and the advice we give to clients. Our [environmental policy](#) outlines our commitment to decarbonising our operations and supply chain and how we are integrating circular economy principles into our use and management of resources.

Furthermore, we have recently begun work towards ISO 14001 Environmental Management System accreditation. This internationally recognised standard will help us set ambitious yet achievable targets to continuously improve our environmental performance.

Completed or in progress carbon reduction initiatives

The following environmental management measures and projects have been completed or are in progress since our 2019/20 baseline. The carbon Emission reduction achieved by these schemes equate to 1,791 tCO₂e, a 20% reduction against the 2019/20 baseline and the measures will be in effect when performing the contract.

Since our baseline year, we have reduced our market-based greenhouse gas emissions per full-time equivalent (FTE) from 10.3 to 6.8 tCO₂e. Additionally, we have improved energy efficiency across our offices, reducing energy usage intensity from 377 to 295 kWh/m².



Energy efficiency and decarbonisation

Completed

- ✓ Purchased 100% REGO-backed electricity UK-wide and a RGGO-backed natural gas tariff in London.
- ✓ Installed electric calorifiers for hot water and replaced our natural gas catering equipment with electric alternatives.
- ✓ Installed a more energy-efficient chiller in our Exeter office.
- ✓ Upgraded to LED lighting and improved PIR controls in Exeter and Manchester.
- ✓ Optimised building management systems: reduced operating hours, adjusted seasonal set points, and improved temperature controls.
- ✓ Our IT server room now operates with dedicated air conditioning at 24-25°C, up from 18-19°C, enabling the central HVAC system to be switched off and saving energy.
- ✓ Moved our Birmingham office to a more energy-efficient building.

In progress

- Replacing natural gas boilers with electric alternatives and continuing to procure 100% renewable energy, which will require collaboration and support from our landlords.
- Implementing recommendations from our latest ESOS energy audit to improve energy efficiency, including further upgrades to lighting, controls, and HVAC systems.
- Further aligning office space to support agile working and our hybrid approach, integrating sustainability into relocations and refurbishments.



Business travel and employee commuting

Completed

- ✓ Upgraded audio-visual systems to reduce travel by enhancing remote meeting capabilities.
- ✓ Improved our remote working technology to support hybrid working.
- ✓ Continuing to transition the cars leased under our company car scheme to EVs and hybrids.
- ✓ Conducted our first 2024 firmwide travel survey to understand commuting behaviours and emissions.

In progress

- Reviewing our business travel policy to align with sustainable best practices and explore ways to improve availability and reporting of travel data.
- We will explore the potential for implementing an EV salary sacrifice scheme for our employees and the installation of EV charge points will be considered in relevant offices.



Use of resources and waste management

Completed

- ✓ Switched to 75gsm FSC-certified paper and defaulted to double-sided, black-and-white printing.
- ✓ Launched a reusable cup scheme, with over 95% of hot drinks served in reusable cups.
- ✓ Phased out single-use plastics in our staff restaurant on on-floor kitchen areas.
- ✓ Introduced dedicated IT and stationery waste collection points to improve reuse rates.
- ✓ Introduced closed-loop recycling of washroom hand towels in London and transitioned to more sustainable cleaning products.

In progress

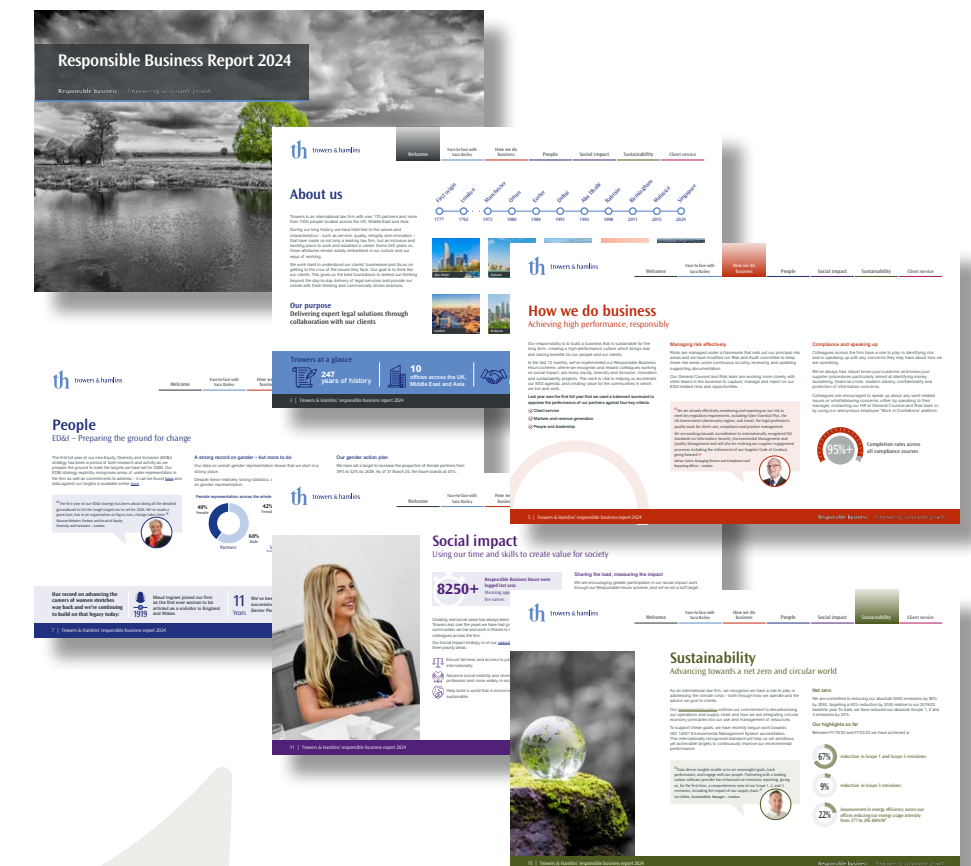
- We are exploring ways to better understand our supply chain emissions, prioritising improved data quality and more accurate measurement methods.
- Further improvement to waste management and segregation across our UK offices to boost recycling and recovery rates.
- Our sustainability committee will explore ways to share paper usage data, raise awareness, and encourage behaviours that help further reduce paper.



Employee engagement and partnerships

- Our sustainability committee continues to lead initiatives, drive engagement, and oversee education, communication, technology, and policy improvements.
- We contribute to The Chancery Lane Project, a pro bono collaboration of legal professionals working to embed climate considerations into contracts clauses and model laws.
- We supported the HACT Retrofit Credit Scheme, a Verified Carbon Standard project, focussed on decarbonising UK social housing.
- We are also members of the Legal Sustainability Alliance and are signatories to the Greener Litigation Pledge and Campaign for Greener Arbitrations.
- We are continuing to explore other sustainability related partnerships in the legal sector.

Further details can be found in our latest [Responsible Business Report](#).



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 emissions 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 on behalf of the Strategic Board by:



Sara Bailey

Sara Bailey, Senior Partner
Trowers & Hamlins LLP

9 June 2025

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>



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