

LEGAL  
SUSTAINABILITY  
ALLIANCE

**LEGAL  
SUSTAINABILITY  
ALLIANCE**  
ANNUAL REPORT  
**2016**





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## FOREWORD

I am pleased to introduce the Legal Sustainability Alliance's (LSA's) 2016 annual report which, as well as showcasing some of the best practice in sustainability from firms – large and small – across the country, reveals both a relative and absolute reduction in carbon across the 57 firms reporting.

This is undoubtedly good news and demonstrates both a real commitment to sustainability across the sector and the value of the support the LSA provides to help firms move forward with that. Firms sometimes question why they should act on sustainability and be members of the LSA. I say “why would you not?”. Sustainability is about running your business more responsibly and saving money in the process.

The LSA is free to join and provides lots of support and, we hope, inspiration to firms who are new to this area. For those that participate it provides a marketplace for ideas, a place to share best practice and some very helpful materials. It shines a light on what can be achieved and sets a benchmark of what is expected.

So far as expectations are concerned, many of our clients have expectations of their suppliers (that's us!), but we also want our profession itself to acknowledge responsible, sustainable business practice as part of what we expect of ourselves. With that in mind, we are in dialogue with the Law Society concerning a “practice note” supporting an approach to sustainability as part of the overall standards applicable to law firms. We hope to have news for you soon. There is, of course, scope for frustration that, despite the achievements of those reporting here, there are still many firms that are not. Of course, reporting is not the same as

doing, but the point of public disclosure is to illuminate and show others what can and is being done. The absence of reporting may equate to an absence of action that is worth reporting on. Measuring is code for managing and we encourage firms to set a target – setting an objective and finding ways of achieving it.

As Chairman of the LSA, I frequently ask myself and others: does the LSA still have a purpose? The answer comes back an overwhelming “yes”. An intrinsic part of operating a business in this time, this century, this year, is an obligation to minimise our impacts. Therefore, someone needs to articulate how this can and should be done.

The happy ending for the LSA would be that sustainability had become so mainstream in the legal sector that the LSA was no longer needed. But until that time there is still a job of work to challenge, to support and to advocate. We need awareness of the LSA to exist right across firms, not just with one representative who “looks after” sustainability. We need to keep calling out colleagues when we see things happening that are neither sensible nor sustainable.

Those of us in senior positions must continue to strive to reduce our resource use and travel footprint and be honest with ourselves about what is necessary and what is not. Everyone has a part to play and I call on all those in the sector to join us and be part of the solution.

**JEFF TWENTYMAN, CHAIRMAN,  
LEGAL SUSTAINABILITY ALLIANCE**



## **OUR MISSION:** Whose responsibility is it anyway?

As our consumption-based model of economic success becomes ever more unsustainable, all businesses are increasingly looking to their own operations to use resources more efficiently and tackle climate change.

The legal sector is never going to rival manufacturers in the scale of its emissions. Neither is being strong on the environment ever going to be as critical for a professional services firm as it is for one developing new products. Nonetheless, the sector is far from carbon- or resource-neutral with significant consumption of energy and paper and, particularly for those with international outposts and clients, extensive business travel.

However, the sector's unique role in tackling climate change and sustainability is as much about its wider influence as its internal operations. Firms have substantial supply chains from which they procure products and services – all of which can be engaged on the subject of sustainability.

Examples of how firms are doing this are included in this report. Firms are significant employers and often occupy substantial real estate, so have a role to play in working with their neighbours to influence public bodies to address issues such as air quality and travel infrastructure. Finally, and arguably most importantly, firms have influence over the clients that they advise.

Many firms have an environmental practice, which advises on the opportunities and obligations around climate change law but - and this is a challenging one - could we see firms starting to work with clients to reduce their joint impacts arising from a piece of work? Some progressive clients are starting to include

travel disincentives in their letters of engagement – will we see lawyers questioning clients over the need for face-to-face meetings in the future?

Climate change and sustainability present a challenge for Governments, business and the legal sector alike. Is it possible to grow a business and become more prosperous without a corresponding increase in consumption and impact on the environment? We believe it is, but it will take imagination and commitment on the part of individual firms and the sector as a whole, supported by the LSA, to develop sustainable solutions.

**The LSA believes that developing a more sustainable profession is in all our interests and makes sound business sense.**



## THE BUSINESS CASE FOR ACTION

**COST SAVINGS:** Adopting environmentally sustainable practices can deliver significant financial savings over the short and long term. For example, energy saving measures can offset increasing energy costs and moving towards paperless working can save on paper, courier and storage costs.

**DRIVE BUSINESS:** Many clients are developing increasingly sophisticated responses to climate change and expect their advisers to do likewise. Increasing numbers are demanding information on environmental policies and practices. At the same time, consumers are becoming more savvy and, according to the Carbon Trust, 63% are more likely to buy a product or service from a business if they know actions are being taken to reduce its carbon footprint. Likewise, the 2015 Cone Communications/ Ebiquity Global CSR study shows that nine in ten consumers expect companies to operate responsibly to address social and environmental issues.

**ATTRACT TALENT:** Young people are becoming progressively more concerned about the environmental crisis they are inheriting. They expect businesses to act responsibly on this issue and it is becoming an important factor in employee recruitment, retention and engagement. Recent Chartered Institute of Personnel and Development (CIPD) research found that more than 50% of people would prefer to work for a company with a strong environmental policy.

**ANTICIPATE REGULATION:** The failure of the market to prevent climate change will almost certainly result in increased taxation and regulation with direct financial liability for those businesses exceeding their limits. According to the World Bank, some form of carbon markets – many of which involve taxes

on firms exceeding carbon limits – are now present on almost all the world's continents. Additionally, new legislation is being introduced to promote carbon efficiency, such as the UK's Energy Savings Opportunity Scheme (ESOS) to comply with EU legislation requiring its members to introduce mandatory energy audits for large enterprises.

**LIMIT DAMAGE TO PHYSICAL ASSETS:** The consequences of inaction are that extreme weather conditions will lead to costly repairs, disruption to infrastructure and increased insurance premiums. The Association of British Insurers highlights that unpredictable weather patterns have a widespread impact on the global insurance industry's annual weather-related losses, which have increased to \$200bn (£133bn) a year – a fourfold increase in 30 years – and with the expectation that this will continue to increase.

**The LSA is a force for change – the more members we have, the more we can effect a real shift in the way the sector does business.**

# SUPPORT FOR MEMBERS

## BECOMING A MEMBER MEANS:

- Support in developing and implementing an environmental strategy
- Access to materials and resources developed by the sector for the sector to support action on sustainability
- Access to the Member Area, which offers free access to knowledge and networks
- Opportunities to collaborate on joint initiatives
- Use of the LSA logo to publicly demonstrate your commitment to taking action
- Profiling through case studies – on the website and other platforms
- Opportunities to communicate your commitment to becoming more sustainable to key audiences

## LSA MEMBERSHIP PRINCIPLES:

1. Measure, manage and reduce the impact of our operations
2. Work with external stakeholders to reduce our indirect impact
3. Integrate awareness of climate change across our business
4. Advise clients on the opportunities and obligations arising from and under climate change law
5. Work collaboratively to engage in the public debate on climate change and to develop, apply and promote best practice across the sector
6. Report on our progress and be accountable
7. Adopt and pursue a challenging emissions reduction target appropriate for our own organisation and needs, achievement of which will deliver over stated time periods a meaningful and progressive reduction in our emissions

## OUR MEMBERS

The LSA has a core membership of over 100 law firms as well as a number of university law schools and affiliates. Each of these is committed to and working hard on embedding sustainability into their practices. Members range from firms with fewer than 10 employees to those with nearer to 10,000. LSA members who reported progress this year employ nearly 54,000 staff in total. All members benefit from access to the same knowledge and opportunities to learn from each other. We also have counterpart organisations in Australia (AusLSA) and the US (Law Firm Sustainability Network).

We thank our 17 Executive Members who contribute their time and resources to support the central LSA operations:

ALLEN & OVERY

 ADDLESHAW  
GODDARD

*Bond Dickinson*

 BURGESS  
SALMON

 DLA PIPER

EVERSHEDS



HERBERT  
SMITH  
FREEHILLS

Hogan  
Lovells

 irwinmitchell  
solicitors

KING & WOOD  
MALLESONS

Linklaters



The Law Society

 NORTON ROSE FULBRIGHT

SLAUGHTER AND MAY

 SHAKESPEARE MARTINEAU

TaylorWessing

Simmons & Simmons



## DIRECTION OF TRAVEL

The LSA (where the “S” originally stood for “Sector”, rather than “Sustainability” as it does now) was set up in 2007 by a group of founding law firms with support from the Law Society and Business in the Community, in response to HRH The Prince of Wales’ “Mayday” call to businesses to take action on climate change.

It was built on the principle of the whole being greater than the sum of its parts and that more could be achieved through collaborative action and the sharing of experience and knowledge than could be achieved by individual firms.

In that first year the key activities of the LSA were the creation of a set of principles, which all members would commit to and to act as a framework for individual and collective action, and the development of the Carbon Footprint Protocol, designed to streamline the current advice and provide a credible and transparent methodology to be used across the profession.

The principles and the protocol – now the LSA Carbon Reporting Tool – still underpin the LSA and are reported on annually.

In 2008, 19 firms publicly disclosed their carbon footprint using the newly developed LSA carbon footprint protocol. This year, 57 member firms did the same via the LSA’s free-to-use Carbon Reporting Tool.

Now it has become part and parcel of being a responsible law firm, but in 2008 it was a radical and daring step for firms to publicly reveal their footprints against those of their peers and required a leap of faith on the part of senior leaders of those

businesses. Over time there has been a move away from an exclusive focus on climate change and carbon reduction – that is now just part of the challenge. We might have reduced our energy consumption, but are still profligate in our use of natural resources.

Today we are seeing an increasing focus on working with suppliers, integrating sustainability across the business, and moving away from the linear take-make-dispose model towards a circular economy.

In the next 12 months as we move towards our 10th anniversary we will be revisiting the LSA principles to ensure they are still fit for purpose and reflect the current thinking around sustainability. We will want to involve as many of our members as possible in this discussion.



# PLANS FOR 2016 AND BEYOND...



## LSA STUDENT COMPETITION

Autumn 2016 sees the launch of the first LSA Student Competition with teams of law students competing in regional heats, responding to the challenging question: What role does the law have in contributing to a sustainable society?

Each heat winner will be invited to a final hosted in London by a leading law firm and the winning team will be rewarded with a work experience opportunity at one of the LSA Executive Member firms.



## LSA TRAVEL CHALLENGE 2016: AROUND THE WORLD IN 30 DAYS

The 2016 virtual travel challenge lasts for the month of September. It is run in partnership with Sustrans, the UK sustainable travel charity, and is designed to encourage employees of LSA member firms to adopt or maintain their sustainable travel habits.

The challenge offers a chance to link sustainable travel with health and wellbeing initiatives and to reward staff for taking a more active role in reducing their travel footprint.



## TREES, WOODS AND PEOPLE

In partnership with The Woodland Trust, the LSA is one of the many organisations that are supporting the consultation and campaign to develop a new charter for Trees, Woods and People to be launched in November 2017 to coincide with the 800th anniversary of the original Charter of the Forest.

Signed in 1217 by Henry III, two years after his predecessor King John signed the Magna Carta, the Charter of the Forest restored and protected people's right to access the Royal Forests, important for grazing livestock, foraging for food and collecting firewood.

# PRINCIPLES AND PRACTICES 2016: At a Glance

What's the Story?



**48**

firms responded



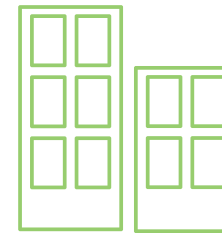
Participants are local,  
national and international



Participating firms represent

**53,651**

employees



**5**

firms reported for  
the first time



Firms cover all areas of practice

**LSA**

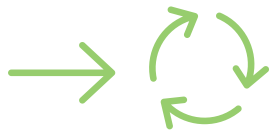


**60%**

of firms have been LSA  
members for 5 years or more

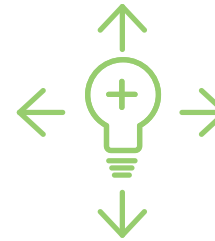
# PRINCIPLES AND PRACTICES 2016: At a Glance

So how did we do?



**56%**

have a sustainable procurement policy



**92%**

communicate with staff on environment issues



**40%**

work with suppliers to support them improve their sustainability/ carbon performance



Over half of firms factor climate change into business continuity or are committed to doing so



**88%**

have senior leaders with responsibility for environmental impact



**44%**

advise clients on climate change law

# CARBON FOOTPRINT PERFORMANCE: At a Glance



**57**

members reported their carbon data



**3%**

reduction in per m2 emissions\*



**6857**

tonnes of CO2 equivalent (tCO2e) was removed from the sector – that's a 3% reduction\*



**73%**

of survey respondents measured their carbon footprint



**5%**

reduction in per capita emissions\*

**LSA**



**58%**

used the LSA Carbon Reporting Tool

\* On a like-for-like basis (i.e. firms who reported last year and again this year)



## PERFORMANCE AGAINST PRINCIPLES 2016

The survey asks members to evaluate their performance over a 12-month period against the seven LSA membership principles, highlight recent activities and tell us about future plans. The results provide a valuable picture of action on sustainability across the legal sector.

Examples of good practice have been included from very different types and sizes of firm but, without exception, all are striving to take action on climate change and become more sustainable. The survey results are based on the data from 48 member firms that submitted information for the 12 months to 1 January 2016.

These seven principles have underpinned LSA activity since its first year. As we think about entering our tenth, the debate has shifted away from climate change and towards a wider view of sustainability.

We will be revisiting the principles to ensure that they reflect current thinking and also considering what, if any, should be the ramifications if any of the principles are not met. We welcome your views.

# LSA MEMBER PRINCIPLES RESPONSES 2016

		2013	2014	2015	2016	No but plan to do so 2016/17 (%)
Number of responses		69	66	44	48	
		Yes (%)	Yes (%)	Yes (%)	Yes (%)	
<b>IMPACT</b>	Calculated carbon footprint over past 12 months	83	71	91	73	19
<b>STAKEHOLDERS</b>	Sustainable procurement policy developed	51	53	47	56	21
	Annual/more frequent review of suppliers' sustainability / carbon performance	35	35	37	31	23
	Ongoing dialogue with suppliers to encourage improvement of sustainability / carbon performance	52	56	53	40	23
<b>INTEGRATE</b>	Responsibility for environmental impact rests with a senior representative	81	83	72	88	1
	Environmental policy published with demonstrably high levels of awareness and engagement among staff	52	65	79	79	10
	Regular communication with all employees on progress	62	73	84	92	4
	Climate change risk factored into business continuity plan and strategic decision-making	29	30	30	29	25
<b>CLIENTS</b>	Advised clients on opportunities and obligations	65	61	56	44	4
	Proactive client communications on environmental and climate change issues	56	48	51	48	6
	Training provided	38	47	37	25	4
<b>PUBLIC DEBATE</b>	Uploaded an LSA case study	16	15	9	6	15
	Active participation in regional LSA and other relevant events	35	35	40	29	15
<b>ACCOUNTABILITY</b>	Published carbon footprint using the LSA protocol or globally recognised standard	54	59	65	58	10
	Annual or more frequent publication of progress reports (environmental performance)	41	47	40	44	6
	Independent verification of publicly reported data	28	24	28	29	8
<b>CHALLENGE</b>	Energy/carbon target	52	52	49	56	10
	Waste target	49	58	42	42	13
	Water target	26	33	12	17	10
	Travel target	39	39	33	35	10

# IMPACT

## PRINCIPLE 1

Measure, manage and reduce the impact of our operations

*Encouraging firms to implement effective and measurable environmental and sustainability initiatives*

### WHY IT MATTERS

Measuring its environmental impact is the crucial first step in a firm's sustainability journey. Once a firm understands where it is having the greatest impact – in its building, business travel and so on – it can start to manage and reduce that impact and make cost savings in the process.

### WHAT ARE THE BARRIERS?

Firms tell us measuring their impact is not always simple.

Challenges can be:

- Getting timely and accurate data
- Not having access to meter readings in multi-tenanted buildings
- Needing to travel to increase business
- Cultural hurdles around the use of video conferencing and technology
- Getting senior level buy in
- Commitment to long-term investment
- Resource!

