

Brabners

Net Zero Strategy 2025 - 2040

Certified



Corporation



Brabners

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Introduction

This report outlines our commitment to sustainability and our ambition to become a net zero law firm by 2040 – ten years ahead of the UK Government’s proposed deadline.

Our efforts align with the Paris Agreement and the United Nations Sustainable Development Goals and are guided by a triple bottom line framework that places equal importance on people, planet, and profit. As a proudly certified B Corp, we are committed to ensuring that every aspect of our operations, including our supply chains, aligns with our net zero strategy.

Our goal is to achieve a significant reduction in emissions across Scope 1, 2, and 3, as defined by the Greenhouse Gas Protocol, and in line with the Science Based Targets Initiative (SBTi). We aim to set a Scope 1 and 2 target for emissions reduction by 2037 and reach net zero for Scope 3 by 2040. We are committed to limiting carbon removal to no more than 10% of our emissions, prioritising real reductions instead. We also encourage all stakeholders to adopt sustainable practices in support of our targets.

To support our net zero goal, we aim to implement a range of quantifiable and non-quantifiable initiatives. Quantifiable actions include consideration of a ride-sharing scheme informed by colleague feedback, switching to 100% recycled paper and moving travel to partners conference to national and international rail rather than short-haul flights.

Unquantifiable yet equally important initiatives include the introduction of a sustainable procurement policy, a supplier engagement questionnaire to align external partners with our goals, and a travel policy that supports a ‘trains first’ approach. We will aim to also foster employee engagement through incentive programmes such as the ‘Green Champion’ and ‘Eco Warrior of the Month’ awards. In addition, we will aim to continue to offer two paid volunteer days per employee each year to support environmental and community-focused initiatives.

We are a purpose-led independent law firm. Proudly anchored in the North since 1815, we serve all of England and Wales, acting as a strategic partner to both UK-based and international clients.

With hundreds of nationally recognised lawyers, we offer a wide range of legal services. We're here for you in times of both challenge and opportunity, whether personal or professional. We represent an eclectic mix of clients — from multinational businesses and global brands to social enterprises and ambitious SMEs, as well as families, individuals, senior professionals, athletes and celebrities. Our independence allows us to be objective, principled and provide a service with heart and personality.

Our mission to make the difference guides everything we do, pushing us to go the extra mile for our clients and empowering our people to do what they do best. As a certified B Corp organisation, we're committed to responsible business. That means high standards of social and environmental performance, transparency and accountability. With five modern offices in Liverpool, Manchester, Leeds, Lancashire and London, our people have the choice to work remotely and flexibly to best support our clients' needs.

At Brabners,
we make the
difference.

Our Sustainability Journey

At Brabners, we are proud to be B Corp certified, reflecting our commitment to making a positive impact on the environment around us. Guided by a 'Triple Bottom Line Framework', we focus equally on our successful treatment of people, planet and profit. We have won numerous sustainability awards, notably the 'Sustainability Initiative of the Year' at the Lawyers Awards 2023, and a shortlist for 'Sustainable Business of the Year' by Edie in 2023.

We have been collecting and analysing our carbon footprint since 2008 and have made great progress in the number of emission sources we quantify, as well as the quality of the data. Since then, we have opened our Lancashire office and now incorporate our environmental impact from this site too. In 2008, we looked purely at our energy consumption emissions which totalled 102.37 tCO₂e. We now have a much better understanding of the impact of our operations and continue to monitor and manage our carbon footprint.

We have implemented a range of practical initiatives aimed at supporting more sustainable ways of working across our offices and operations. These include default double-sided, black-and-white printing settings, unless otherwise required for court purposes and the use of electronic signature platforms to reduce paper use. In 2008, we used 2,959,000 sheets of A3 and A4 paper. Just over 16 years later in 2024, we only used 1,413,000 sheets: a reduction of 52%, despite growing our headcount by more than 30%.

We have made great strides in reducing our IT power consumption and we are focusing on limiting any unnecessary energy consumption. For example, our laptops run on the battery-saving display settings and, when they are in

standby mode, our monitors automatically enter a power saving state too. We have delved into the operating systems of our MFDs and HC Scanners to switch off the fuser heater while keeping the display on. All of our Wi-Fi access points are powered down between 1am and 6am, along with our meeting room tablets and our Poly Cameras automatically move into power save mode after 8 hours of inactivity.

We have taken steps to reduce the environmental impact of our buildings and day-to-day activities, including the use of renewable gas and electricity, supported by certification held on our systems. We encourage the use of reusable cups and bottles and have introduced clear recycling signage across our offices. Our waste streams have been streamlined into recyclable, non-recyclable and food waste to support clearer segregation and improved recycling outcomes.

Our approach is also supported by wider organisational initiatives, including the use of sustainable stationery, the implementation of a sustainable procurement policy, and the delivery of Sustainability Academy training to help raise awareness and understanding across the business. In addition, we offer a cycle to work scheme and associated facilities to support lower-carbon travel options where practical. Together, these initiatives reflect steps we have already taken to embed sustainability considerations into our operations, while recognising that further improvements may continue to be identified over time.

Our Key Sustainability Goals

Our net zero strategy is built on a baseline year of 2024, chosen due to the greater accuracy, consistency, and availability of data collected during this period. This allows us to establish a more reliable foundation for setting meaningful targets and measuring progress over time. While 2024 serves as our official baseline year, it is important to note that we have been tracking, monitoring, and reporting emissions data since 2019, which provides us with valuable historical insights and trends.

