

## GLOBAL ENVIRONMENTAL POLICY

### 1. Purpose & Scope

As a firm, Watson Farley & Williams LLP (WFW) recognises that we have a responsibility to protect the environment, prevent pollution, reduce the environmental impacts associated with our global operations and the legal services we provide.

We have established processes and programmes to reduce our environmental and carbon footprints which have been developed and implemented by our key business service functions. Our approach is informed by recognised good practice, including:

- The UN Global Compact environmental principles (UNGC)
- The Science Based Targets initiative (SBTi)
- Our ISO 14001-aligned Environmental Management System (EMS)
- Our Responsible Business strategy and objectives

WFW is committed to and will comply with all applicable local, national and international environmental laws, regulations and standards in the jurisdictions in which we operate. As our environmental programme develops, we aim to strengthen our alignment with emerging sustainability reporting requirements and environmental frameworks.

This policy applies to all WFW offices, colleagues, contractors and controlled activities worldwide.

### 2. Our Environmental Commitments

WFW is committed to reducing our environmental impacts across our global operations. Our approach to environmental management is informed by global frameworks and will continue to strengthen as our programme evolves.

Across our global network, we are committed to and will work towards:

- identifying and managing the key environmental impacts of our operations;
- setting and reviewing objectives and targets that support meaningful improvement;
- ensuring compliance with applicable environmental laws and obligations;
- integrating environmental considerations into decision-making and operational practices;
- implementing our Carbon Reduction Plan to support delivery of our science-based emissions reduction targets; and
- supporting efforts to protect and enhance biodiversity where relevant to our operations.

**SBTs:** WFW is committed to achieving our validated science-based emissions reduction targets (SBTs) by 2032, which require us to reduce Scope 1–2 emissions by 70% and Scope 3 emissions by 54.6% from a 2019 baseline.

### 3. Operational Priorities

To reduce our environmental impacts across our global operations, WFW will focus on the following priority areas:

#### 3.1 Energy & Office Operations

We will improve the efficiency and environmental performance of our offices and work towards increasing the use of renewable electricity over time.

### 3.2 **Business Travel & Mobility**

We will manage the environmental impact of business travel in line with our Global Travel & Expenses Policy, encouraging virtual collaboration and lower-carbon travel choices where practical.

### 3.3 **Digital & IT Sustainability**

We will promote the responsible use of digital technologies, prioritising energy-efficient devices, optimising digital workloads, extending asset lifetimes, and working with IT providers that demonstrate strong environmental responsibility.

### 3.4 **Procurement & Supply Chain**

We will incorporate environmental considerations into procurement decisions and engage suppliers on opportunities to improve environmental performance, where appropriate.

### 3.5 **Waste, Resources & Circularity**

We will promote the adoption of the waste hierarchy (prevent, reduce, reuse, recycle and recover our waste) and circular economy principles (design out waste and pollution, keep products and materials in use and regenerate natural systems).

### 3.6 **Nature & Community Environments**

We will support opportunities to enhance nature or green spaces in and around our offices and participate in relevant local environmental or community initiatives.

### 3.7 **Water Stewardship**

We will use water responsibly and take account of water-related risks in relevant locations as our programme develops.

### 3.8 **Awareness, Training & Engagement**

We will promote awareness and understanding of our environmental commitments across the firm and support colleagues with guidance and training as our programme develops.

### 3.9 **Leadership & Commitment:** Externally, we are active members of the Legal Sustainability Alliance, and Legal Charter 1.5 network of law firms in which members share best practice and work together to ensure law firms play a full part in tackling the climate crisis and environmental challenges.

## 4. **Governance & Accountability**

- Manager Partner/ Operations Board) to endorse the firmwide environment programme, including the Environmental Policy.
- Responsible Business team: Maintain the EMS and coordinate objectives, data, reporting and improvements.
- Practice Group & Business Functions leaders: Implement operational controls and actions within their areas.
- All colleagues: Comply with this policy and act in ways that support environmental improvement.

We recognise that environmental and sustainability topics increasingly intersect with legal services, and we will continue to support our people in responding to these developments appropriately as our programme evolves. We will build cross-practice collaboration gradually as our environmental programme develops.

## 5. **Performance Measurement & Reporting**

We will:

- Measure Scopes 1–3 emissions using the GHG Protocol
- Report annually on our environmental performance, meeting applicable regulatory reporting requirements in the jurisdictions where we operate
- Expand the scope and detail of our reporting as our data and capabilities develop

- Undertake internal and external reviews to support the effectiveness of our environmental approach

## **6. Continuous Improvement**

WFW is committed to continuous improvement in our environmental performance. We will:

- Set and review achievable environmental objectives
- Act on internal and external review findings and lessons learned
- Engage colleagues, clients and suppliers to support progress
- Share and promote good environmental practices across our global offices

This policy will be reviewed annually to ensure its ongoing suitability and effectiveness.

## Document Information

### *Document History*

|                            |                                                                                |
|----------------------------|--------------------------------------------------------------------------------|
| <b>Authors:</b>            | Jo Millar                                                                      |
| <b>Date:</b>               | June 2026                                                                      |
| <b>WFW document owner:</b> | Responsible Business                                                           |
| <b>Applies to:</b>         | All global offices, partners, employees, contractors and controlled operations |
| <b>Review:</b>             | Annual, or earlier if material change                                          |
| <b>Where Published:</b>    | UK                                                                             |

### *Review and Approval*

This document requires the following approvals:

| <b>Name:</b>   | <b>Title:</b>                    | <b>Date Approved:</b> | <b>Comments:</b> |
|----------------|----------------------------------|-----------------------|------------------|
| Nathan Cornell | Director of Workplace Operations | July 2026             |                  |
| Lindsey Keeble | Managing Partner                 | July 2026             |                  |

### *Document Version Control*

| <b>Version</b> | <b>Date</b> | <b>Author</b> | <b>Comments</b> | <b>Version</b> |
|----------------|-------------|---------------|-----------------|----------------|
| 2026.01        | March 2026  | JMillar       | Drafted         | 2026.01        |
|                |             |               |                 |                |
|                |             |               |                 |                |

This is a WFW document. It will be reviewed at least annually. If you have any feedback on this document, please contact the document owner set out above.