## FINDING SOLUTIONS

You need to find solutions that work for you, but here are some ideas from the LSA Task Force:

- Install meters for lighting and small power
- Use the same percentage calculation as you do for the service charge to measure the common parts
- Understand and communicate the amount of billable hours being spent on travel time that can't be recharged
- Use turnover or head count to normalise data to take account of business growth
- Install software on printers to measure paper consumption

## MEASURING

80 percent of firms that calculated their carbon footprint did so using the LSA Carbon Reporting Tool, which was developed for the sector with input from LSA members, the Carbon Trust and other experts. It is now managed on the LSA's behalf by Greenstone and is annually updated to use the latest Defra conversion factors.

It is the easiest way for a law firm to measure its footprint as it takes into account many factors relevant to both large and small organisations. Other methods used included Energy Deck, Carbon Clear, Natural Capital Partners, external consultants and internal expertise.

# IMPACT

## MANAGING

Members are increasingly adopting a formal environmental management system (EMS) to help them manage their environmental impacts. ISO 14001 is the favoured approach, but the LSA can support member firms with choosing the right EMS for them.

## REDUCING

Get inspired by the case studies in this report and look at the LSA website for further inspiration.

**73%** of firms measured their carbon footprint

**22%** reduction in carbon footprint by Eversheds

**41%** reduction in carbon footprint by Mills & Reeve

**11%** reduction in carbon footprint by Linklaters

### Focus on . . . **LYONS DAVIDSON**

(10 offices nationwide, 1000 employees, joined 2007)

#### Initiatives include:

- Use an on-line energy management tool that provides carbon information
- Firm-wide system to record business travel with in-built carbon calculator
- Currently scoping how to measure employee commuting emissions and supply chain-related carbon
- Introducing a Travel Buddy Scheme to reduce single occupancy vehicle journeys and support sustainable travel
- Client management system supports the firm's goal of paperless working

- Removed personal waste bins and introduced comprehensive recycling and landfill programme in each office
- Installed motion-sensor operated lights and taps

### Focus on . . . **CLARKSLEGAL**

(Reading and London, 75 employees, joined 2016)

#### Initiatives include:

- Current focus is on reducing impact, but plan to measure in the future
- Video, audio and internet conferencing used to cut down on travel, including to interview potential employees
- Filters installed on all sinks instead of using bottled water
- All paper and toner cartridges used are recycled and sent for recycling
- Redundant computer equipment is given to charity for reuse or recycled
- All servers are virtualised, leading to 50-75% energy reduction
- Cycle racks installed to promote sustainable travel and access to rail is a priority when choosing office locations
- Firm's Chairman is Co-Founder and Chair of the Commonwealth Environmental Investment Platform – an alliance with the Royal Commonwealth Society to address the environmental challenges of developing countries

**73%** of firms measured their carbon footprint



# IMPACT

## Focus on . . . **DAC BEACHCROFT**

(11 UK offices, 2193 employees, joined 2012)

Initiatives include:

- Changed lease car fleet to lower emissions vehicles and worked with the company used for daily hire cars to ensure they are supplied similar vehicles
- All stationery is delivered by a company using a mix of hydrogen and biofuel-powered vehicles, and a company which also has a 100% waste-free policy
- Achieved a 48% reduction on waste to landfill by proactively managing a recycling programme
- Introduced an electronic working environment in 50% of the firm, which reduces the dependence on paper hard copies
- Added duplex printing to all printing profiles as the default for all staff, and Multi-Functional Devices which are set to hibernate if not used for extended periods
- Encourage staff to run, cycle or use public transport commuting to and from their place of work, offering incentives such as secure cycle cages on site, showers, lockers, and car share spaces

*“Our Environment Committee is always looking at potential new initiatives. The Committee is constantly refreshed with new blood to bring new ideas (and challenge some past decisions).”*

**Hogan Lovells**

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*“We have just become members of the LSA and are looking into ways of saving energy and resources. We have implemented an Environmental Policy and communicated this to all staff.”*

**Paul J Watson**

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*“With recent expansion in our Edinburgh operations, our focus in locating new office premises in Edinburgh was to consider and review the plant and equipment in the building to ensure it met our requirements in relation to energy efficiencies.”*

**Harper Macleod**

# STAKEHOLDERS

## PRINCIPLE 2

*Work with external stakeholders to reduce our indirect impact  
Encouraging firms to reduce the environmental impact of  
purchased products and services through close supplier  
engagement*

## WHY IT MATTERS

It can be complicated to manage, but a significant percentage of firms' carbon emissions come from their indirect impact i.e. those generated by the emissions of what a firm buys, as well as the emissions produced by what a firm sells or disposes of. Therefore, looking both up and down the supply chain – at suppliers, at clients, at near neighbours, at external stakeholders – matters.

## WHAT ARE THE BARRIERS?

- Having someone with authority to drive this in the firm
- A large number of suppliers makes them difficult to engage
- Stakeholders can be reluctant to engage
- Lawyers are reluctant to have the conversation with the clients
- Small firms have less leverage

## FINDING SOLUTIONS

- Identify the key suppliers and engage with them first
- Make environment a factor in the procurement process
- Build into risk management processes
- Work collaboratively with external bodies/neighbours/tenants
- Ask the LSA to engage key stakeholders on your behalf

**40%** of firms help and encourage suppliers to become more sustainable

**56%** of firms have sustainable procurement policy

# STAKEHOLDERS

## Focus on . . . **LINKLATERS**

(Global law firm, 2750 employees in the UK, joined 2007)

### Initiatives include:

- Launch of Supplier Governance and Sustainable Procurement Programme
- Launch attended by MDs of 10 key suppliers, included a session on environmental impact
- Carried out risk assessment of all suppliers
- Instigating “take back” schemes in the supply chain, starting with catering supplier, to reduce disposal
- Regular meetings with key suppliers to review environmental performance
- Installed meters in main catering facilities to provide information for the supplier and to help them to reduce their energy usage

## Focus on . . . **HERBERT SMITH FREEHILLS**

(London/UK, 1600 employees, joined 2007)

### Initiatives include:

- Held a roundtable discussion with on-site suppliers, during which they explored how they could support on the environment
- Worked with on-site catering supplier to help recycle food waste and be more energy efficient by sending it to an anaerobic digester
- Worked with the landlord to manage waste and increase the recycling rate
- Using Greenstone’s suppliers portal enables the firm to capture data and ensure that our suppliers have and comply with an environmental policy
- Meet with key suppliers to discuss key concepts within the firm’s Global Procurement policy, understand their approach to sustainability and to encourage innovation that aligns with the firm’s approach
- Global Procurement policy is aligned with Global Environmental policy
- Intention is to increase engagement with clients on sustainability
- Work with the City of London Corporation to share best practice in this area





## STAKEHOLDERS

*“Contractors are expected to operate their businesses in a sustainable way. Sustainability forms part of the tender process and award of contracts.”*

**Weil, Gotshal & Manges**

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*“Our ethos when procuring is to use local suppliers to ensure our indirect environmental impact is kept at a minimum.”*

**Harper Macleod**

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*“We have begun to demand more live carbon data from our suppliers and managing agents in order to report on our carbon emissions at least on a quarterly basis.”*

**Bond Dickinson**

*“We have monthly review meetings with our relevant stakeholders in order to ensure that we are maximising opportunities in relation to sustainability.”*

**Bevan Brittan**

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*“We hold an annual CR Roundtable to discuss and encourage our key and significant suppliers to adopt sustainable, ethical and charitable working practices.”*

**Simmons & Simmons**

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# INTEGRATE

## PRINCIPLE 3

*Integrate awareness of climate change across our business  
Encouraging firm-wide engagement of employees on their  
environmental and sustainability responsibilities*

### WHY IT MATTERS

Firms will only become genuinely sustainable if it is something which is embedded right across the business. That means not only having support for environmental initiatives at a senior level and communicating regularly with all staff, but incorporating climate change into business processes and strategic decision making. It is interesting to note that integrating the EMS into other business processes is a new focus of ISO 14001, so it will be valuable to see what impact this has on firms' activities.

### WHAT ARE THE BARRIERS?

- Lack of senior-level support
- Perception that environment is something that sits outside wider strategic decisions
- Limited internal comms resource
- People are swamped with information
- No one with responsibility for driving engagement

## FINDING SOLUTIONS

- Build environment into the induction process for all new starters
- Try and use different communication methods – not just email
- Focus activities around an annual environment week
- Use materials produced to support things like World Environment Day or Earth Hour
- Identify someone in each team to act as a champion
- Build on the work of an environmental practice to get more profile

**88%** of firms assign responsibility to a senior representative

**79%** of firms have an up-to-date environmental policy

**92%** of firms communicate with staff on environmental issues

# INTEGRATE

## Focus on . . . **MUCKLE**

(Newcastle-based, 135 employees, joined 2009)

### Initiatives include:

- All new starters are required to read and confirm understanding of environmental policies
- “Let’s Think Green” team is Chaired by an equity partner and the team’s budget and action plan is signed off at the highest level
- Travel guide on the internet proactively encourages clients and visitors to choose the most carbon-efficient method of getting to the office
- Environment is integrated into the Client Process Journey, including travel to clients, procurement of goods and services, and how those goods are transported
- Annual Healthy Living Week encourages staff to be healthier by using sustainable travel
- Questions about environment are built into annual staff survey to generate new ideas and drive continuous improvement
- Collected waste paper for a week to build a Muckle Mountain which helped people visualise how much was being used and inspired them to reduce consumption
- Published internal annual report detailing all green activities and initiatives
- Displayed posters to show year-on-year progress using LSA Carbon Reporting Tool and what that means to the business

## Focus on . . . **VIEIRA DE ALMEIDA & ASSOCIADOS**

(Portugal, 296 employees, joined 2011)

### Initiatives include:

- Annual energy efficiency contest compares consumption between office floors with results announced at the firm’s Christmas party
- Green Cork Project encourages employees to bring in corks to be collected and recycled, which promotes circular economy and biodiversity
- Quarterly Green Barometer informs staff about performance in energy, travel, water and material consumption
- VdA supports a managed, protected forest area and staff take part in annual planting and clearing activities there
- Introduction of e-billing to clients has saved 17000 sheets of A4 (equivalent to 1,500 a month) between 1 May 2015 and 31 March 2016
- Next year it will publish its first CSR annual report with a dedicated chapter on environmental sustainability, in line with the EU Directive on disclosure of non-financial information
- The Green Project is recognised as one of the pillars of the firm at Board level





## INTEGRATE

*“We have Green teams who influence and mentor staff to work responsibly.”*

**DAC Beachcroft**

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*“We are considering using a specialist company to come and give “carbon literacy” training to employees to help with communicating the message.”*

**SAS Daniels**

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*“Paperless working has been a continuous improvement exercise and we have been communicating with staff on this issue for a number of months.”*

**Ivy Legal**

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*“We are aware of the changes in weather patterns and our Business Continuity Plan has contingencies in place to deal with these (particularly our US offices).”*

**Weil, Gotshal & Manges**

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# CLIENTS

## PRINCIPLE 4

Advising clients on the opportunities and obligations arising from and under climate change law

*Encouraging firms to engage with clients on environmental and sustainability issues*

## WHY IT MATTERS

One of the areas in which the legal sector is unique is in the advice that it provides to its clients – advice from a lawyer can affect fundamental business decisions, so its influence cannot be underestimated. As Governments and industry move – albeit slowly – towards greater regulation of carbon emissions and their impact on the environment, the sector has a role in working with clients to balance the risks and opportunities climate change presents to their business.

Equally, as the impact of climate change is increasingly felt in extreme weather conditions, in particular flooding and rising sea levels, businesses need to be prepared for these risks; consequently, property and planning practices need to be equipped to advise in this area.

## WHAT ARE THE BARRIERS?

- You can only advise if you have expertise
- Reluctance to be vocal on an issue that clients might find challenging
- Confidentiality issues
- Lack of clarity on the way some legislation is worded and the way policies interact
- Clients' lack of interest

## FINDING SOLUTIONS

- Build environment into wider discussions about long-term business sustainability
- LSA using its influence to embed sustainability into the practice of law
- Make free seminars, conferences and events available to clients of other practice areas
- Build specialist knowledge within planning and property practices



# CLIENTS

## Focus on . . . **MILLS & REEVE**

(UK-based, 906 employees, joined 2008)

### Initiatives include:

- Advising clients on the implications of the Flood Re scheme
- Changed desktop ordering process to include flood reports as standard for all property transactions
- Hosted free national seminar series on “Building more homes on brownfield land” and the Government’s brownfield register
- In discussions with local authorities in the North West around holding a commercial register of brownfield sites suitable for development
- Head of the firm’s Environment team previously served as an Environment Commissioner for Greater Manchester, showcasing the best of green building in the city to promote investment
- Pro bono work setting up a green business group and online journal for low carbon issues in Greater Manchester

**44%** of firms advise clients on climate change

**48%** proactively communicate with clients

**25%** provide training to clients



# CLIENTS

Focus on . . . **BOND DICKINSON**  
(UK-based, 1250 employees, joined 2007)

## Initiatives include:

- Providing briefings and seminars to clients, in-house lawyers and trade associations on issues such as “Compliance and the Sustainable Business” and “Sustainability and the Lawyer”
- Published numerous publications on energy and sustainability issues, including thought leadership pieces on the Energy Saving Opportunity Scheme (ESOS) Regulations 2014 and new standards to ensure the energy performance of rented buildings is improved to an “E” EPC rating
- Routinely advising on performance across all areas of organisational sustainability, for example, water quality, waste management, emissions, rectification of historical impairment and wider ethical standards across a business’s organisation
- Advising renewables developers on transactions, project financing, real estate, regulatory and planning issues
- Lawyers spend time with in-house teams for multi-national energy, oil and renewables companies
- Sponsored the Aberdeen & Grampian Chamber of Commerce’s bi-annual oil and gas survey, which helps local business keep its finger on the pulse of a key sector for the national economy

*“Via Twitter, we drew our clients’ attention to issues raised at the Sustainability Development Charter Wales conference and to the new role of the Future Generations Commissioner in promoting sustainability in Wales.”*

## Slate Legal

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*“As appropriate we run and host Climate Change seminars. We also have a knowledge portal which our clients can access which includes topics such as climate change.”*

## Linklaters

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# PUBLIC DEBATE

## PRINCIPLE 5

Work collaboratively to engage in the public debate on climate change and to develop, apply and promote best practice across the sector

*Encouraging firms to extend their environmental and sustainability influence beyond suppliers, employees and clients*

## WHY IT MATTERS

Putting one's head above the parapet can be something which the traditionally risk-averse legal sector can be reluctant to do. However, by engaging in public debate, collaborating and sharing knowledge, firms are contributing to driving forward the climate change debate and building expertise across and beyond the sector.

The LSA provides a forum for those firms that have well-developed sustainability strategies to share their experiences and provide inspiration for those who are starting out on the journey. It also offers opportunities for operations, facilities and environment professionals to keep abreast of the debate and grow their own knowledge.