By analysing this data, we can better understand the progress we have already made and identify areas that require additional focus. To the right, we have outlined our key goals and milestones for the coming years, which will guide our journey towards achieving net zero in a transparent and measurable way.

01

Encourage sustainable business by leading through best practices.

02

Lower urban environmental impact by promoting agile working and reducing non-electric travel.

03

Support regional development by engaging in initiatives like the True North.

04

Integrate climate policy by reporting SEGG metrics directly to our Management Board.

05

Protect natural resources by measuring and reducing our carbon footprint annually.

In 2022, we proudly became the UK's largest law firm to become B Corp certified.

Proudly B Corp Certified

As an independent and purpose-led law firm, we strongly believe that business has a responsibility to bring about positive and lasting change. This led us to adopt a set of ambitious sustainability goals in 2020, which have since led our journey. Yet for us, being a responsible business goes much further than the environment alone. It also means giving back to our local communities and wider society — this is why our sustainability goals include issues like diversity, poverty, equal pay, affordable housing and more. Through a series of internal colleague-led action groups, we're focused on achieving these goals and making further improvements around issues close to our hearts, such as equality, diversity and inclusion. This approach aligns perfectly with the B Corp movement — and in 2022, we proudly became the UK's largest law firm (and the first outside of London) to become B Corp certified. In 2026 we successfully recertified with an increased score of 93.7.

Law Industry Sustainability Review

At Brabners, we are proud to be recognised as one of the UK's leading purpose-led law firms.

Our sustainability strategy is grounded in our belief that responsible business is not only the right thing to do, but also central to how we create long term value for our clients and our communities. As one of the UK's first few law firms to achieve B Corp certification, we hold ourselves to the highest standards of social and environmental responsibility and continue to strengthen our approach each year.

We have set a clear ambition to achieve net zero by 2040, reflecting our commitment to accelerated climate action. The progress we have made so far, including significant work to embed sustainability within our operations, decisions and governance, provides a strong foundation for our next phase of activity.

Across the legal sector, firms are increasingly advancing their climate strategies, and we welcome this shift. Some larger organisations have already secured science-based target (SBTi) certification, ISO environmental accreditations or industry sustainability ratings. These developments set an important benchmark, and we see them as both positive for the profession and supportive of our own continuous improvement. In particular, firms such as Irwin Mitchell, Weightmans and DWF have published detailed decarbonisation pathways and year-on-year emissions data, demonstrating the growing expectations around transparency and technical reporting within the markets we serve.

We recognise these evolving standards and are in the process of enhancing the way we measure, report and communicate our own environmental performance. Our B Corp status already provides independent assurance of our ethical and sustainability credentials which is something that relatively few law firms have achieved. Building on this, we are strengthening our carbon footprinting processes, developing a more detailed reduction pathway and increasing the visibility of our environmental data so clients and stakeholders can track our progress with confidence.

As a purpose-driven organisation, we believe that we demonstrate both the authenticity of our values and our commitment to aligning with best practice net zero standards. As expectations continue to rise, particularly with quantifying the impact of our supply chain, we are ensuring our strategy remains robust, transparent and fully aligned with the needs of our clients.

Ultimately, our ambition extends far beyond compliance. We want to be a firm that leads by example; one whose sustainability actions reflect the same clarity of purpose that underpins our culture, our client service and our role within our communities. By combining our B Corp achievements with an increasingly data driven, science aligned approach to decarbonisation, we are confident that Brabners will remain at the forefront of responsible business within the UK legal sector.

Our Near Term Targets



A near-term target must include at least 95% of a company's direct emissions

As with everything we do, we want to make a difference and that mindset extends to our net zero targets. We have set a number of ambitious goals to achieve by 2040. In order to align with the Science Based Targets initiative (SBTi), we are required to set a near term Scope 1 and 2 target to achieve ahead of our 2040 net zero goal. This has been set at 2037. SBTi defines this as:

“The foundation of corporate climate action. They define how much a company must reduce its greenhouse gas (GHG) emissions over the next 5–10 years. Near-term targets are mandatory for all companies seeking SBTi validation. They ensure that action begins immediately and provide accountability for progress in the short to medium term.”

A near-term target must include at least 95% of a company's direct emissions (Scopes 1 and 2). If more than 40% of a company's total emissions come from its value chain, like suppliers, product use and transport (Scope 3), then the company must also set a Scope 3 target. This must cover at least 67% of those emissions, though many companies go further and cover up to 100%.

Whilst we are still in the process of quantifying our value chain emissions in detail, we have applied the same methodology as above to the emission sources that we have already captured. This is an area that we aim to improve in the future, and we have started the process of identifying our highest emitting supply chain partners.

This report sets in motion our ambitious journey towards becoming a sustainability leader in the legal industry across the UK. We are committed to achieving our goals and making a real difference for future generations.

Scope 1 and 2 Near Term Targets

Our near term target of 2037 has been calculated using the SBTi guidance on Scope 1 and 2 emission reductions. We aim to reduce our Scope 1 carbon footprint by 97% in the next 11 years.

By adopting a market based approach to our emission reporting, we can remove all Scope 2 emissions associated with electricity consumption. This is in line with the GHG Protocol's Scope 2 Guidance. As such, our near term SBTi aligned target will only focus on reducing emissions from our gas consumption at each office. In order for SBTi to consider our carbon emissions to be net zero across our Scope 1 and 2 emissions, we need to emit no more than 0.57 tCO₂e by 2037.

