

CARBON REDUCTION PLAN

Commitment to achieving Net Zero

Stephenson Harwood is committed to achieving Net Zero emissions by 2050. Improvements to this will be published following the conclusion of global environmental metric measurement.

Baseline Emissions Footprint

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.

Baseline Year: 2024 (May 2023 to Apr 2024)

Additional Details relating to the Baseline Emissions calculations.

Due to a restructure and ongoing measurement of global environmental monitoring metrics, our baseline is as reported through SECR for FY 23/24. From 24/25, our emissions for global sites will be included, as well as scope 3 emissions in at least the minimum areas.

The data below and throughout this Carbon Reduction Plan relates to our UK operations.

Baseline year emissions:

Emissions	TOTAL (tCO2e)
Scope 1	173.7
Scope 2	257.7
Scope 3 (Included Sources)	Not included, to be added for FY 24/25 onwards
Total Emissions	431.4

CURRENT EMISSIONS REPORTING

Year: 2025 (May 2024 to Apr 2025)

Emissions	TOTAL (tCO2e)
Scope 1	94.8
Scope 2	230.3
Scope 3	5,138*
Total Emissions	5,463.1 (325.1 for Scope 1 and 2)

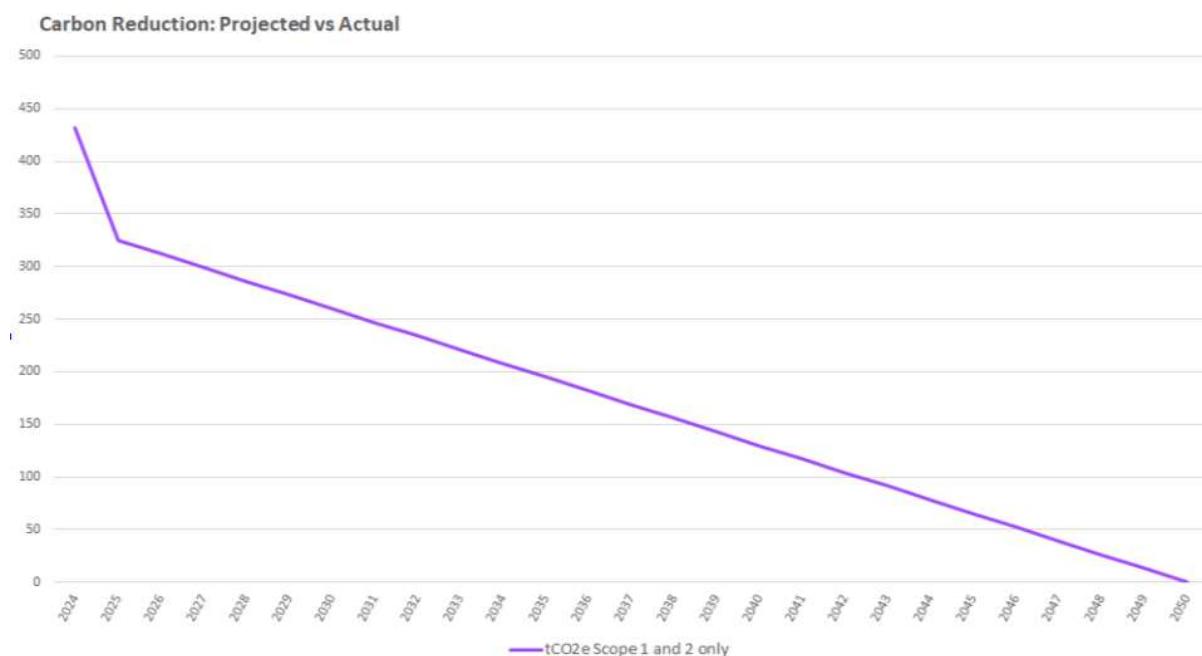
(Scope 3 included Sources: Purchased goods and services, Capital goods, Fuel & energy related Upstream transportation and distribution, Waste generated in operations, Business travel, Employee commuting, Downstream transportation and distribution)

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction target, with more interim targets to be produced in the next 12 months:

We project that carbon emissions will decrease over the next five years to 292.7 tCO2e by 2030, for scope 1 and 2. This is a reduction of 32% for scopes 1 and 2 only. For scope 3, we expect to see a 25% reduction, equating to 1500 tCO2e, as our partners move to Net Zero.

Progress against these targets will be updated on the graph below



* [Dec 2025] The scope 3 figure has been amended to reflect improved source data

CARBON REDUCTION PROJECTS

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline.

Objective	Update	Status
Investigate and install energy efficient LED lighting to office floors	LED lighting has been installed during renovations on floor 1 and 7 and in all common areas. Floors 2 to 6 will be upgraded during the VRF project currently in planning.	Ongoing
Relocation of the MER room offsite and decommissioning of equipment	90% complete. Equipment will be moved offsite by end of October 2025.	Ongoing
Review the accuracy of waste data reports and investigate method to weigh own waste	Scales are installed, waste is being aggregated into streams, weighed, and data recorded. A review of the methodology to improve data quality and management is ongoing.	Completed
To investigate and install alternative non-harmful cleaning system	Lotus Pro Tersano cleaning system installed and in use.	Completed
Reduce GHG emissions by replacing generator diesel fuel with hydrotreated vegetable oil (HVO)	Fuel replaced.	Completed
Energy management	Low Carbon Europe Ltd have been engaged to provide an annual audit, support ongoing energy management, ESG reporting, and Carbon Reduction planning.	Ongoing
BMS optimisation suggestions from 2023 audit	6 th floor heating and cooling overlap has been resolved, as have temperature fluctuations observed on the 7 th floor, with an adjustment of BMS set points. Overall, the heating and cooling system run times have been amended from 6am to 10pm to 6am to 7pm.	Completed

CARBON REDUCTIONS PROJECTS

Completed Carbon Reduction Initiatives

In the future we hope to implement further measures such as:

Recommendation	Annual Energy Saving (kWh)	CO2 Emissions Reduction (Tonnes)
Optimise demand-controlled ventilation (DCV) (Gas)	46,755	9
Optimise demand-controlled ventilation (DCV) (Electricity)	114,526	26
Widen dead-band range between heating and cooling	37,404	7
Optimise plant run times	28,053	5
Stop excessive hot water circulation through the hot water network	18,702	3
Boiler rectification for recurring faults	11,221	2
Continue LED rollout on levels 2 – 6	103,074	23
PIR set back control	34,358	8

DECLARATION

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reductions Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹³ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting¹⁴.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements. The required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard¹⁵.

The Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Stephenson Harwood:



KEVIN NORBURY

Chief Operations Officer
18 June 2025



REBECCA CARTER

London Managing Partner
18 June 2025



¹³ <https://ghgprotocol.org/corporate-standard>

¹⁴ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

¹⁵ <https://ghgprotocol.org/standards/scope-3-standard>