## WHAT ARE THE BARRIERS?

- Perceived relevance to the day job
- Time and resource is focused internally
- Lack of confidence in speaking publicly
- Reluctance to share internal information

## FINDING SOLUTIONS

- LSA to provide opportunities for joint action e.g. signing up to pledges
- Provide incentives to upload case studies to the LSA website
- Provide webinars/briefings for members who are unable to attend meetings in person
- Use the growth in energy/environment law as a hook for the firm to position itself publicly in this area

**42%** have actively contributed to sharing knowledge

**23%** have authored an article for external publication

# PUBLIC DEBATE

## Focus on... **SHOOSMITHS**

(UK-based, 1400 employees, joined 2008)

### Initiatives include:

- Hosted and presented at a Reading Climate Action Network meeting
- Joint initiative with CBRE and Reading Borough Council to promote a “Power Down Day” to raise environmental awareness among fellow-tenants at Apex Plaza
- Provided a case study as part of a BITC training workshop on the business case for sustainability and how to overcome barriers to change
- Took part in exhibitions, conferences and webinars to improve knowledge, share best practice and collaborate with others within and outside the sector
- Published a range of articles from a legal and CR perspective on the firm's external website to inform, share best practice and report progress
- Peer-assessed BITC's Responsible Business awards entries in the Sustainable Products and Services Category

## Focus on... **HARPER MACLEOD**

(Scotland, 380 employees, joined 2013)

### Initiatives include:

- Host and organise the annual Scottish Highland Renewable Energy Conference, addressing 200 delegates on climate change, the energy bill, community renewables and land reform
- Publicise the conference to 1,000 clients and contacts through e-invites, literature, TV and press coverage
- Firm's Head of Energy & Natural Resources team chairs the annual WS Energy Law Conference and sessions at Scottish Renewables Annual Conference
- Exhibit annually at All-Energy, the UK's largest annual renewable energy event
- Two partners spoke at CARE's annual conference on Shared Ownership in Renewables
- Supported Local Energy Scotland on the drafting of the Scottish Government's Good Practice Principles for Shared Ownership of Onshore Renewable Energy Developments
- Provided editorial for the Inverness Courier and Executive Magazine on Climate Change and Renewables



## PUBLIC DEBATE

*“We continue to collaborate with the Local Environmental Action Fund having been instrumental in helping them to set up a local carbon offset mechanism.”*

**Muckle**

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*“Presented on the 15th anniversary of the UN Global Compact, our Guide for General Counsel was a pivotal moment in raising awareness of how the role of General Counsel is changing and engaging the profession in good governance and corporate sustainability.”*

**Linklaters**

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*“We are the only law firm to sign the WEF Paris Climate Leaders Pledge. We also hosted and supported the Castle Debates.”*

**DLA Piper**



# ACCOUNTABILITY

## PRINCIPLE 6

### Report on our progress and be accountable

*Encouraging firms to publish their carbon footprint results, and to promote their adoption of sustainable business practices*

## WHY IT MATTERS

Publishing your carbon footprint and environmental performance publicly has many benefits:

- It helps firms identify ways of improving environmental performance and cutting costs
- It enables firms to communicate with and build trust among key stakeholders
- It demonstrates a commitment to transparency and a willingness to engage in a discussion around sustainability issues
- It encourages other firms to step up to the plate and take action on sustainability

## WHAT ARE THE BARRIERS?

- Getting accurate data can be difficult
- Nervousness about how performance stands up against one's peers
- Reporting effectively takes time and has a cost implication
- Questioning the real value of public reporting
- Reluctance to be seen to be shouting about achievements

## SOLUTIONS

- Identify how reporting can help identify opportunities for cost savings
- Identify clients who publicly report their footprint
- Explain its value for pitch documents
- Communicate requirements to colleagues early on
- LSA could provide a simple spreadsheet that could be completed on a monthly basis

**58%** have reported publicly in the past 12 months

**29%** independently verified the data

# ACCOUNTABILITY

## REPORTING STANDARDS AND METHODOLOGIES

- LSA Carbon Reporting Tool
- Carbon Disclosure Project
- GHG Protocol
- Natural Capital Partners
- CRC
- ESOS
- EMAS

## VERIFYING ORGANISATIONS

- BSi
- Carbon Clear
- NQA
- Temple Group
- Natural Capital Partners
- LRQA
- Greenstone
- ESOS lead accreditor
- Deloitte
- DNV VeriSustain

*“Our footprint is available in our annual Responsible Business Report found on our website. Deloitte provided assurance of our most recent report.”*

**Freshfields Bruckhaus Deringer**

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*“We report via Carbon Disclosure Project, CRC and ESOS. Linklaters UNGC Communication on Progress formed our annual report for this last year.”*

**Linklaters**

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*“Our firm reports our LSA carbon footprint on tenders submitted to clients and in business award submissions.”*

**Harper Macleod**

# CHALLENGE

## PRINCIPLE 7

*Adopt and pursue a challenging emissions reduction target  
Encouraging firms to set bold reduction targets in the high impact areas of energy, travel, waste and water*

## WHY IT MATTERS

The LSA believes that setting targets is an important aspect of energy management. Setting a target demonstrates a firm's active commitment to managing and reducing its carbon footprint. Governments have set stretching emissions reduction targets and will need all sectors to become more energy efficient and adopt low carbon solutions if they are to be achieved.

As with any aspect of business development, setting targets can help you refocus your goals and plan how you are going to reach them. If you don't know where you're heading you'll never get there!

## WHAT ARE THE BARRIERS?

- If you aren't measuring, it's impossible to set a target
- Perceived relevance of a target – what's the balance between stretching and achievable?
- Mergers and acquisitions make year-on-year comparisons difficult
- Absolute reduction targets can be hard to achieve during business growth
- Reductions plateau after initial quick wins

## FINDING SOLUTIONS

- Gather case studies to understand what is a realistic target
- Adopt a forecasting model
- Understand which key business goals targets might support
- Understand what firms of a relative scale and size are doing



## CHALLENGE

**56%** set targets for energy reduction

**42%** set targets for waste reduction

**35%** set targets for travel reduction

**17%** set targets for water use reduction

**23%** set targets for other things (eg paper use)

Focus on... **DLA PIPER**  
(Global, 8650 employees, Joined 2007)

### Initiatives include:

- 3-year targets are set by the Global Sustainability Initiative Group and signed off by the Board
- Previous 3-year target of overall 5% energy reduction was exceeded and reductions of 15% achieved
- Set target of 25% energy reduction (against 2012 baseline). Aim to achieve this by taking opportunities during office refurbishments and keeping on top of building management
- No absolute target for travel, but have invested significantly in video conferencing facilities and use is increasing year on year
- Set target of 25% reduction in paper use (against 2012 baseline). Aim to achieve this through work on electronic archiving, reviewing document storage approach and making best use of technology
- Aim to try and align the reductions with usual business processes and target efforts where the biggest wins can be achieved
- Setting targets means you have something public and concrete to report against. The firm reports each year as members of the UN Global Compact

# CHALLENGE

Focus on . . . **SLAUGHTER AND MAY**

(Global, 1070 employees, joined 2007)

Initiatives include:

- Set 40% energy carbon emissions reduction target by 2020 (against 2006 baseline). Aim to achieve this through initiatives such as installation of energy meters in London office, introduction of LED lighting, reviewing plant operating times and introducing voltage regulation equipment
- Report against performance/targets annually to the Environment Committee who set strategy for the next year based on the results
- Set year-on-year target for reduction of impacts such as waste and water. Aiming to reduce paper consumption
- Set 20% target for reduction in taxi travel over a 3-year period. Aim to achieve this by communications to encourage behaviour change
- Report externally via the LSA, Islington Sustainable Energy Partnership, CRC and Carbon Disclosure Project
- Targets give a focus to the strategy and helps communicate transparently what the firm has achieved and what is still to do
- Understanding your consumption is the first step. Often the problem is not knowing where you are

*“We are continuously assessing how to improve resource efficiency as we grow the business. The barriers are growth itself, as growth necessitates further resource. However, through careful reflexive thinking, we continue to improve.”*

**Ivy Legal**

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*“We have set a 48% reduction target on waste going to landfill by proactively managing a recycling programme”*

**DAC Beachcroft**

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*“We have set a target of 2% energy and paper reduction per person”*

**The Law Society**

# CARBON FOOTPRINT PERFORMANCE 2016

This section reports on the carbon footprint performance of the 57 members who submitted their carbon data using the LSA Carbon Reporting Tool (use of which is free to LSA members). You can see a summary of the key data from all firms, as well as an individual profile for each member.

We are delighted to report that there has been an overall reduction in total emissions, as well as a like-for-like reduction comparing results from the last two years. It is also encouraging that many of these firms have managed to achieve “good growth” – i.e. they have grown their businesses whilst managing to reduce their absolute carbon footprint.

A few things to note:

- Changes in emissions factors can make a significant difference to the results. Defra 2015 emissions factors have been used to process this year’s data.
- Where businesses have grown or merged, you can still see whether there has been a relative carbon reduction by looking at the per capita reduction.
- We have deliberately not included the per square metre figure here as it can prove confusing. This is because the emissions figure going up per square metre may, in fact, mean that space is being used more efficiently.

- The data has been peer reviewed by a group of LSA members, as well as by Greenstone who collected and analysed the data.
- The LSA Carbon Reporting Tool evolved out of the Greenhouse Gas (GHG) Protocol, but was tailored exclusively for use by the legal sector by a group of member firms with the assistance of the Carbon Trust and verified by the Edinburgh Centre for Carbon Management. It is now based on Greenstone’s platform and is managed by them on behalf of the LSA.
- Use of the LSA Carbon Reporting Tool enables us to compare more accurately the footprints of each firm, and provide an idea of what constitutes relative performance within the sector.



## CO2e EMISSIONS (tCO2e) - ALL FIRMS

LSA MEMBER	2014	2015	TOTAL CHANGE	% CHANGE
Acuity Legal	66	99	32	49%
Addleshaw Goddard	5110	4344	-766	-15%
Allen & Overy	21998	21233	-765	-3%
Ashurst	5285	5712	426	8%
Baker & McKenzie	5103	5372	270	5%
Bates Wells & Braithwaite	574	437	-138	-24%
Berwin Leighton Paisner	6061	5258	-803	-13%
Bevan Brittan	810	655	-154	-19%
Bird & Bird	2957	3133	176	6%
Bond Dickinson	3298	2842	-457	-14%
Bristows	613	666	53	9%
Brodies	542	181	-362	-67%
Browne Jacobson		1380	n/a	n/a
Burges Salmon	1757	1313	-443	-25%
Clifford Chance	20290	19429	-861	-4%
CMS Cameron McKenna	4641	4154	-487	-10%
DAC Beachcroft	3335	3257	-78	-2%
Deighton Pierce Glynn		21	n/a	n/a
DLA Piper	9888	11028	1140	12%
DWF	4208	3728	-481	-11%
Eversheds	10266	7974	-2292	-22%
Freshfields Bruckhaus Deringer	14248	13908	-341	-2%
Gregory Abrams Davidson		112	n/a	n/a
Harper McLeod	285	283	-2	-1%
Herbert Smith Freehills	9757	9196	-561	-6%
Higgs & Sons	303	311	7	2%
Hobbs Law	5	5	-1	-12%
Hogan Lovells	8479	8711	232	3%
Ince & Co	1450	1038	-412	-28%

LSA MEMBER	2014	2015	TOTAL CHANGE	% CHANGE
Irwin Mitchell	3348	2841	-507	-15%
Kennedys Law	2563	5415	2851	111%
King & Wood Mallesons	4525	3985	-540	-12%
Lanyon Bowdler Solicitors	187	167	-20	-11%
Linklaters	13528	12047	-1481	-11%
Lyons Davidson Solicitors	995	854	-141	-14%
MDY Legal	40	82	42	103%
Mills & Reeve	4615	2733	-1882	-41%
Muckle	249	231	-17	-7%
Murgitroyd & Company	315	298	-17	-6%
Norton Rose Fulbright	6189	7785	1596	26%
Olswang	1642	2197	555	34%
Paris Smith	346	372	26	8%
Pinsent Masons	9357	9217	-140	-2%
Shakespeare Martineau	1281	1523	242	19%
Shoosmiths	2631	2566	-65	-2%
Simmons & Simmons	6066	5977	-89	-1%
Slaughter and May	6255	6409	154	2%
Squire Patton Boggs	3552	3839	287	8%
Stevens & Bolton	441	327	-114	-26%
Taylor Wessing	3126	2980	-146	-5%
The Law Society	1861	2113	252	14%
Thomas Eggar	1116	641	-475	-43%
Travers Smith	2926	3035	108	4%
Watson Burton	367	299	-67	-18%
Weil Gotshal & Manges	2086	1832	-253	-12%
Wiggin		245	n/a	n/a
Withy King	435	439	3	1%
<b>TOTAL</b>	<b>221374</b>	<b>216226</b>	<b>-5148</b>	<b>-2%</b>

Note: Firms who reported in both 2014 and 2015 achieved a combined reduction of 6857 tCO2e (-3%) and employed a total of 54643 staff in 2015 – an in year increase of 681 (1%)

## CO2e PER CAPITA (tCO2e) - ALL FIRMS

LSA MEMBER	2014	2015	TOTAL CHANGE	% CHANGE
Acuity Legal	1.38	1.90	0.51	37%
Addleshaw Goddard	3.54	3.01	-0.53	-15%
Allen & Overy	7.19	7.68	0.49	7%
Ashurst	4.19	4.93	0.74	18%
Baker & McKenzie	6.30	6.13	-0.17	-3%
Bates Wells & Braithwaite	2.93	1.86	-1.07	-37%
Berwin Leighton Paisner	5.27	4.85	-0.42	-8%
Bevan Brittan	3.49	1.67	-1.82	-52%
Bird & Bird	4.96	4.85	-0.11	-2%
Bond Dickinson	2.58	2.23	-0.35	-14%
Bristows	2.39	2.58	0.20	8%
Brodies	0.89	0.28	-0.61	-68%
Browne Jacobson		1.70	n/a	n/a
Burges Salmon	2.58	1.80	-0.78	-30%
Clifford Chance	11.10	10.70	-0.40	-4%
CMS Cameron McKenna	4.62	3.35	-1.27	-27%
DAC Beachcroft	1.51	1.48	-0.03	-2%
Deighton Pierce Glynn		0.63	n/a	n/a
DLA Piper	4.62	5.12	0.50	11%
DWF	1.77	1.62	-0.15	-9%
Eversheds	4.21	3.29	-0.92	-22%
Freshfields Bruckhaus Deringer	7.38	5.40	-1.98	-27%
Gregory Abrams Davidson		1.40	n/a	n/a
Harper Mcleod	0.92	0.84	-0.08	-9%
Herbert Smith Freehills	5.91	5.04	-0.87	-15%
Higgs & Sons	1.40	1.41	0.01	1%
Hobbs Law	1.71	1.51	-0.21	-12%
Hogan Lovells	5.79	6.00	0.21	4%
Ince & Co	4.35	3.34	-1.02	-23%

LSA MEMBER	2014	2015	TOTAL CHANGE	% CHANGE
Irwin Mitchell	1.31	1.08	-0.23	-18%
Kennedys Law	2.58	5.15	2.57	99%
King & Wood Mallesons	6.58	5.97	-0.61	-9%
Lanyon Bowdler Solicitors	0.85	0.76	-0.09	-11%
Linklaters	5.03	4.38	-0.64	-13%
Lyons Davidson Solicitors	1.03	0.86	-0.17	-16%
MDY Legal	2.25	5.48	3.24	144%
Mills & Reeve	5.12	2.95	-2.17	-42%
Muckle	1.67	1.71	0.04	3%
Murgitroyd & Company	1.74	1.80	0.06	4%
Norton Rose Fulbright	4.33	5.49	1.16	27%
Olswang	2.80	3.81	1.01	36%
Paris Smith	2.20	2.21	0.01	1%
Pinsent Masons	3.36	3.73	0.37	11%
Shakespeare Martineau	4.31	2.93	-1.38	-32%
Shoosmiths	1.84	1.93	0.09	5%
Simmons & Simmons	6.04	7.75	1.71	28%
Slaughter and May	5.93	5.99	0.05	1%
Squire Patton Boggs	5.00	5.35	0.35	7%
Stevens & Bolton	2.20	1.42	-0.78	-36%
Taylor Wessing	4.87	4.64	-0.23	-5%
The Law Society	1.58	2.00	0.42	27%
Thomas Eggar	2.45	1.51	-0.94	-38%
Travers Smith	6.47	5.39	-1.08	-17%
Watson Burton	2.98	2.99	0.01	0%
Weil Gotshal & Manges	8.34	6.11	-2.23	-27%
Wiggin		2.55	n/a	na
Withy King	1.40	1.37	-0.03	-2%
<b>AVERAGE</b>	<b>3.72</b>	<b>3.40</b>	<b>-0.32</b>	<b>-9%</b>

Note: Firms who reported in both 2014 and 2015 achieved a reduction in average tCO2e per capita of 0.18 (-5%)

## TOTAL CO2e EMISSIONS (tCO2e) - LSA EXECUTIVE FIRMS

LSA EXECUTIVE FIRM	2014	2015	TOTAL CHANGE	% CHANGE
Addleshaw Goddard	5110	4344	-766	-15%
Allen & Overy	21998	21233	-765	-3%
Bond Dickinson	3298	2842	-457	-14%
Burges Salmon	1757	1313	-443	-25%
DLA Piper	9888	11028	1140	12%
Eversheds	10266	7974	-2292	-22%
Herbert Smith Freehills	9757	9196	-561	-6%
Hogan Lovells	8479	8711	232	3%
Irwin Mitchell	3348	2841	-507	-15%
King & Wood Mallesons	4525	3985	-540	-12%
Linklaters	13528	12047	-1481	-11%
Norton Rose Fulbright	6189	7785	1596	26%
Shakespeare Martineau	1281	1523	242	19%
Simmons & Simmons	6066	5977	-89	-1%
Slaughter and May	6255	6409	154	2%
Taylor Wessing	3126	2980	-146	-5%
The Law Society	1861	2113	252	14%
<b>TOTAL</b>	<b>116732</b>	<b>112301</b>	<b>-4431</b>	<b>-4%</b>