The carbon reductions associated with gas use can only be applied when the leases end on our current offices. The table below shows the natural gas carbon emissions for each site and when these leases finish:

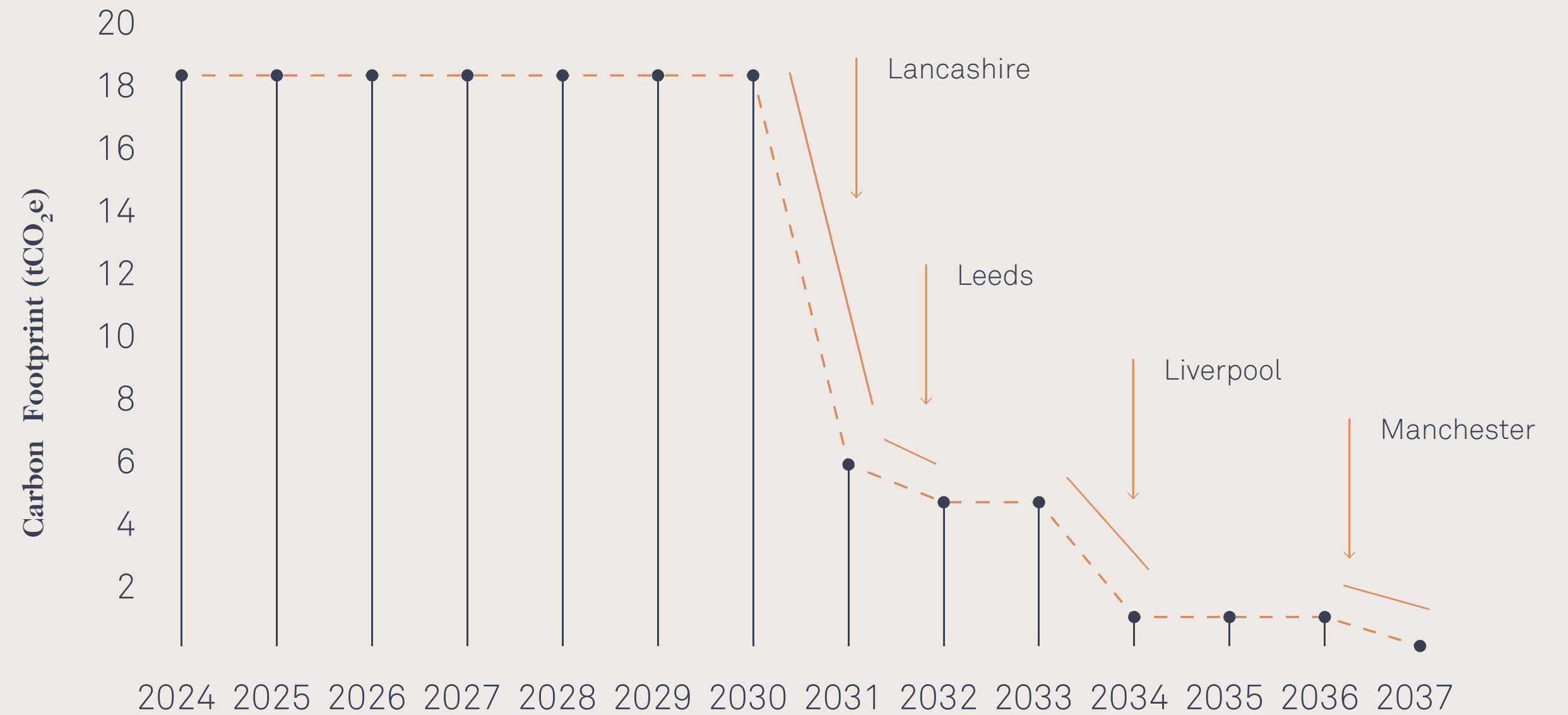
Office	Natural Gas (tCO ₂ e)	Start Date	Lease Length (Years)	End Date
Manchester	0.88	2022	15	2037
Liverpool	3.66	2024	10	2034
Leeds	0.99	2022	10	2032
Lancashire	12.81	2021	10	2031

Scope 1 and 2 Near Term Targets

In order to map our reductions from 2026 to 2037, we have adopted two different methods. From 2026 to 2030, we have applied the average percentage change figure associated with the change in natural gas conversion factors. These conversion factors are taken from the UK Government's 2020-2025 Conversion Factor document, as published on their website. The average reduction during this period was -0.08% and was applied annually until the first office lease end (Lancashire) in 2031. These minor changes until 2030 reflect efficiency improvements in the UK gas grid and improvements in conversion factor methodologies. Significant Scope 1 reductions depend on end of tenancy decisions.

To meaningfully tackle Scope 1 emissions from gas consumption, we aim to prioritise a transition to offices with fully electric heating systems. Between 2026 and 2030, we will assess relocation opportunities with a clear preference for premises that do not rely on on-site gas heating. By 2031, we aim to start actioning these considerations in our end of tenancy moving decisions and expect to eliminate gas related Scope 1 emissions from 2031 onwards for each office. The annual changes are shown in the chart to the right.

Scope 1 and 2 Net Zero Pathway



Our Scope 3 Near Term Target

Similar to our Scope 1 and 2 near term targets, SBTi mandates that, when an organisation's Scope 3 emissions account for 40% or more of the total carbon footprint, then the full value chain must be evaluated.

For Scope 3 near term target reporting, there are two scenarios that can be applied for absolute reduction measurement. These are a 'well below 2°C' and a '1.5°C alignment' approach. At Brabners, we believe in being ambitious and we aim to align with a 1.5°C warming scenario to limit the impacts of climate change as much as possible. As such, the chart below shows a pathway aligned with the 1.5°C reduction targets. This reduction has been calculated using the SBTi Target Setting Tool, available in the Resources section of their website.

