

## **Staying on course**

Our environmental and  
sustainability policy



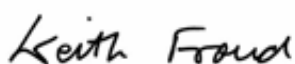
# Environmental and sustainability policy statement

At Eversheds Sutherland  
(International) LLP we understand  
that our operations have a local,  
regional and global impact.

We are committed to the protection of the environment, promoting the conservation of natural resources, preventing environmental pollution and continuously improving our environmental management system to enhance environmental performance. We have identified our significant impacts as energy and paper usage, business related travel, and waste production.

We regard environmental regulations, laws and codes of practice as the minimum standard that we should aim for and actively work towards exceeding these benchmarks. Our Environmental Management System ensures that we take account of our environmental impact, operate in an environmentally responsible way and are committed to fulfilling our environmental compliance obligations.

We set ourselves challenging targets and perform regular audits to ensure these are met. We raise awareness of this policy through guidelines, internal communications and staff training and ensure it is regularly reviewed and updated where necessary.



**Keith Froud**

*Managing Partner*  
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# Environmental and sustainability policy arrangements

## Consultation and communication

Eversheds Sutherland (International) LLP acknowledges that consultation between employees at all levels is a vital component of effective environmental management. Consultation with employees is carried out through liaison with staff representatives at regular Environment, Health and Safety Committee meetings and, where appropriate, by direct consultation.

The management of Eversheds Sutherland (International) LLP communicates its commitment to the environment internally and endeavours to ensure that everyone affected is familiar with our Environmental Policy and arrangements. Communication may be oral, in writing, or by demonstration.

## Co-ordination

We ensure that environmental management is co-ordinated to ensure that policies and procedures are standardised wherever possible, best practice is shared and duplication is avoided.

The Executive is responsible for our environmental management and is advised by the Environment, Health and Steering Group.

## Distribution of environmental policy and arrangements

The environmental policy is available on the Eversheds Sutherland (International) LLP's intranet and website and is also displayed on notice boards around the business. New employees receive a copy of the policy at their induction and are asked to make themselves familiar with it.

## Documentation

All employees need to understand how to act in an environmentally responsible manner and all documentation is clear, visible and available in an appropriate format in order to support this objective.

All policies, arrangements and procedures are developed in co-operation with relevant employees and employee representatives to ensure full involvement and ownership.

## Energy

As part of its environmental strategy, Eversheds Sutherland (International) LLP is committed to responsible energy management and works to reduce its energy consumption throughout all its premises by installing energy efficient plant and equipment, wherever it is cost-effective to do so and by encouraging staff to reduce unnecessary consumption.

We aim to control energy consumption in order to:

- protect the environment
- avoid unnecessary expenditure
- promote sustainable use of global resources

Our objectives are to:

- buy fuels at the most economic cost
- use them as efficiently as is practicable
- reduce the loss of energy from its buildings to the minimum practical level
- reduce the amount of pollution, particularly CO<sub>2</sub>, NO<sub>x</sub>, SO<sub>2</sub> and PM<sub>10</sub> emissions, caused by energy consumption and reduce, where possible, our dependence on fossil fuels through the use of renewable energy

Eversheds Sutherland is committed to ensuring that energy use is measured and monitored, and information delivered to those who need it, to support their managerial decision making.



## Issues for consultation

Eversheds Sutherland (International) LLP acknowledges its responsibilities to consult in good time on matters that could affect environmental management, specifically new legislation and new technology.

## Suggestions for change or improvement

Proposals for change should be submitted to the local Environment, Health and Safety Committee who present such proposals to the Environment, Health and Steering Group.

## Sustainable purchasing

Our procurement process reflects our commitment to the environment by ensuring that our suppliers have the same environmental principles and are working to reduce their environmental impact.

Eversheds Sutherland aims to work with suppliers who utilise sustainable or renewable sources, whose products are recyclable or where disposal does not cause any long lasting environmental damage. We also look to procure renewable energy where practicable and encourage our suppliers to do the same.

We also encourage our suppliers and contractors to continually improve their own environmental performance to ensure that their goods and services support Eversheds Sutherland (International) LLP's environmental policy.

## Targets, goals and audits

It is Eversheds Sutherland (International) LLP's policy to record the impact its business has on the environment and as far is reasonably practicable set targets to reduce this impact.

Specifically, we are committed to:

- environmental targets for all areas detailed within this policy
- an annual self evaluation of performance in implementing these principles and with complying with all applicable laws and regulations
- publishing our objectives, quantified targets and annual progress

## Transport and travel

Eversheds Sutherland aims to reduce the impact of its business related travel on the environment. The use of webinars, telephone and video conferencing is promoted to minimise the need for travel, as is the use of the most environmentally acceptable mode of travel, when travel is unavoidable.

As far as is reasonably practicable we aim to purchase products that have the minimum amount of transport requirements.

## Waste management

It is Eversheds Sutherland (International) LLP policy to reduce the impact of its waste on the environment. All waste streams are identified and all waste is disposed of in a safe and responsible manner. Where practicable, we identify opportunities for recycling and minimising waste and implement initiatives to achieve these opportunities.

Where possible, all waste streams are quantified and levels of recycling are reported.

All hazardous solid and liquid wastes are disposed of appropriately.

## Water

Eversheds Sutherland (International) LLP aims to reduce the impact of its water usage and effluent production on the environment by monitoring water usage, identifying trends and areas of concern and developing strategies to minimise them.







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