## CO2e PER CAPITA (tCO2e) - LSA EXECUTIVE FIRMS

LSA EXECUTIVE FIRM	2014	2015	TOTAL CHANGE	% CHANGE
Addleshaw Goddard	3.54	3.01	-0.53	-15%
Allen & Overy	7.19	7.68	0.49	7%
Bond Dickinson	2.58	2.23	-0.35	-14%
Burges Salmon	2.58	1.80	-0.78	-30%
DLA Piper	4.62	5.12	0.50	11%
Eversheds	4.21	3.29	-0.92	-22%
Herbert Smith Freehills	5.91	5.04	-0.87	-15%
Hogan Lovells	5.79	6.00	0.21	4%
Irwin Mitchell	1.31	1.08	-0.23	-18%
King & Wood Mallesons	6.58	5.97	-0.61	-9%
Linklaters	5.03	4.38	-0.64	-13%
Norton Rose Fulbright	4.33	5.49	1.16	27%
Shakespeare Martineau	4.31	2.93	-1.38	-32%
Simmons & Simmons	6.04	7.75	1.71	28%
Slaughter and May	5.93	5.99	0.05	1%
Taylor Wessing	4.87	4.64	-0.23	-5%
The Law Society	1.58	2.00	0.42	27%
<b>AVERAGE</b>	<b>4.49</b>	<b>4.38</b>	<b>-0.11</b>	<b>-2%</b>

## WATER USE (ASSOCIATED tCO2e) - ALL FIRMS

LSA MEMBER	WATER USE (ASSOCIATED tCO2e) - 2014	WATER USE (ASSOCIATED tCO2e) - 2015
Acuity Legal	0.08	0.15
Addleshaw Goddard	0.01	0.01
Allen & Overy	121.54	119.40
Ashurst	NR	NR
Baker & McKenzie	33.16	25.47
Bates Wells & Braithwaite	2.57	3.10
Berwin Leighton Paisner	2.69	24.76
Bevan Brittan	3.73	6.14
Bird & Bird	10.48	9.82
Bond Dickinson	10.28	9.38
Bristows	NR	NR
Brodies	NR	NR
Browne Jacobson	NR	NR
Burges Salmon	9.76	8.94
Clifford Chance	88.56	83.95
CMS Cameron McKenna	NR	7.85
DAC Beachcroft	18.05	14.94
Deighton Pierce Glynn	NR	0.38
DLA Piper	34.70	31.54
DWF	20.98	12.70
Eversheds	27.97	22.84
Freshfields Bruckhaus Deringer	41.66	42.21
Gregory Abrams Davidson	NR	0.51
Harper Mcleod	0.05	0.07
Herbert Smith Freehills	31.21	37.80
Higgs & Sons	NR	2.35
Hobbs Law	0.04	0.03
Hogan Lovells	31.94	17.18
Ince & Co	NR	NR

\*Reported as SGH Martineau in 2014

LSA MEMBER	WATER USE (ASSOCIATED tCO2e) - 2014	WATER USE (ASSOCIATED tCO2e) - 2015
Irwin Mitchell	NR	0.01
Kennedys Law	NR	NR
King & Wood Mallesons	15.41	16.23
Lanyon Bowdler Solicitors	NR	0.46
Linklaters	30.07	28.73
Lyons Davidson Solicitors	NR	NR
MDY Legal	NR	0.04
Mills & Reeve	4.35	7.28
Muckle	2.08	1.75
Murgitroyd & Company	1.03	1.06
Norton Rose Fulbright	30.28	31.10
Olswang	6.76	6.79
Paris Smith	1.79	1.97
Pinsent Masons	48.42	50.59
Shakespeare Martineau*	2.57	13.31
Shoosmiths	7.28	11.35
Simmons & Simmons	0.02	21.10
Slaughter and May	17.00	17.48
Squire Patton Boggs	NR	NR
Stevens & Bolton	NR	NR
Taylor Wessing	19.62	13.65
The Law Society	24.70	6.43
Thomas Eggar	4.02	1.70
Travers Smith	11.22	0.01
Watson Burton	NR	2.95
Weil Gotshal & Manges	NR	2.94
Wiggin	1.81	1.42
Withy King	1.26	1.58
<b>TOTAL</b>	<b>719.17</b>	<b>721.46</b>

NR - Not Reported

# PAPER USE – ALL FIRMS

LSA MEMBER	PAPER CONSUMPTION (KG) - 2014	PAPER CONSUMPTION (KG) - 2015	% CHANGE	PAPER CONSUMPTION PER CAPITA (KG) - 2014	PAPER CONSUMPTION PER CAPITA (KG) - 2015	% CHANGE
Acuity Legal	2880	4585	59%	60	88	47%
Addleshaw Goddard		175001	n/a	NR	121	n/a
Allen & Overy	227484	228663	1%	74	83	11%
Ashurst		82140	n/a	NR	71	n/a
Baker & McKenzie	72770	89521	23%	90	102	14%
Bates Wells & Braithwaite	49667	28212	-43%	253	120	-53%
Berwin Leighton Paisner	61786	124093	101%	54	114	113%
Bevan Brittan	30052	43092	43%	130	110	-15%
Bond Dickinson	82673	78697	-5%	65	62	-5%
Bristows	15670	16999	8%	61	66	8%
Brodies	196403	212015	8%	323	332	3%
Browne Jacobson		55457	n/a	NR	68	n/a
Burges Salmon	54367	49637	-9%	80	68	-15%
Clifford Chance	213000	198000	-7%	117	109	-6%
CMS Cameron McKenna		232000	n/a	NR	187	n/a
DAC Beachcroft	145845	13544	-91%	66	6	-91%
Deighton Pierce Glynn		3596	n/a	NR	109	n/a
DLA Piper	197153	173689	-12%	92	81	-12%
DWF	126002	212058	68%	53	92	74%
Eversheds		195787	n/a	NR	81	n/a
Harper Mcleod	28834	62839	118%	93	186	100%
Herbert Smith Freehills	162964	155829	-4%	99	85	-14%
Higgs & Sons	39580	18297	-54%	182	83	-55%
Hobbs Law	420	391	-7%	140	130	-7%
Hogan Lovells	118970	154989	30%	81	107	31%
Ince & Co	35749	20715	-42%	107	67	-38%
Kennedys Law		90097	n/a	NR	86	n/a
King & Wood Mallesons	78610	56593	-28%	114	85	-26%
Lanyon Bowdler Solicitors	462	12649	2635%	2	57	2635%

LSA MEMBER	PAPER CONSUMPTION (KG) - 2014	PAPER CONSUMPTION (KG) - 2015	% CHANGE	PAPER CONSUMPTION PER CAPITA (KG) - 2014	PAPER CONSUMPTION PER CAPITA (KG) - 2015	% CHANGE
Linklaters	202305	179501	-11%	75	65	-13%
MDY Legal	929	2342	152%	52	156	203%
Mills & Reeve	93704	93589	0%	104	101	-3%
Muckle	10911	10091	-8%	73	75	2%
Murgitroyd & Company	10510	8372	-20%	58	51	-13%
Norton Rose Fulbright	68953	137195	99%	48	97	100%
Paris Smith	18716	19309	3%	119	115	-4%
Pinsent Masons	387767	459254	18%	139	186	34%
Shakespeare Martineau	39090	31311	-20%	132	60	-54%
Shoosmiths	118753	139362	17%	83	105	26%
Simmons & Simmons	84511	69240	-18%	84	90	7%
Slaughter and May	122078	111260	-9%	116	104	-10%
Stevens & Bolton	19085	10952	-43%	95	48	-50%
Taylor Wessing	51332	51342	0%	80	80	0%
The Law Society	25731	80051	211%	22	76	248%
Thomas Eggar	370104	74158	-80%	813	175	-78%
Travers Smith	15437	15437	0%	34	27	-20%
Watson Burton	26195	28454	9%	213	285	34%
Weil Gotshal & Manges		32706	n/a	NR	109	n/a
Wiggin		6712	n/a	NR	70	n/a
Withy King	36920	48292	31%	119	151	27%
<b>TOTAL</b>	<b>3644373</b>	<b>4398114</b>	<b>21%</b>	<b>117</b>	<b>104</b>	<b>-11%</b>

Note: Firms who reported in both 2014 and 2015 increased total paper consumption by 119754 kg (3%)



# CARBON FOOTPRINT PERFORMANCE: Firm Listing

[Acuity Legal](#)

[Addleshaw Goddard](#)

[Allen & Overy](#)

[Ashurst](#)

[Baker & McKenzie](#)

[Bates Wells & Braithwaite](#)

[Berwin Leighton Paisner](#)

[Bevan Brittan](#)

[Bird and Bird](#)

[Bond Dickinson](#)

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[Paris Smith](#)

[Pinsent Masons](#)

[Shakespeare Martineau](#)

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[Simmons & Simmons](#)

[Slaughter and May](#)

[Squire Patton Boggs](#)

[Stevens & Bolton](#)

[Taylor Wessing](#)

[The Law Society](#)

[Thomas Eggar](#)

[Travers Smith](#)


[Watson Burton](#)

[Weil Gotshal & Manges](#)

[Wiggin](#)

[Withy King](#)

# CARBON FOOTPRINT PERFORMANCE: Explanatory Notes

- 
- The following carbon footprints of LSA member firms have been developed from data supplied by the firms themselves using the LSA Carbon Reporting Tool which is managed on behalf of the LSA by Greenstone. This tool is free to use for LSA member firms and provides a helpful platform for capturing and reporting the carbon associated with the range of any law firm's activities
  - The tool uses the latest Defra conversion factors. These allow a firm's activity data (e.g. litres of fuel used, number of miles driven, tonnes of waste sent to landfill) to be converted into tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e)
  - tCO<sub>2</sub>e is a universal unit of measurement which relates the global warming potential of different Greenhouse Gases (GHG) to the equivalent potential of CO<sub>2</sub> and makes it easier to compare the global warming impact of different emission sources
  - Commonly occurring GHGs include carbon dioxide (CO<sub>2</sub>), methane, water vapour, nitrous oxide, ozone, chlorofluorocarbons (CFCs)
  - Although every effort is made to confirm the accuracy of the data provided by each firm (for example, through peer review by the LSA's Reporting Working Group members), this data is taken on trust as is not certified. The LSA can therefore not be held liable for any inaccuracies in the data as reported by any firm
  - Data relates to the 2015 calendar year
  - Direct GHG emissions are emissions from sources that are owned or controlled by the reporting firm; Indirect GHG emissions are emissions that are a consequence of the activities of the reporting firm, but occur at sources owned or controlled by another entity (e.g. a supplier)
  - Carbon Emission Sources included in each firm's footprint are as follows:

**SCOPE 1:** (Direct emissions): Emissions from activities owned or controlled by the firm. Examples of Scope 1 emissions include emissions from combustion in owned or controlled boilers, furnaces, vehicles; emissions from chemical production in owned or controlled process equipment.

**SCOPE 2:** (Energy indirect): Emissions released into the atmosphere associated with the firm's consumption of purchased electricity, heat, steam and cooling. These are indirect emissions that are a consequence of the firm's energy use but which occur at sources the firm does not own or control.

**SCOPE 3:** (Other indirect): Emissions that are a consequence of the firm's actions, which occur at sources which the firm does not own or control and which are not classed as Scope 2 emissions. Examples of Scope 3 emissions are business travel by means not owned or controlled by the firm, waste disposal which is not owned or controlled, or purchased materials or fuels. Losses associated with the transmission (T) and distribution (D) of electricity supplied to the firm are also included as Scope 3
  - Green Tariff Electricity refers to electricity supplied which is 'matched' by purchases of renewable energy by the supplier.
  - Scope 2 Market Based Emissions reflect the emissions from the electricity that a firm purchases which may be different from the electricity that is generated locally

# CARBON FOOTPRINT PERFORMANCE: Acuity Legal



Number of employees	52
Floor Area (m2)	743
Emissions per employee (tonnes CO2e)	1.9



Total Emissions (tonnes CO2e)  
**99**

At Acuity Legal we are focussed on delivering value and success to our clients. We offer a full legal service to enable our clients to achieve their business plans. Our ethos is to operate with speed, agility and commerciality. Delivering a top quality service and becoming part of the team through our proactive and solution based approach.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	0
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	78.2
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### Scope 2 Marked-Based Emissions

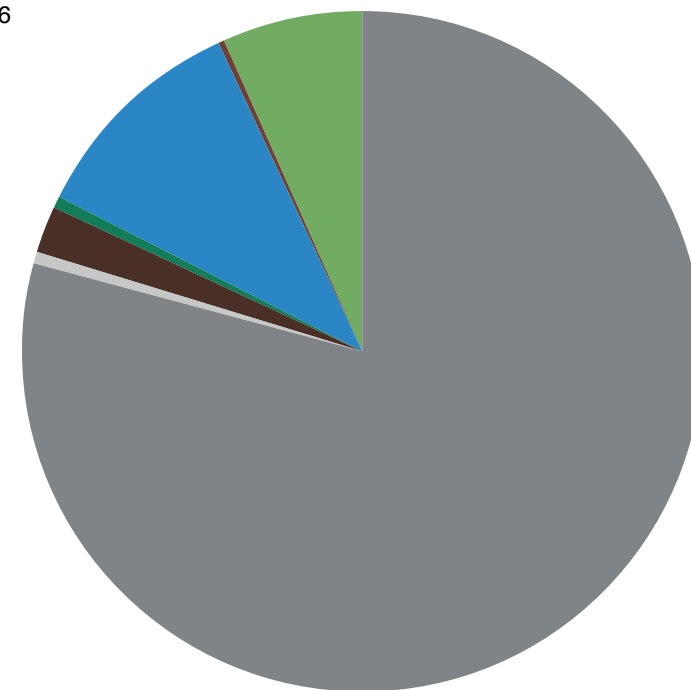
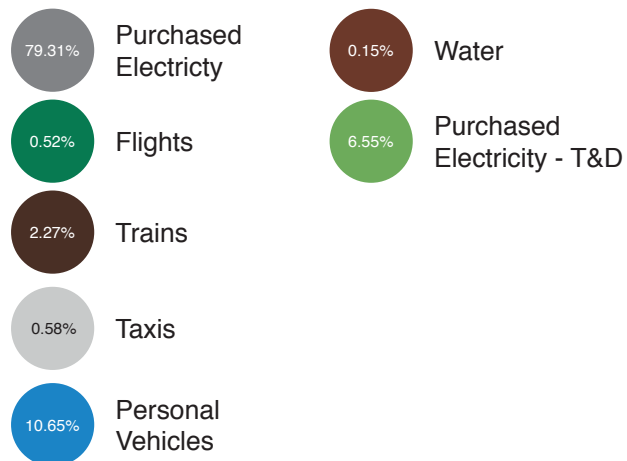
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### Scope 3

Flights	0.511
Trains	2.24
Taxis	0.57
Hire Cars	0
Personal Vehicles	10.5
Water	0.145

### Scope 3 T&D Losses

Purchased Electricity-T&D	6.46
Green Tariff Electricity-T&D	0



# CARBON FOOTPRINT PERFORMANCE: Addleshaw Goddard



Number of employees	<b>1443</b>
Floor Area (m2)	<b>31352</b>
Emissions per employee (tonnes CO2e)	<b>3.01</b>



Total Emissions (tonnes CO2e)  
**4344**

Addleshaw Goddard LLP is a law firm with over 160 partners and over 430 other fee earners occupying three UK offices (London, Leeds and Manchester). During the 2015 reporting period Addleshaw Goddard LLP completed ISO41001 accreditation and ESOS requirements.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	365
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	3067
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