For a 1.5°C warming scenario, we will need to reduce our 2024 emissions by 63% by 2040. This will require an absolute reduction of 2,155.81 tCO₂e, emitting no more than 1,266.12 tCO₂e by our target year. We aim to implement a number of carbon reduction initiatives to help us achieve this goal, including reducing our business flights, focusing on engagement with our suppliers and exploring other initiatives such as an EV salary sacrifice scheme. We have provided more detail on each measure, along with the associated reductions, in the next section of the report.

The table below provides a summary of this data:

Reduction Initiative	Carbon Saving (tCO ₂ e)	Implementation
Reduce Business Flights	27.65	2027
100% Recycled Paper	0.69	2027
Virtual Meetings	21.88	2027
Supplier Engagement	897.86	2031
	94.28	2032-2038
	100.28	2039
	100.28	2040

Our Scope 3 Near Term Target

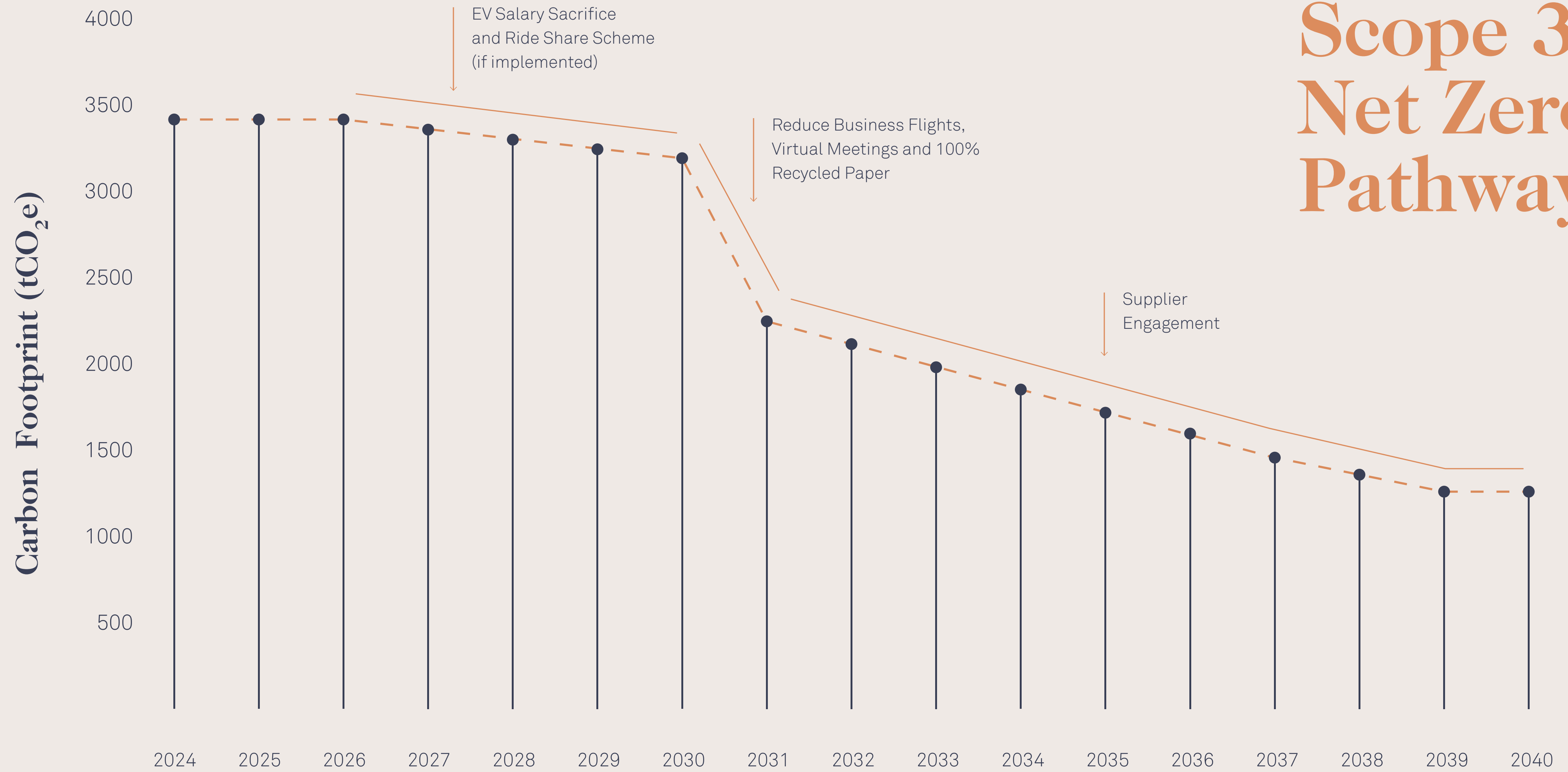
continued

The planned carbon reduction initiatives show a staged programme of action over the next decade and beyond, combining operational changes with longer-term supply chain engagement. In the near term, measures to be implemented by 2027 focus on reducing travel and resource use, including cutting business flights (27.65 tCO₂e), increasing virtual meetings (21.88 tCO₂e), and switching to 100% recycled paper (0.69 tCO₂e). We are also considering other initiatives which could potentially be introduced in 2028 such as an EV salary sacrifice scheme which could potentially save 34.93 tCO₂e and a ride share scheme delivering a smaller reduction of 0.42 tCO₂e.

