

Environmental Policy

Climate change is one of the biggest challenges facing our society and addressing it will pose significant challenges for all businesses. As outlined in our Destination 2030 Strategy, we believe that operating our business in a sustainable and responsible way is key to our future.

Our Responsible Business commitment centres on the overall impact that we have on our people, the environment and our communities, and is a core part of our strategy and how we work. We know that we have a responsibility, and an opportunity, to create and protect value for our stakeholders over the long-term.

Michelmores is committed to conducting its operations in a manner that minimises its environmental impact and contributes to a more sustainable future. As part of this commitment, the Firm is currently in the process of setting its net zero greenhouse gas emissions targets, in line with global climate goals and stakeholder expectations. The Firm's net zero targets are currently in the process of being validated by the Science Based Targets Initiative.

This net zero commitment forms a core part of the Environmental Management System (**EMS**) which we have developed in accordance with the requirements of the internationally recognised ISO 14001:2015 Standard. Michelmores' EMS applies to all operations, services and locations under the control of the Firm, and we aim to fully integrate both our net zero commitment and our EMS into the Firm's business strategy, governance and culture. We will ensure that all staff are informed, engaged and empowered to contribute to achievement of our goals.

As part of the development of the EMS, we have reviewed all aspects of the Firm's operations and have identified the following activities as having the greatest impact on the environment, based both on their severity and our level of control. We will look to help to protect the environment by minimising the impact of the following core operations:

- Energy consumption
- Business travel and commuting
- Water consumption.
- Paper consumption.
- Waste generation.
- Procurement.

While the above operations represent our areas of focus, we will continue to strive to make improvements to wider operations identified as relevant to the Firm. We will commit to continual improvement to prevent pollution and actively encourage positive environmental behaviour at a corporate and individual level by:

- Monitoring our consumption of energy, water and materials and setting annual targets for reduction.
- Ensuring that, where possible, we switch to energy sources that have a less harmful impact on the environment.
- Discouraging a 'disposable' culture and switching, where possible and where the impacts are lower, to products which are reusable, recyclable or naturally degradable.
- Encouraging environmentally responsible personal and business travel, ensuring all employees are aware of our aims and expectations.
- Complying with all legal and other requirements. We make it our business to know when new UK or international legislation comes into force.
- Furthermore, we actively encourage our suppliers to be environmentally responsible.

This policy is available to the public via our website and a copy will be held on our internal Intranet.

Tim Richards
Managing Partner

Signed:



Date: 09/05/2025