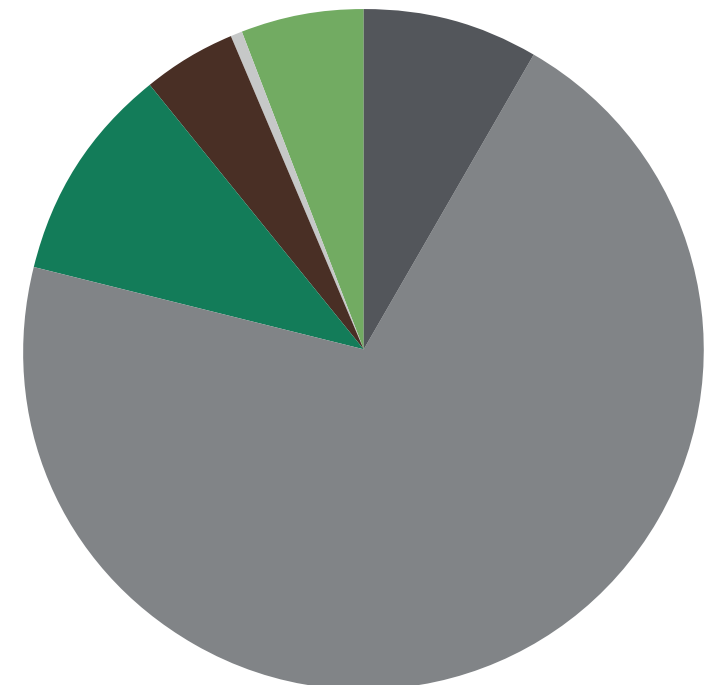
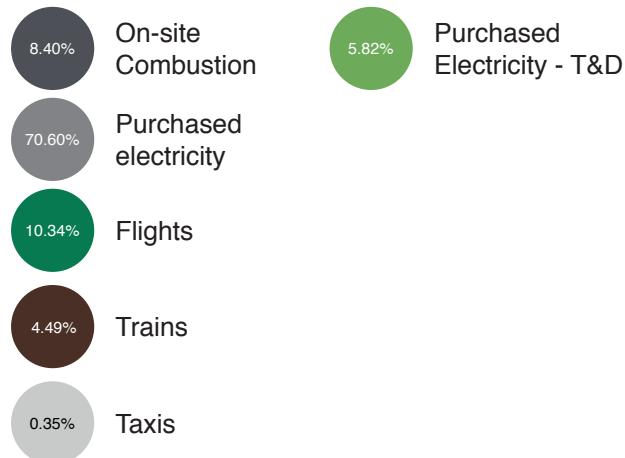
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### Scope 3

Flights	449
Trains	195
Taxis	15.1
Hire Cars	0
Personal Vehicles	0
Water	0

### Scope 3 T&D Losses

Purchased Electricity-T&D	253
Green Tariff Electricity-T&D	0



# CARBON FOOTPRINT PERFORMANCE: Allen & Overy

Number of employees	<b>2766</b>
Floor Area (m2)	<b>53302</b>
Emissions per employee (tonnes CO2e)	<b>8.01</b>



Total Emissions (tonnes CO2e)  
**21233**

Allen & Overy LLP is a global law firm employing nearly 5,000 people in 46 offices in 32 countries. Founded in 1930 in London, the firm has grown to become a £1.2bn commercial practice supporting clients across the globe, particularly with multi-jurisdictional matters.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	1048
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	450
Green Tariff Electricity	12954

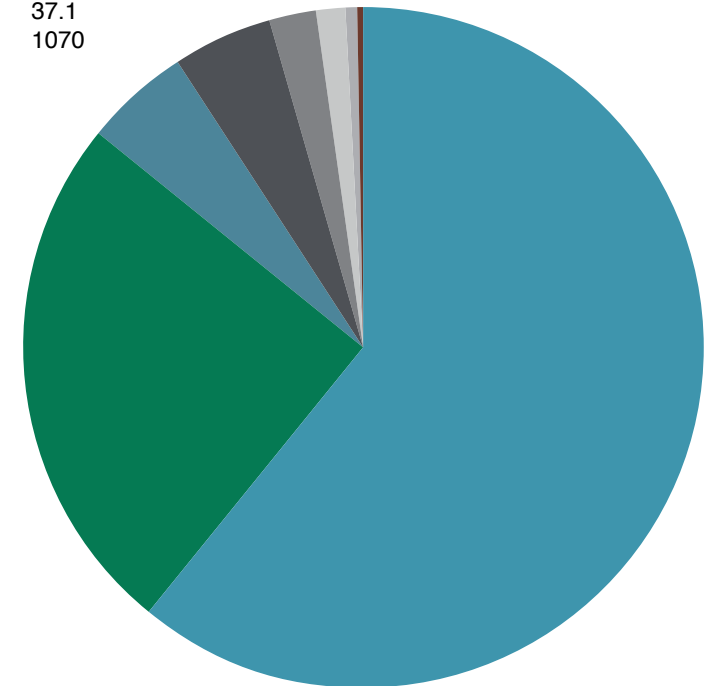
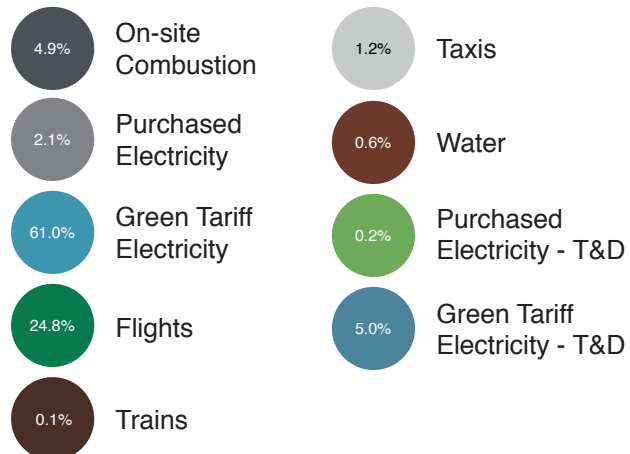
**Scope 2 Marked-Based Emissions** 0

### Scope 3

Flights	5276
Trains	19
Taxis	260
Hire Cars	0
Personal Vehicles	0
Water	119

### Scope 3 T&D Losses

Purchased Electricity-T&D	37.1
Green Tariff Electricity-T&D	1070



# CARBON FOOTPRINT PERFORMANCE: Ashurst

Number of employees	<b>1158</b>
Floor Area (m2)	<b>22524</b>
Emissions per employee (tonnes CO2e)	<b>4.93</b>



Total Emissions (tonnes CO2e)  
**5711**

Ashurst is a leading international law firm advising corporates, financial institutions and governments. Our core businesses are in corporate, finance, dispute resolution, and the development and financing of assets in the energy, resources and infrastructure sectors. Global coverage We have 28 offices in 16 countries and a best-friend referral relationship with an Indian law firm.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	593
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	2,152
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

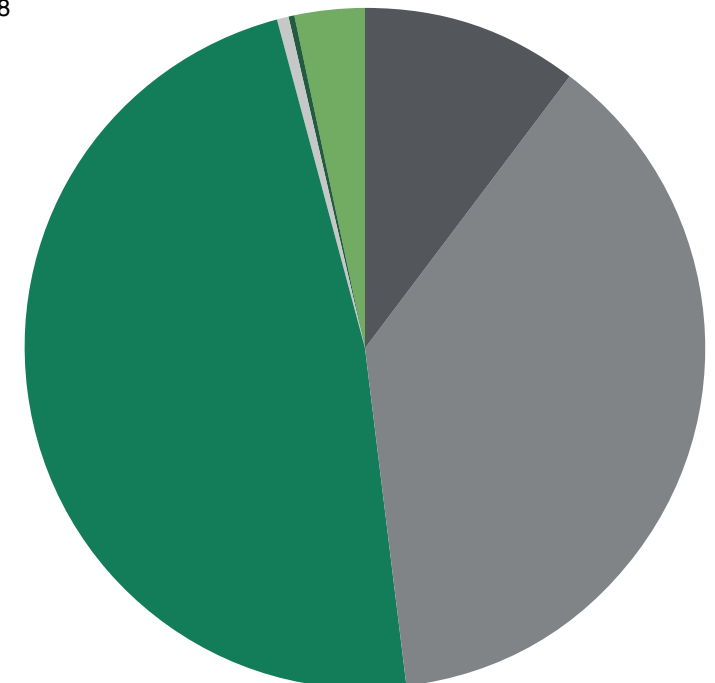
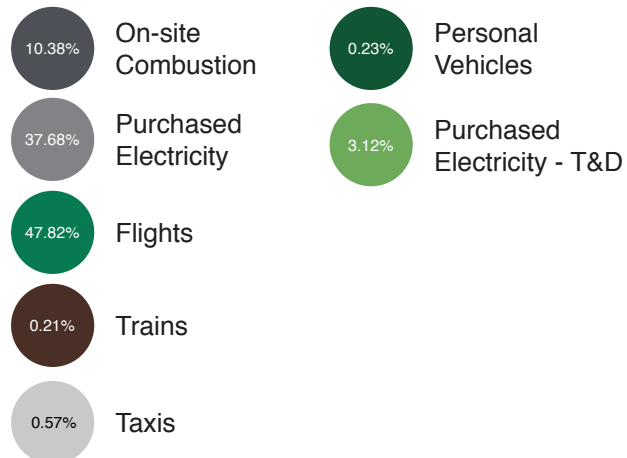
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### Scope 3

Flights	2,731
Trains	12.1
Taxis	32.3
Hire Cars	0
Personal Vehicles	13.4
Water	

### Scope 3 T&D Losses

Purchased Electricity	178
Green Tariff Electricity	



# CARBON FOOTPRINT PERFORMANCE: Baker & McKenzie



Number of employees	<b>877</b>
Floor Area (m2)	<b>14396</b>
Emissions per employee (tonnes CO2e)	<b>6.13</b>



Total Emissions (tonnes CO2e)  
**5372**

Baker & McKenzie is a global law firm with 77 offices in 47 countries. With more than 400 legal professionals in London, this represents the firm's largest office. Our current focus is on three main areas. First, we aim to reduce the amount of waste and paper we use as an office and increase the percentage of waste we recycle.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	205
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	0
Green Tariff Electricity	1,645

### Scope 2 Marked-Based Emissions

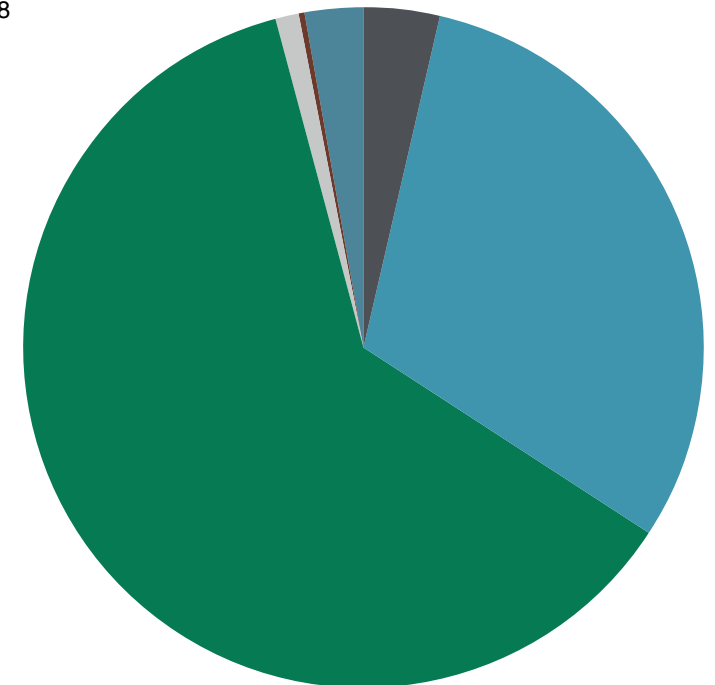
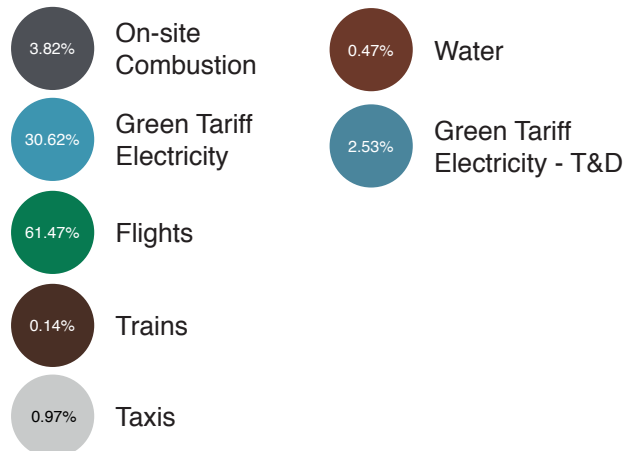
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### Scope 3

Flights	3,302
Trains	7.38
Taxis	52.2
Hire Cars	0
Personal Vehicles	13.4
Water	0

### Scope 3 T&D Losses

Purchased Electricity	178
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Bates Wells and Braithwaite

Number of employees	<b>235</b>
Floor Area (m2)	<b>2174</b>
Emissions per employee (tonnes CO2e)	<b>1.86</b>



Total Emissions (tonnes CO2e)  
**437**

BWB, founded in 1970, is a commercial full service London City firm, working for a wide range of businesses, social enterprises, charities, institutions, public bodies and high-profile individuals, across a variety of sectors. With over 200 staff and 34 partners, we are large enough to provide a complete range of commercial legal services yet small enough to be able to provide a personal service to every client.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	0
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	298
Green Tariff Electricity	86.7

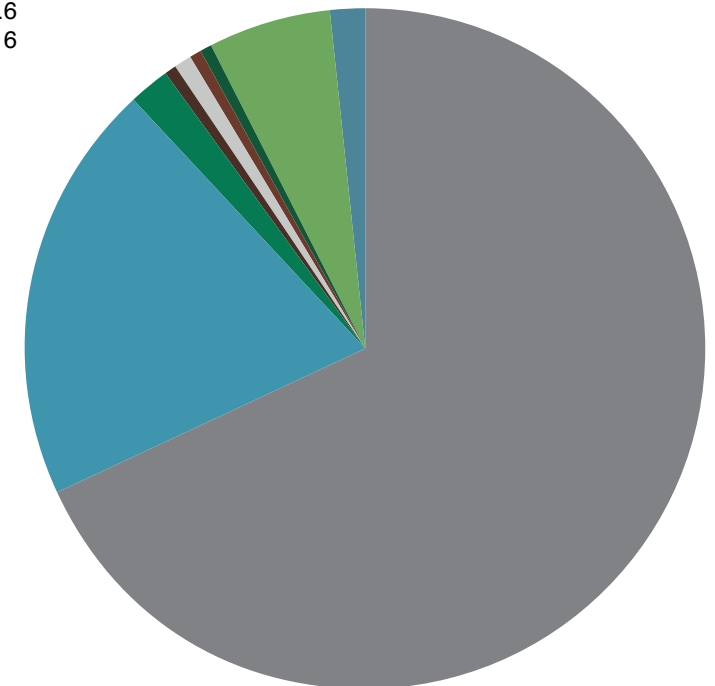
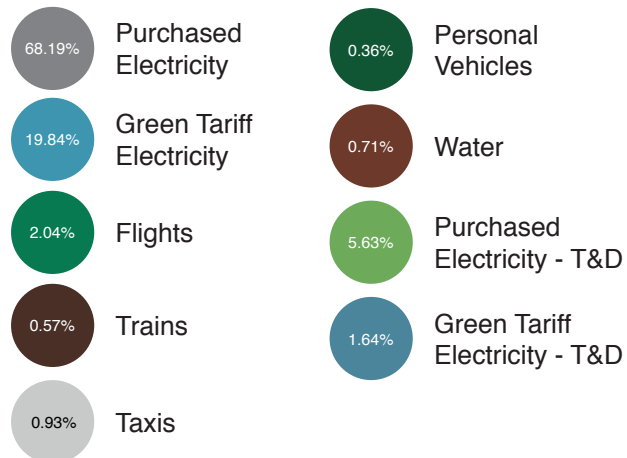
Scope 2 Marked-Based Emissions 0

### Scope 3

Flights	8.93
Trains	2.49
Taxis	4.08
Hire Cars	0
Personal Vehicles	1.59
Water	3.1

### Scope 3 T&D Losses

Purchased Electricity	24.6
Green Tariff Electricity	7.16





# CARBON FOOTPRINT PERFORMANCE: Berwin Leighton Paisner



Number of employees	<b>1085</b>
Floor Area (m2)	<b>23784</b>
Emissions per employee (tonnes CO2e)	<b>4.85</b>



Total Emissions (tonnes CO2e)  
**5258**

Berwin Leighton Paisner is an international law firm supporting clients from 14 international offices around the world including in Russia, Singapore, Hong Kong and United Arab Emirates amongst others. Over 50 Fortune 500 or FTSE 100 clients have relied on our legal advice to protect their interests. We have completed over 47,000 projects for them in 128 countries, spanning over 60 different areas of law.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	708
Company Vehicles	0
Refrigerants	116
Road	0