The most significant impact is projected to come from supplier engagement, which delivers carbon reduction through two key mechanisms. First, improved reporting accuracy by incorporating suppliers' actual Scope 1 and 2 emissions data to precisely calculate and inform Scope 3 emissions rather than relying on spend based market averages. Second, active engagement with suppliers to drive emissions reduction within their operations or to support strategic supplier switching where lower carbon alternatives are available, thereby reducing overall Scope 3 emissions. This approach is expected to deliver a major saving of 897.86 tCO₂e by 2031, followed by sustained reductions of 94.28 tCO₂e annually from 2032 to 2038 and approximately 100.28 tCO₂e per year in 2039 and 2040.

These figures have been calculated using the average reduction in emissions from the suppliers that we have already engaged with. For example, in 2031, we predict a 25% reduction in emissions associated with purchased goods and services. The following seven years are expected to have an annual reduction of 3.5%, totalling another 25% reduction across these years. The final two years (2039-2040) have been calculated by dividing the remaining carbon required to achieve net zero by two. This way, there is an even split between the remaining years.

Overall, the data indicates that while early internal initiatives contribute meaningful reductions, the largest and most sustained carbon savings will be achieved through long-term collaboration with suppliers.



Scope 3 Net Zero Pathway

Quantifiable Initiatives Under Consideration



Electric Vehicle (EV) Adoption

We are committed to reducing our operational emissions and have identified an opportunity to achieve this through encouraging our employees to use public transport for business travel purposes. In 2024, our car travel, covering 201,210.95 kilometres, generated a carbon footprint of 33.58 tCO₂e. We want to reduce the number of kilometres travelled by car and we aim to achieve this by adopting a 'train first approach'. Electric vehicles are widely recognised as a much lower-carbon option for road transport. On average, battery EVs emit about 60 grams of CO₂ per kilometre, accounting for electricity generation. In comparison, petrol cars produce around 164.5 grams per kilometre, while diesel vehicles emit approximately 141 grams per kilometre. This means EVs generate about 2.7 times fewer emissions than petrol cars and 2.3 times fewer than diesel vehicles for each kilometre travelled.

To estimate the carbon savings from switching car based business travel to electric vehicles (EVs), we have assumed that the share of EV mileage increases by 5% each year. The total annual kilometres travelled by cars were multiplied by the average emissions factor for an EV, compared against the baseline for conventional vehicles. Based on this approach, each 5% increase in EV mileage results in an estimated reduction of 1.5 tCO₂e. By 2030, this gradual uptake would lower our car-related travel emissions from 42.43 tCO₂e in 2025 to 34.93 tCO₂e, representing an 18% reduction. This transition highlights the substantial contribution EV adoption can make toward reducing our business travel emissions, supporting both our organisational sustainability goals and wider national decarbonisation efforts.

In addition to this, we are considering updating our internal travel policy to prioritise the use of electric vehicles and we are evaluating the possibility of introducing an EV salary sacrifice scheme to support colleagues in adopting lower emission transport. If adopted, it will be clearly communicated to staff, with practical tools and guidance on practical use and an emphasis on the environmental benefits of switching to electric vehicles.

In any event, we will continue to monitor and report on commuting data, calculating the associated emissions and comparing performance against our 2024 car travel baseline. This will allow us to quantify reductions over time and track progress toward more sustainable travel practices.

We may also plan to provide training sessions, share case studies, and offer periodic reviews will help us identify successes and opportunities for further improvement, ensuring that the transition to electric vehicles continues to contribute meaningfully to our sustainability objectives.

Electric Vehicles

Sustainable Travel to Our Conferences

In 2024, our short haul flights to conferences, covering 151,825 kilometres, generated a carbon footprint of 31.70 tCO₂e. We want to reduce the number of kilometres travelled by air and we aim to achieve this by adopting a ‘train first approach’.

Rail travel is widely recognised as one of the lowest carbon modes of transport, producing around 31 grams of CO₂ per passenger kilometre, compared with an average of 110 grams per kilometre for short-haul flights. This means that rail travel produces roughly 3.55 times fewer emissions per passenger kilometre than short-haul flights.

To estimate the potential carbon savings from replacing air based business travel with rail, we focused on short-haul flights taken for conferences. We assumed that travelling by train would increase distance by around 20% compared to flying and modelled two scenarios based on this assumption.

In the national scenario, conferences are relocated to the UK, with rail distances estimated at 50% of the current flight distance. This switch results in 4.05 tCO₂e, saving 27.65 tCO₂e compared with the short-haul flights baseline.

In the international scenario, conferences outside the UK could instead be attended by rail. This switch would result in 3.15 tCO₂e, saving 28.55 tCO₂e compared with the short-haul flights baseline. These findings highlight the substantial reductions in emissions that can be achieved by substituting a portion of short-haul flights with lower carbon rail alternatives.

We recognise that not all of our offices are easily accessible by rail. For locations such as Liverpool, Leeds and Manchester, where rail travel is convenient and efficient, we want to prioritise it as a lower carbon alternative to cars or taxis. This reduction measure may require some ‘trial and error’ whilst we work out optimum routes and track additional times required to travel by rail.

As part of this initiative, we would monitor and report on all short-haul business travel, calculating associated emissions and comparing performance against our 2024 short-haul flights baseline. This will help us quantify reductions and assess the impact of shifting from air to rail travel. We have already made measurable progress by hosting one out of every three partner conferences in UK based locations to reduce flight related emissions. Building on this momentum, we are driving further cultural change to embed low carbon travel choices into standard business practice and sustain long term emission reduction.