### Scope 2

Purchased Electricity	2855
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

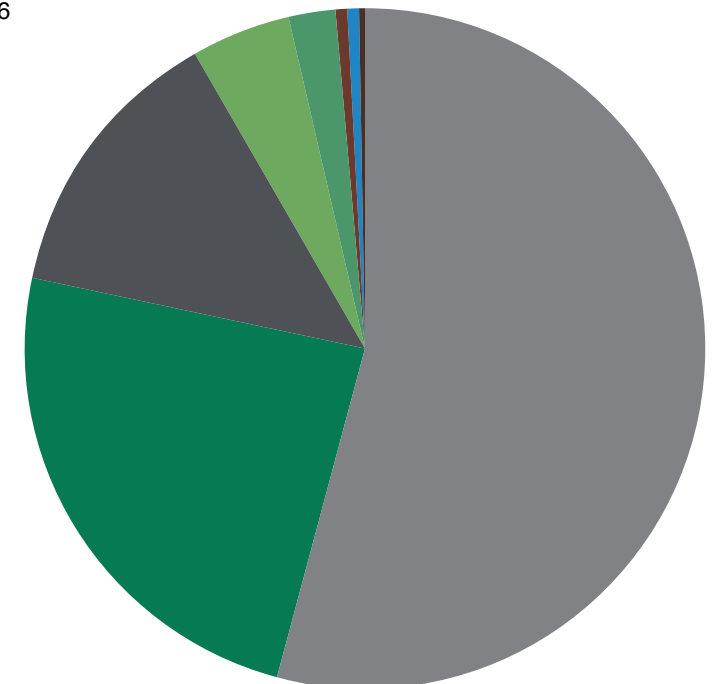
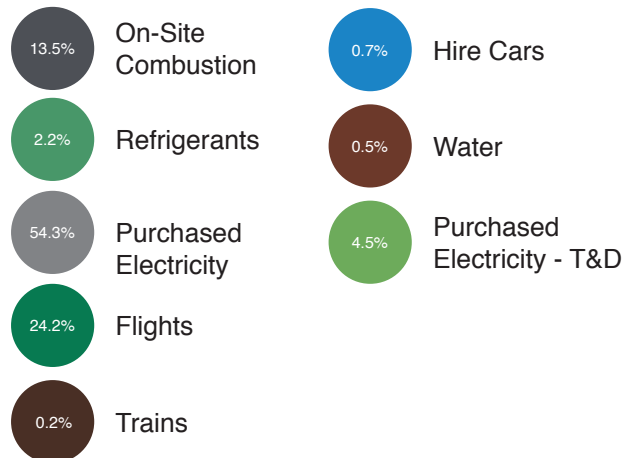
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### Scope 3

Flights	1271
Trains	9.05
Taxis	2.5
Hire Cars	35.9
Personal Vehicles	0
Water	24.8

### Scope 3 T&D Losses

Purchased Electricity	236
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Bevan Brittan



Number of employees	<b>393</b>
Floor Area (m2)	<b>7958</b>
Emissions per employee (tonnes CO2e)	<b>1.67</b>



Total Emissions (tonnes CO2e)  
**655**

Bevan Brittan provides practical, high quality and commercially relevant legal advice to public, private and third sector organisations.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	35.5
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	474
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

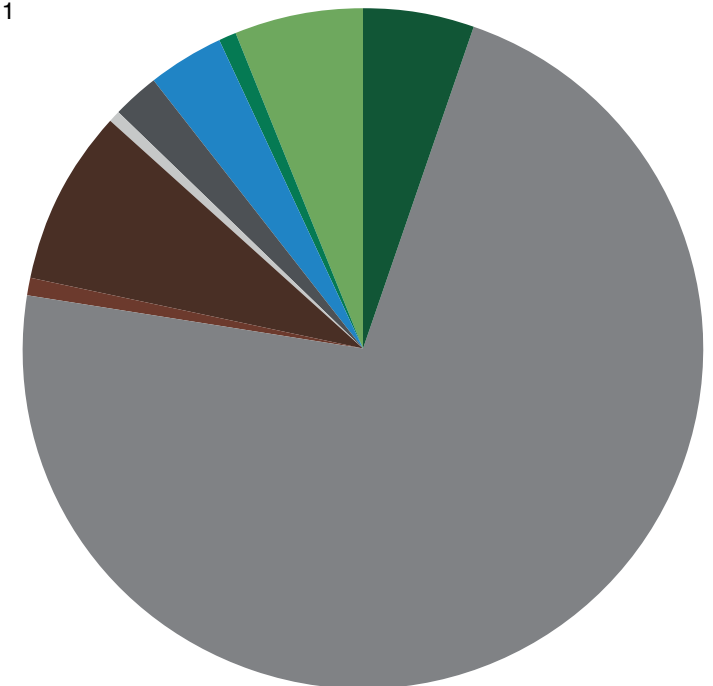
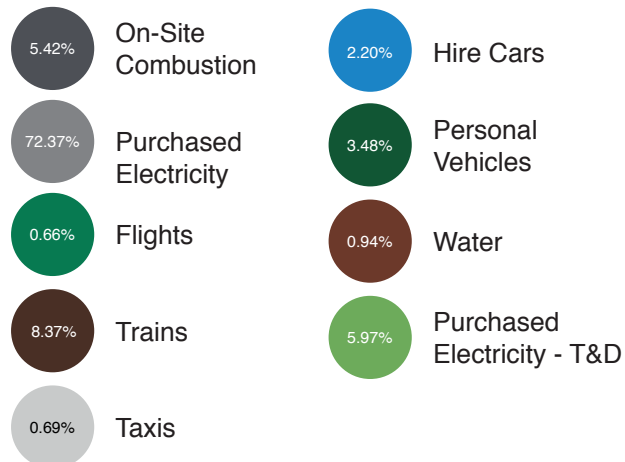
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### Scope 3

Flights	4.31
Trains	54.8
Taxis	4.51
Hire Cars	14.4
Personal Vehicles	22.8
Water	6.14

### Scope 3 T&D Losses

Purchased Electricity	39.1
Green Tariff Electricity	



# CARBON FOOTPRINT PERFORMANCE: Bird and Bird

Number of employees	<b>646</b>
Floor Area (m2)	<b>11366</b>
Emissions per employee (tonnes CO2e)	<b>4.85</b>



Total Emissions (tonnes CO2e)  
**3133**

Bird & Bird is an international law firm, with a rare and invaluable grasp of strategic commercial issues. We combine exceptional legal expertise with deep industry knowledge and refreshingly creative thinking, to help clients achieve their commercial goals. We have over 1100 lawyers in 28 offices across Europe, the Middle East and Asia, as well as close ties with firms in other parts of the world.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	273
Company Vehicles	0
Refrigerants	30.4
Road	0

### Scope 2

Purchased Electricity	1,311
Green Tariff Electricity	258

### Scope 2 Marked-Based Emissions

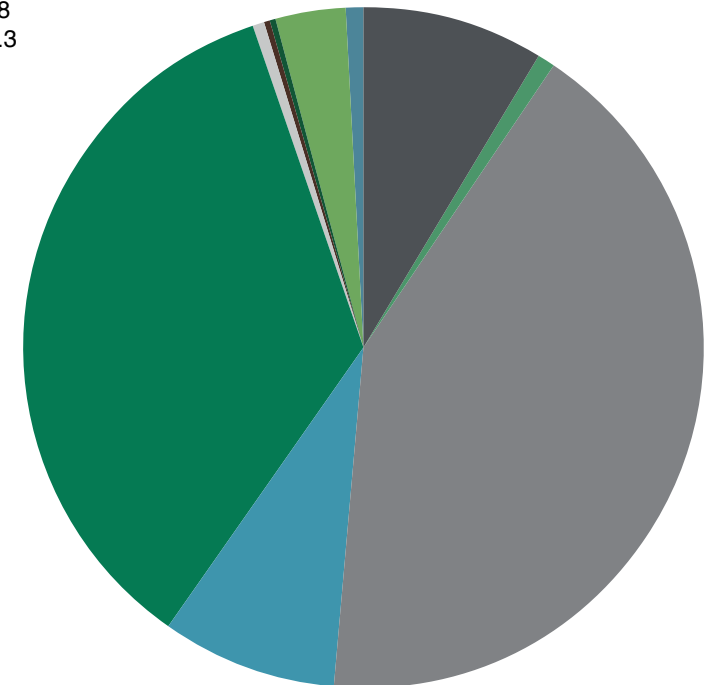
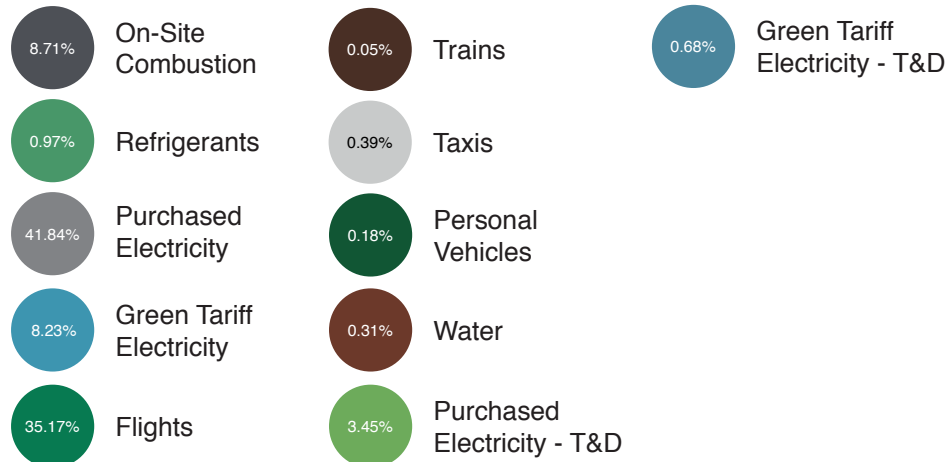
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### Scope 3

Flights	1102
Trains	1.57
Taxis	12.1
Hire Cars	0
Personal Vehicles	5.63
Water	9.82

### Scope 3 T&D Losses

Purchased Electricity	108
Green Tariff Electricity	21.3



# CARBON FOOTPRINT PERFORMANCE: Bond Dickinson



Number of employees	<b>1272</b>
Floor Area (m2)	<b>22288</b>
Emissions per employee (tonnes CO2e)	<b>2.23</b>



Total Emissions (tonnes CO2e)  
**2842**

Bond Dickinson is a national commercial law firm with over 1270 people nationwide, including nearly 600 legal professionals and 140 partners. The firm has a unique legal footprint across the UK with seven office locations - Aberdeen, Bristol, Leeds, London, Newcastle Upon Tyne, Plymouth and Southampton.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	585
Company Vehicles	31.7
Refrigerants	11
Road	0

### Scope 2

Purchased Electricity	1,278
Green Tariff Electricity	246

### Scope 2 Marked-Based Emissions

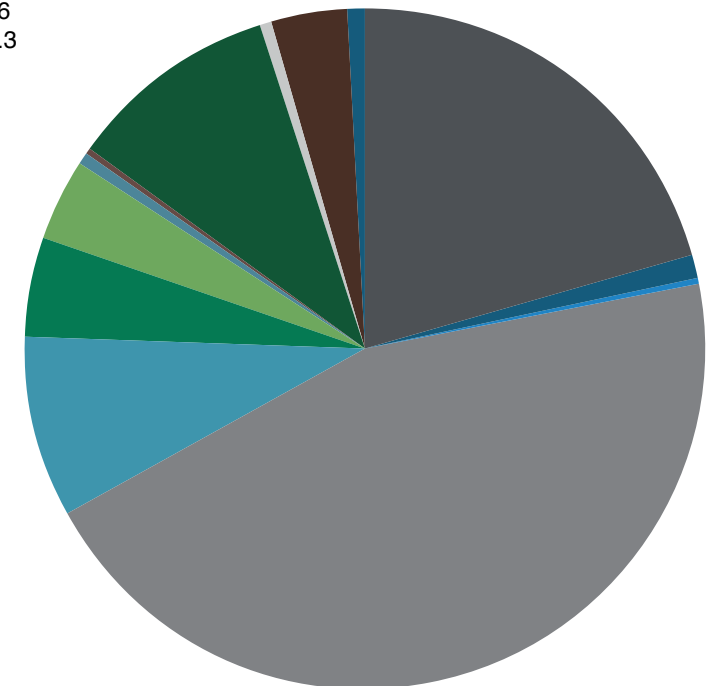
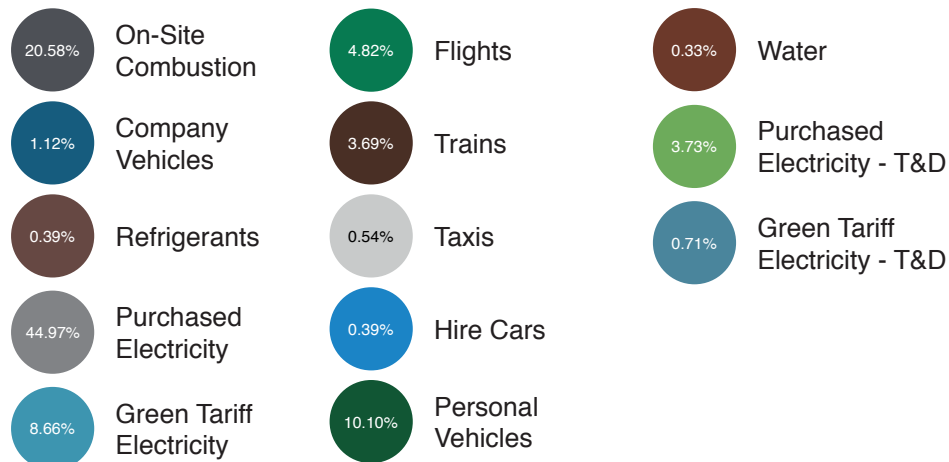
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### Scope 3

Flights	137
Trains	105
Taxis	15.3
Hire Cars	11
Personal Vehicles	287
Water	9.38

### Scope 3 T&D Losses

Purchased Electricity	106
Green Tariff Electricity	20.3



# CARBON FOOTPRINT PERFORMANCE: Bristows

Number of employees	<b>258</b>
Floor Area (m2)	<b>3998</b>
Emissions per employee (tonnes CO2e)	<b>2.58</b>



Total Emissions (tonnes CO2e)  
**666**

Bristows LLP is a full service independent law firm established in 1837 and providing legal advice to a diverse range of clients. We are a globally recognised firm based in London but with a client base including many of the world's leading companies. A considerable percentage of our work involves international or multi-jurisdiction aspects.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	1.07
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	303
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

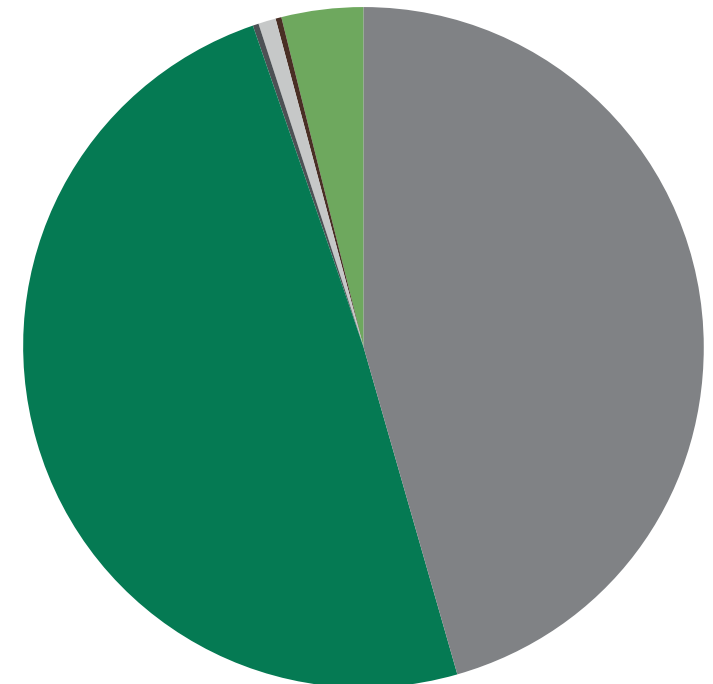
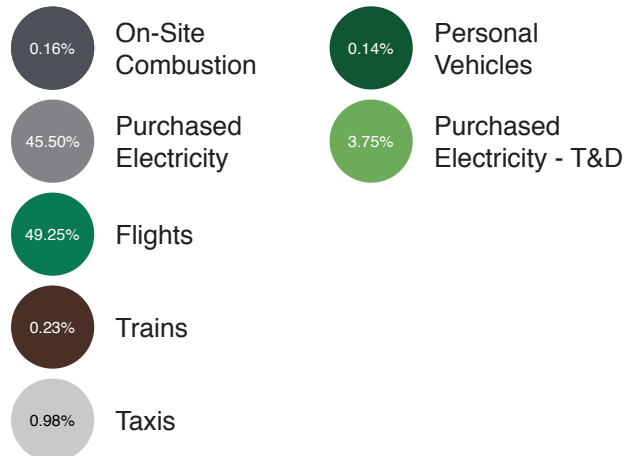
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### Scope 3

Flights	328
Trains	1.51
Taxis	6.56
Hire Cars	0
Personal Vehicles	0.921
Water	

### Scope 3 T&D Losses

Purchased Electricity	25
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Brodies



Number of employees	<b>638</b>
Floor Area (m2)	<b>8728</b>
Emissions per employee (tonnes CO2e)	<b>0.142</b>



Total Emissions (tonnes CO2e)  
**181**

Brodies LLP is a leading Scottish law practice delivering legal services of the highest quality to Scottish, UK and global organisations. With offices in Aberdeen, Edinburgh, Glasgow and Brussels, we offer legal advice to private and public sector clients in core areas such as mergers & acquisitions, business disputes, energy (both renewables and oil & gas), litigation, commercial property, banking & financial services, employment, pensions & benefits and trust & tax.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	11
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	108
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

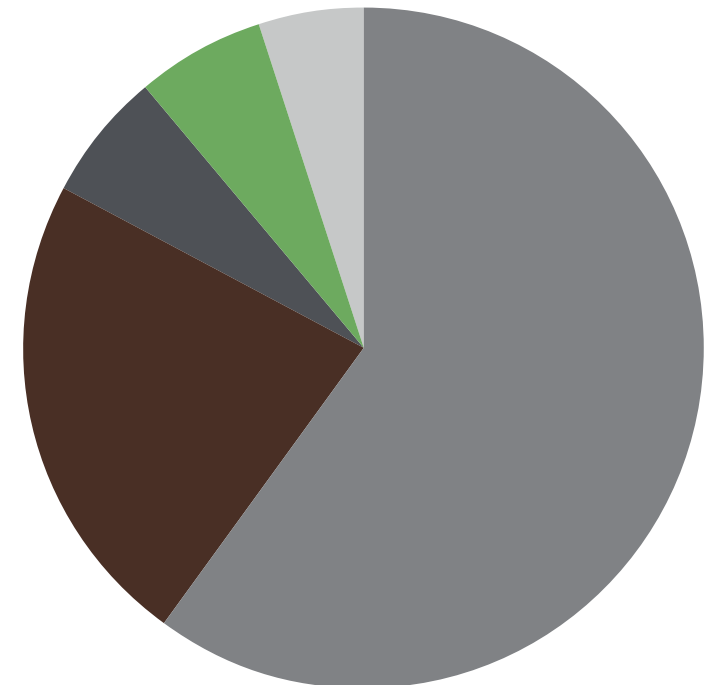
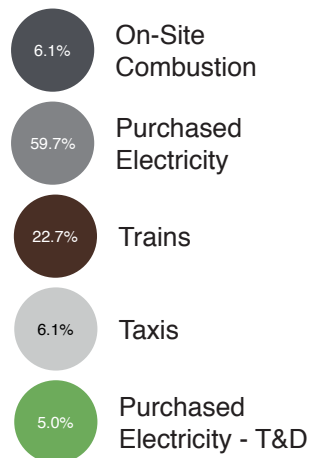
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### Scope 3

Flights	0
Trains	41
Taxis	11
Hire Cars	0
Personal Vehicles	0
Water	0

### Scope 3 T&D Losses

Purchased Electricity	9
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Browne Jacobson



Number of employees	<b>814</b>
Floor Area (m2)	<b>31888</b>
Emissions per employee (tonnes CO2e)	<b>1.7</b>



Total Emissions (tonnes CO2e)  
**1380**

Browne Jacobson LLP is a national law firm with offices in Birmingham, Exeter, London, Manchester and Nottingham. It offers services across a number of key sectors: public, private & public listed companies, health, insurance, retail, technology and education. It has over 780 employees, with over 410 lawyers of which 103 are partners.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	0
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	968
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

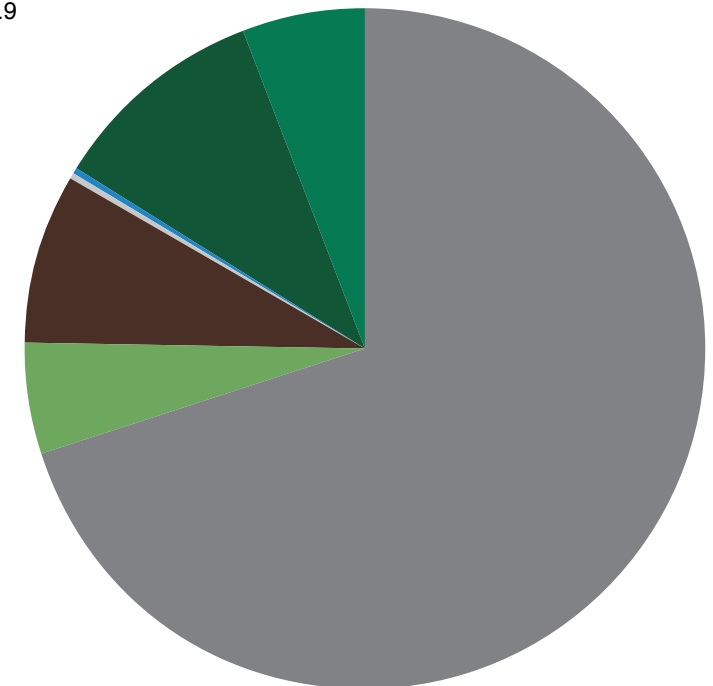
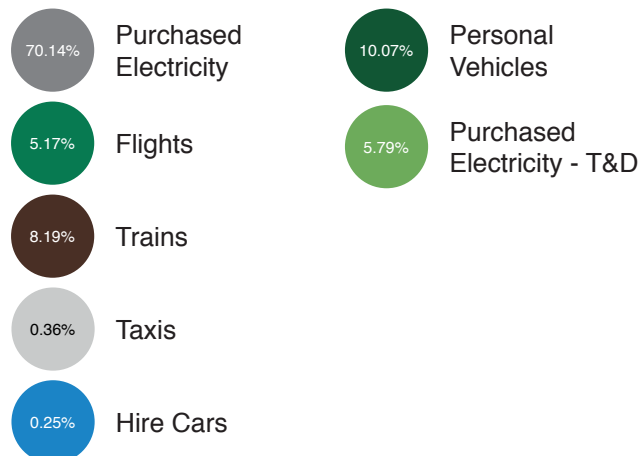
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### Scope 3

Flights	71.3
Trains	113
Taxis	5.01
Hire Cars	3.5
Personal Vehicles	139
Water	

### Scope 3 T&D Losses

Purchased Electricity	79.9
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Burges Salmon

Number of employees	<b>729</b>
Floor Area (m2)	<b>17313</b>
Emissions per employee (tonnes CO2e)	<b>1.8</b>



Total Emissions (tonnes CO2e)  
**1313**

Burges Salmon is one of the UK's leading law firms with over 700 employees and offices in Bristol and London. The firm is committed to reducing the impact of its activities on the environment and, in September 2013, its Environmental Management System was certified to BS EN: ISO 14001. Since 2010 the firm has continually reduced both electricity and paper consumption.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	234
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	718
Green Tariff Electricity	5.09

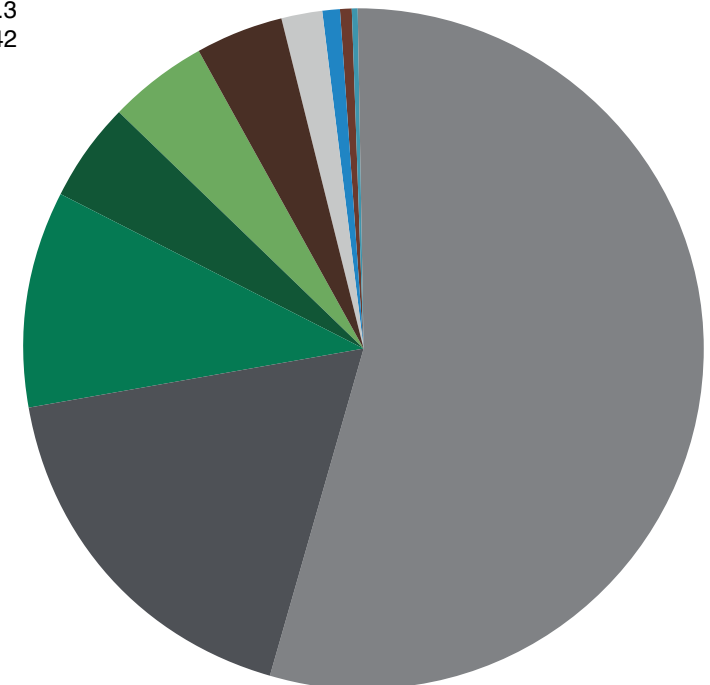
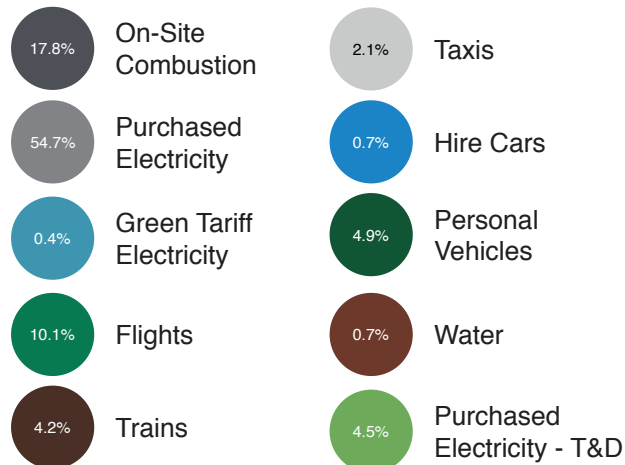
**Scope 2 Marked-Based Emissions 0**

### Scope 3

Flights	133
Trains	54.5
Taxis	27
Hire Cars	9.39
Personal Vehicles	63.8
Water	8.94

### Scope 3 T&D Losses

Purchased Electricity	59.3
Green Tariff Electricity	0.42





# CARBON FOOTPRINT PERFORMANCE: Clifford Chance



Number of employees	<b>1816</b>
Floor Area (m2)	<b>54806</b>
Emissions per employee (tonnes CO2e)	<b>10.7</b>



Total Emissions (tonnes CO2e)  
**19429**

We are one of the world's pre-eminent law firms, with significant depth and range of resources across five continents. As a single, fully integrated, global partnership, we pride ourselves on our approachable, collegial and team-based way of working. We always strive to exceed the expectations of our clients, which include corporates from all the commercial and industrial sectors, governments, regulators, trade bodies and not-for-profit organisations.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	332
Company Vehicles	0
Refrigerants	431
Road	0

### Scope 2

Purchased Electricity	41.2
Green Tariff Electricity	13,697

### Scope 2 Marked-Based Emissions

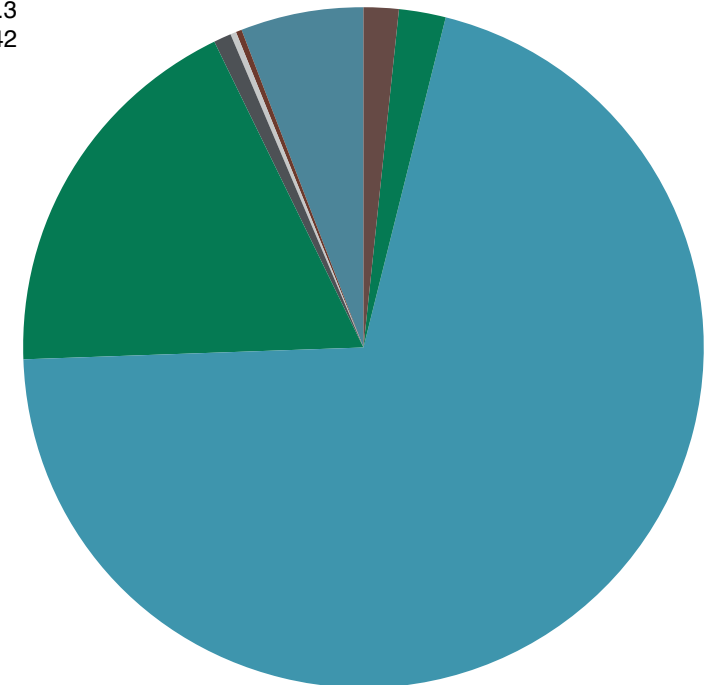
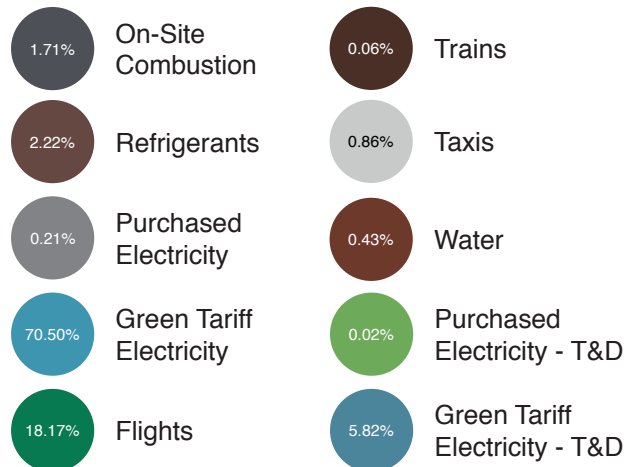
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### Scope 3

Flights	3,530
Trains	10.7
Taxis	168
Hire Cars	0
Personal Vehicles	0
Water	83.9

### Scope 3 T&D Losses

Purchased Electricity	59.3
Green Tariff Electricity	0.42



# CARBON FOOTPRINT PERFORMANCE: CMS Cameron McKenna

Number of employees	<b>1239</b>
Floor Area (m2)	<b>24548</b>
Emissions per employee (tonnes CO2e)	<b>3.35</b>



Total Emissions (tonnes CO2e)  
**4154**

CMS provides clients with specialist, business-focused advice in law and tax matters. With our 3,000 legal professionals across the world, working in sector-based teams and trained in project management, our focus is on our clients and fulfilling their objectives. In a competitive legal market, we stand apart through our deep commitment to understanding our clients'v business and the sectors and countries in which we operate.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	348
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	2064
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

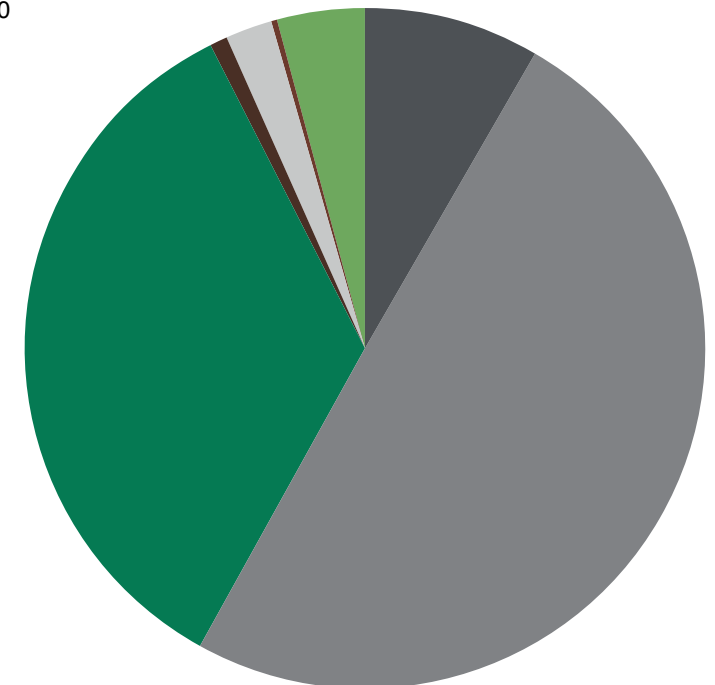
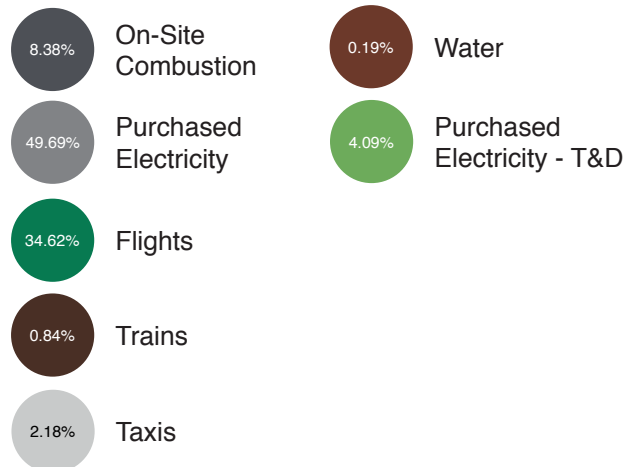
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### Scope 3