By implementing this plan, we aim to achieve measurable carbon reductions while embedding a culture of sustainable travel within our organisation. Switching from short-haul flights to rail illustrates how targeted, practical changes to everyday operations can deliver significant environmental benefits alongside improved employee experience and alignment with broader low carbon transport initiatives.

Using 100% Recycled Paper

The paper that we currently source for our offices is comprised of 70% recycled content and 30% virgin wood. Whilst this already represents a positive step towards sustainable procurement, there is an opportunity to further reduce our environmental impact by moving to FSC-certified 100% recycled paper. Based on 2024 consumption levels, this transition would generate an estimated annual saving of 0.69 tCO₂e (9%).

However, the benefits extend beyond carbon reduction. Using fully recycled paper reduces demand for virgin fibre, lowering the pressure on forests and decreasing the energy and water intensity associated with paper production. FSC certification also provides assurance that the paper has been responsibly sourced in line with recognised sustainability standards, supporting both environmental stewardship and supply chain transparency. By adopting 100% recycled paper across our operations, we would not only deliver measurable carbon savings but also reinforce our commitment to responsible resource management and the principles of the circular economy.

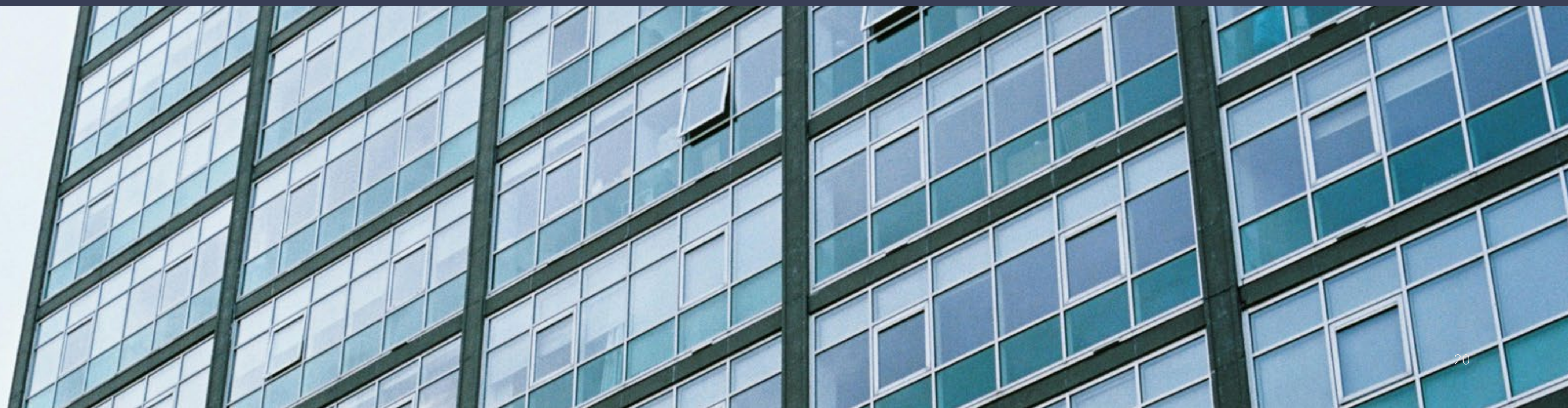
Long-Term Property Control

Lancashire is the only site that is completely leased by Brabners alone, positioning it as the flagship location for our carbon reduction plan and our wider net zero strategy. Unlike the premises that we lease a small area of, the fact that we lease the entire Lancashire building could potentially provide us with the ability to influence the landlord's decisions more than in our other offices. This gives us a unique opportunity to act decisively, trialling a range of innovative carbon reduction measures that can later be scaled across our three other offices.

At this site, we may be able to explore, in conjunction with the landlord, a wide range of interventions. These could include renewable energy integration such as solar PV, enhancements to building fabric and insulation, the adoption of low carbon heating and cooling systems, and improvements in water and waste efficiency. In addition, Lancashire provides the perfect setting for us to advance our digital carbon management initiatives, ensuring that our IT systems and digital operations are aligned with our environmental ambitions. Each of these measures contributes not only to a reduction in

emissions but also to lower operational costs, improved resilience, and enhanced wellbeing for colleagues working in a greener, more efficient environment. By monitoring the impacts of these initiatives, we would be able to identify best practices that we could potentially introduce across our other offices in the future.

Looking ahead, our ambition is to try to have greater control over our operational decisions. This shift will enable us to approach and engage in an effective dialogue with the landlords at our leased floor offices, potentially working with other tenants. By taking a more coordinated approach, we would be able to track progress more effectively, benchmark performance between sites, and ensure that all colleagues benefit equally from the environmental improvements we introduce.



Unquantifiable Initiatives Under Consideration



Sustainable Procurement Policy

Our sustainable procurement policy sets out how we approach the purchase of goods and services, with the aim of giving appropriate consideration to environmental, social and economic factors alongside cost, quality and business needs. It provides a framework to support consistent decision making and helps us to consider the impact on sustainability. Through this approach, we aim to encourage responsible sourcing, ethical business practices and engagement with our suppliers, something that we have already started.

The benefits of a sustainable procurement policy include helping us to better understand and manage potential risks and impacts within our supply chain and supporting transparency and consistency in our procurement processes. It may also help us to identify opportunities for improved efficiency by considering whole-life costs, reducing waste and engaging with a diverse range of suppliers. For example, this could include more local and small or medium-sized businesses. Overall, our policy aims to support responsible business practices while retaining flexibility to adapt as our priorities, regulatory requirements and stakeholder expectations continue to evolve.

Supplier Engagement Questionnaire

As of the end of 2025, we have already started to engage with our top ten largest spend suppliers to better understand their sustainability practices and to encourage progress on decarbonisation. We plan to extend engagement across a wider range of our suppliers, gradually working through our supply chain to promote sustainable practices and identify opportunities for improvement.

By understanding the carbon footprint of our suppliers, we can make more informed decisions about where to focus our procurement spend and encourage partners to reduce their emissions. This approach also helps us support collaboration and knowledge sharing, highlighting best practices that can benefit both our business and our suppliers. Over time, this engagement will provide valuable insight into the environmental impact of our supply chain and support a gradual transition towards lower carbon, more sustainable sourcing.

Decarbonising Office Catering

We are working to reduce the environmental impact of our office catering by considering a range of sustainability factors when selecting products and services. This may include attention to the carbon footprint of the food we provide, including the food miles involved in sourcing ingredients and the water required to produce them. Where possible, we aim to consider providing lower carbon alternatives, including locally sourced ingredients and vegetarian dishes, to help reduce the overall environmental impact of our catering.

We will aim to consider the wider life-cycle impacts of the products we use, from production through to disposal, and strive to choose items with

recognised environmental credentials. This could include reviewing the life-cycle assessment (LCA) and Fairtrade status of products to support ethical sourcing, promote responsible supply chains, and encourage fairness and transparency in the provision of catering services.

These steps support the provision of catering that is both convenient and high quality for our colleagues, while aligning with our broader sustainability objectives. We continue to explore opportunities to improve our catering choices as more sustainable options become available, reviewing them periodically to ensure they support our sustainability goals.

Digital Court Bundles

We want to explore ways to reduce the environmental impact of court proceedings by engaging with courts on the use of digital bundles. Digital bundles allow us to consolidate the paperwork required by the courts into a single electronic document, rather than producing multiple printed copies. This approach helps to reduce paper use and the associated energy and resources required for printing, while maintaining the quality and accessibility of the information submitted.

Where courts are able to accept digital bundles, we aim to work collaboratively to ensure that submissions meet their requirements and standards. This not only supports more sustainable working practices but

also encourages the wider adoption of efficient, low carbon alternatives to traditional paper-based processes. By integrating digital bundles into our workflow, we can reduce our resource use and contribute to a more environmentally responsible approach to court work. This way, we will still retain the flexibility to comply with specific court rules or requirements.

Brabners' Green Champions

We are considering the introduction of Green Champions across each department to help promote sustainability awareness and encourage environmentally responsible practices. These colleagues could play a role in sharing ideas, supporting the adoption of sustainable initiatives in day-to-day operations, and highlighting opportunities for practical improvements.

To encourage participation, we may explore offering recognition, such as prizes or donations to a charity of the winner's choice, on a regular basis, whether monthly or quarterly. This initiative is intended to foster a culture

of sustainability, increase engagement across teams, and support the wider environmental objectives of our business, while remaining flexible as the scheme develops.

Pro Bono Climate Justice Work

We are exploring opportunities to provide pro bono support in the area of climate justice, using our legal expertise to assist communities, organisations, and initiatives that are addressing environmental and social challenges. This could include supporting projects that aim to reduce carbon emissions, protect natural resources, or ensure that vulnerable groups have access to justice. Through this work, we hope to contribute to meaningful environmental outcomes while promoting fairness, equality, and access to legal support on climate related issues.

Engaging in pro bono climate justice activities also helps to demonstrate our wider commitment to responsible business practices, in line with the values that underpin our B Corp certification. B Corp recognises businesses

that meet high standards of social and environmental performance, accountability, and transparency, and initiatives such as pro bono climate justice work provides a tangible way to apply our expertise to support these principles. This work offers our colleagues the opportunity to contribute meaningfully to environmental and social causes, reinforcing our commitment to sustainability beyond our operational practices.

Sustainability Lease Clauses

We are considering incorporating environmental criteria into lease agreements should we choose to move or open additional offices in the future. This could include clauses that encourage energy efficiency, the use of renewable energy, water conservation, waste reduction, and other sustainable building practices. By taking a building's green credentials into account at the lease stage, we can help ensure that any new or relocated offices align with our broader sustainability objectives.

Considering environmental factors in lease agreements also provides an opportunity to engage landlords and property managers in supporting sustainable practices. This may include energy-efficient building

management, recycling and waste reduction programs, or other initiatives that reduce the overall environmental impact of our workplaces. While this initiative is still under review, it reflects our ongoing interest in embedding sustainability into our operations and long-term planning.

Virtual Court Hearings

We continue to explore the use of virtual courtroom hearings as a way to reduce the environmental impact of our lawyers' travel. We already participate in some virtual hearings, for example in cases such as housing disrepair, and are engaging with courts to understand where this approach may be appropriate for other types of proceedings. The feasibility of virtual hearings depends on the specific court, the nature of the case, and how well technology has been integrated into court operations.

By engaging with courts on the use of virtual hearings, we hope to contribute to more sustainable working practices while maintaining the quality and effectiveness of legal representation. This approach allows us to consider

reduced travel, lower emissions, and more flexible ways of working, while remaining responsive to the requirements and constraints of the justice system. We see virtual hearings as one part of our broader strategy to identify practical, low carbon alternatives in our operations where possible.

Low Carbon Cloud Storage and Use of Artificial Intelligence

We are exploring the transition of all our internal storage to the cloud, building on our current setup, which is approximately half stored on-site and half on Microsoft Azure. Hyperscale cloud platforms operate with significantly higher server utilisation, optimised infrastructure and advanced cooling which results in highly efficient systems when compared to onsite servers. Security will be a key consideration in implementing this initiative, ensuring that sensitive information remains protected while moving to a more centralised, digital storage approach.

We are mindful of environmental performance associated with different cloud storage service providers. This, in part, has influenced our decision to use Microsoft Azure. They are working towards powering all of its data centres with 100% renewable energy by the end of 2026, which aligns with our sustainability objectives. If we are unable to meet our environmental and security requirements with Azure, we may consider alternative providers that can deliver both robust data protection and strong renewable energy credentials.

Moving storage to the cloud has the potential to reduce our operational energy use and associated carbon emissions, while providing greater flexibility and efficiency in accessing information across the business. This initiative will be carefully planned and monitored to ensure that both security and sustainability considerations are fully addressed.

We recognise that artificial intelligence is developing rapidly and that its environmental implications are still evolving. As part of our net zero strategy, we will continue to monitor advancements in AI technology, associated energy demand and emerging regulatory and industry guidance. Where AI tools are adopted within our operations, we will keep their environmental impact under review, taking account of energy use, data storage and supplier performance. This measured approach will ensure that innovation is aligned with our sustainability commitments and does not compromise our long term carbon reduction objectives.

Client Advisory Emissions

As a purpose-led, B Corp–certified law firm, we recognise that our environmental impact extends far beyond our own operations. While we continue to reduce our direct carbon footprint, a significant part of our wider climate impact arises indirectly through the work we undertake for our clients. These indirect impacts are known as advised emissions.

Advised emissions refer to the greenhouse gas emissions linked to the activities, decisions or outcomes of the clients we advise. Although these emissions do not originate from our own activities, our guidance, expertise and strategic input can influence them. Understanding our advised emissions therefore forms an essential part of our responsibility as a values-driven professional services firm.

Our B Corp certification plays a central role in shaping how we approach this responsibility. As part of our commitment to high standards of environmental and social performance, we choose not to work with certain industries whose operations are fundamentally incompatible with the mission and principles of the B Corp movement. This includes sectors with disproportionately high environmental harm or whose business models are inconsistent with a fair, sustainable and inclusive economy. By doing so, we actively reduce our exposure to high-emitting sectors and ensure that our client work aligns with our purpose.

Beyond the industries we decline to serve, we are also focused on the positive influence we can have through our day-to-day legal work. We often integrate environmental and sustainability considerations into the advice we provide, supporting clients to make informed, responsible decisions, whether that relates to corporate governance, transactions, development, compliance or long-term strategic planning. Through this approach, we aim not only to minimise the emissions associated with our advisory activities but also to encourage and enable lower carbon pathways for the organisations we support. By recognising, assessing and managing our advised emissions, we extend our climate responsibility across our wider value chain.

This forms a core part of our commitment to using the law as a force for good and to playing an active role in building a more resilient, equitable and environmentally responsible economy.

This report sets our approach and roadmap to achieving net zero carbon emissions by 2040, ten years ahead of the UK Government's target date. Our strategy is aligned with the Paris Agreement and the United Nations Sustainable Development Goals and is underpinned by a triple bottom line approach that balances social, environmental and financial responsibility. As a certified B Corp, sustainability and accountability are embedded across our operations, governance, procurement practices and supply chain engagement.

We are committed to reducing carbon emissions across Scope 1, 2 and 3 in line with the Greenhouse Gas Protocol and Science Based Targets initiative (SBTi) guidance. Our near-term objective is to achieve an SBTi-aligned Scope 1 and 2 target by 2037 while progressing toward net zero across Scope 3 by 2040. Consistent with best practice, we prioritise real emission reductions and limit reliance on carbon removals to no more than 10% of our total footprint.

Our decarbonisation pathway combines operational improvements with structural change. Quantifiable actions consider reducing and decarbonising business travel through adopting rail first approach and possible introduction of ride share scheme, encouraging a shift to EV including the potential adoption of an EV salary sacrifice option and transitioning to 100% recycled paper. We are also improving energy efficiency across our offices and exploring opportunities linked to property control, including sustainable lease considerations and low-carbon building improvements.

Alongside measurable initiatives, we are embedding sustainability through governance and culture. Key measures include implementing a sustainable procurement policy, strengthening supplier engagement through targeted questionnaires and emissions transparency, promoting digital alternatives such as virtual hearings and digital court bundles, and advancing low-carbon technology through cloud migration and efficient IT systems. Employee engagement is supported through initiatives such as Green Champions, recognition schemes and two paid volunteer days per colleague each year, to encourage active participation in environmental and community-focused action.

Brabners is a purpose led, independent law firm that operates with integrity, accountability and a long-term perspective. Sustainability is embedded into our decision-making and governance, ensuring that environmental responsibility is considered alongside commercial performance and client service. As a certified B Corp, we are committed to high standards of social and environmental performance and are actively working towards measurable emissions reductions through clear targets, responsible procurement, reduced travel impacts and stronger collaboration with our supply chain and colleagues. Through these actions, we aim to deliver lasting value for our clients and communities while progressing steadily toward our net zero ambition by 2040.

Conclusion

Brabners

**Our aim is to be
net zero by 2040.**

Certified



Corporation



Brabners