Flights	1438
Trains	34.9
Taxis	90.7
Hire Cars	0
Personal Vehicles	0
Water	7.85

### Scope 3 T&D Losses

Purchased Electricity	170
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: DAC Beachcroft

Number of employees **2194**  
 Floor Area (m2) **29315**  
 Emissions per employee (tonnes CO2e) **1.48**



Total Emissions (tonnes CO2e)  
**3257**

With over 2,300 people, DAC Beachcroft combines one of the most comprehensive UK legal networks with coverage across Europe, Latin America, North America and Asia-Pacific. We provide a full service commercial, transactional, claims, risk and advisory capability. We work with clients in a select range of industry sectors and are market leaders in health, insurance and real estate.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion 245  
 Company Vehicles 66.5  
 Refrigerants 0  
 Road 0

### Scope 2

Purchased Electricity 2246  
 Green Tariff Electricity 0

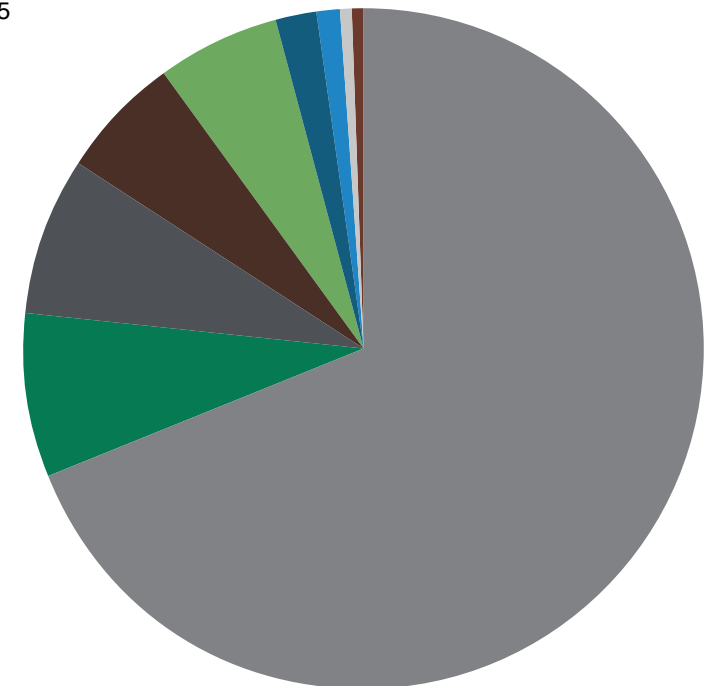
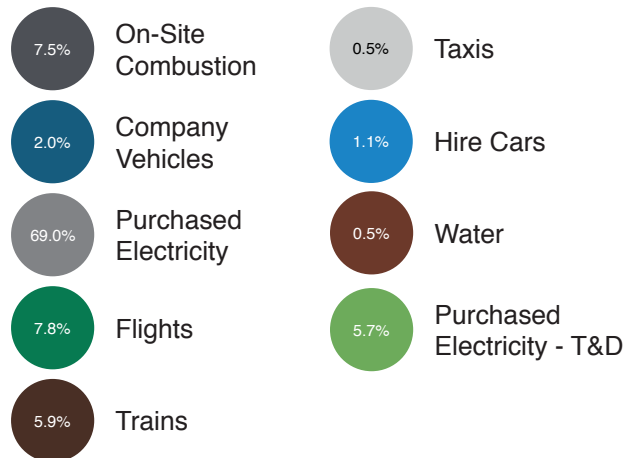
**Scope 2 Marked-Based Emissions 0**

### Scope 3

Flights 255  
 Trains 193  
 Taxis 16.3  
 Hire Cars 35.2  
 Personal Vehicles 0  
 Water 14.9

### Scope 3 T&D Losses

Purchased Electricity 185  
 Green Tariff Electricity 0



# CARBON FOOTPRINT PERFORMANCE: Deighton Pierce Glynn

Number of employees	<b>33</b>
Floor Area (m2)	<b>414</b>
Emissions per employee (tonnes CO2e)	<b>0.628</b>



Total Emissions (tonnes CO2e)  
**21**

We use the law to enforce the rights of the disadvantaged of society, hold the state to account for its actions, challenge discrimination and fight human rights and environmental abuses. We are adept at conducting high-profile test cases and related campaigning work for individuals and organisations. We are equally committed to conducting less high-profile or highly confidential work for clients.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	0
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	18.8
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

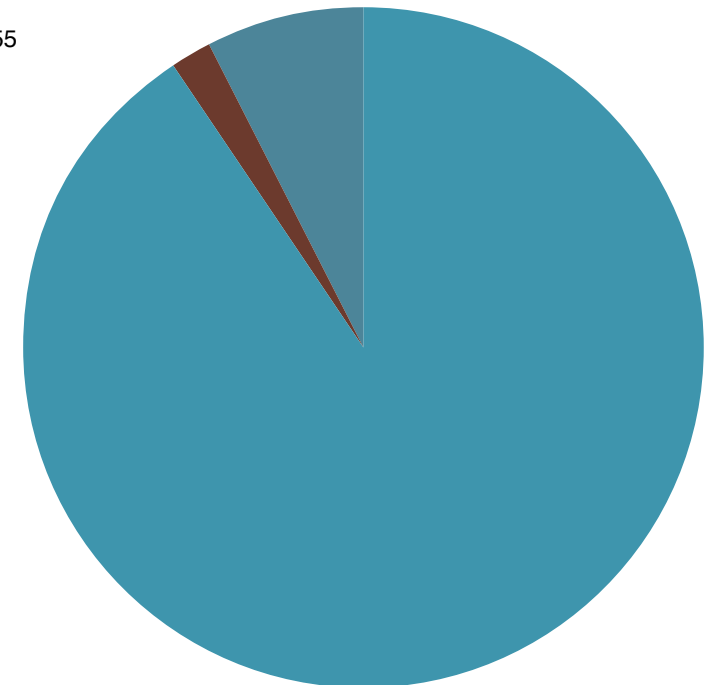
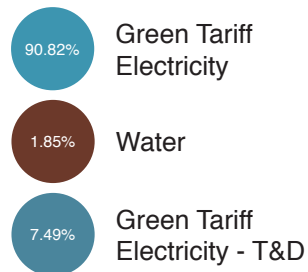
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### Scope 3

Flights	0
Trains	0
Taxis	0
Hire Cars	0
Personal Vehicles	0
Water	0.383

### Scope 3 T&D Losses

Purchased Electricity	0
Green Tariff Electricity	1.55



# CARBON FOOTPRINT PERFORMANCE: DLA Piper



Number of employees	<b>2152</b>
Floor Area (m2)	<b>44141</b>
Emissions per employee (tonnes CO2e)	<b>5.11</b>



Total Emissions (tonnes CO2e)  
**11028**

With more than 8,600 people in 33 countries and 81 offices throughout Asia Pacific, Europe, the Middle East, the US and Mexico, DLA Piper is a business law firm representing companies around the world.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	1130
Company Vehicles	7.95
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	1371
Green Tariff Electricity	3274

### Scope 2 Marked-Based Emissions

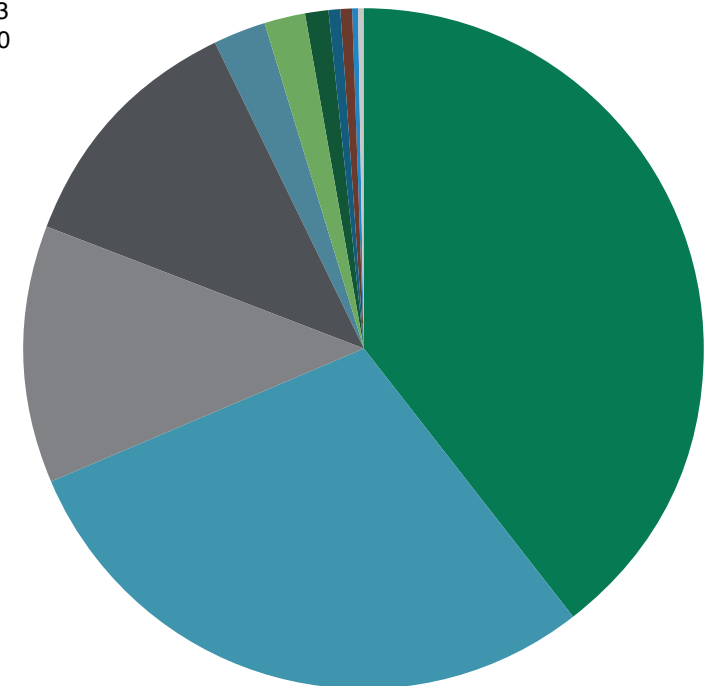
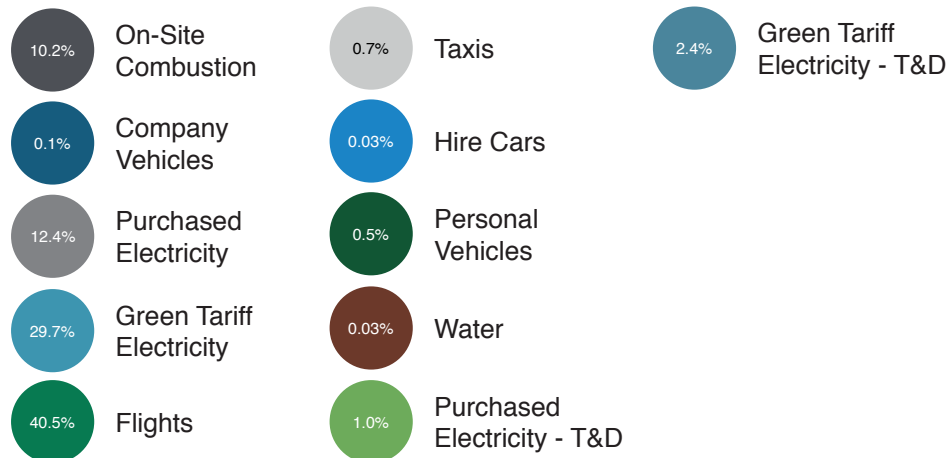
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### Scope 3

Flights	4465
Trains	230
Taxis	78.5
Hire Cars	2.76
Personal Vehicles	53.3
Water	31.54

### Scope 3 T&D Losses

Purchased Electricity	113
Green Tariff Electricity	270



# CARBON FOOTPRINT PERFORMANCE: DWF



Number of employees	<b>2300</b>
Floor Area (m2)	<b>32017</b>
Emissions per employee (tonnes CO2e)	<b>1.62</b>



Total Emissions (tonnes CO2e)  
**3728**

DWF is an award-winning legal business with a national reputation for client service excellence and effective operational management. Independently ranked 1st of all top 20 law firms for the quality of its legal advice and joint 1st of all national law firms for its service delivery and responsiveness, DWF has been named 'Best Managed National Firm' at the Managing Partners' Forum Awards 2014.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	594
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	2149
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

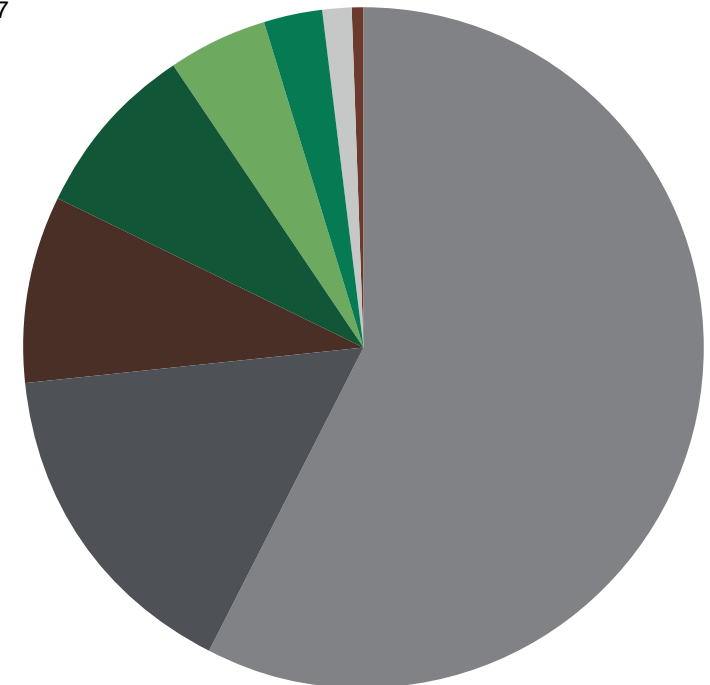
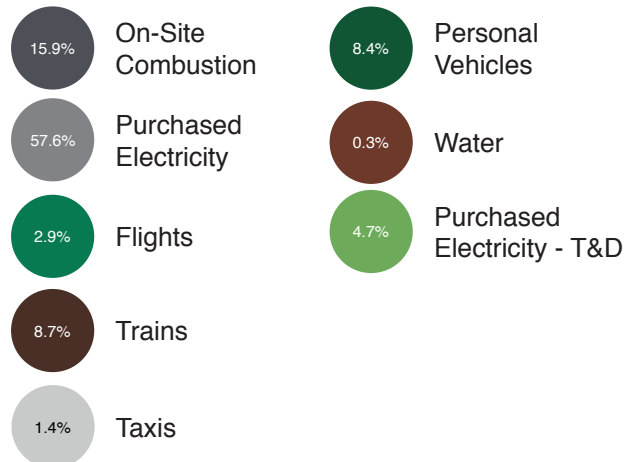
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### Scope 3

Flights	107
Trains	323
Taxis	50.9
Hire Cars	0
Personal Vehicles	313
Water	12.7

### Scope 3 T&D Losses

Purchased Electricity	117
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Eversheds



Number of employees	<b>2421</b>
Floor Area (m2)	<b>61369</b>
Emissions per employee (tonnes CO2e)	<b>3.29</b>



Total Emissions (tonnes CO2e)  
**7974**

Eversheds is one of the world's largest corporate law firms. Committed locally, but connected globally it has offices based in the world's major economic centres, with a proven track record of delivering consistently high quality legal services across jurisdictions.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	963
Company Vehicles	0
Refrigerants	22
Road	0

### Scope 2

Purchased Electricity	4454
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

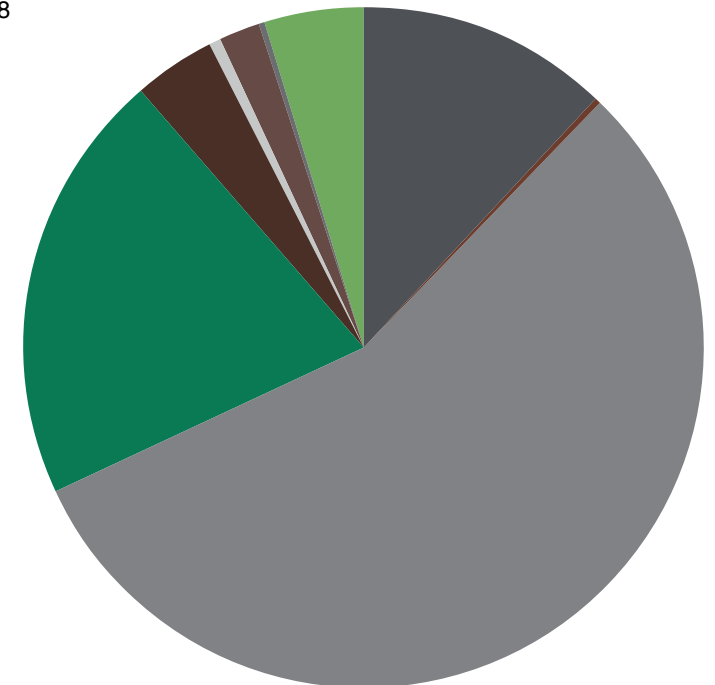
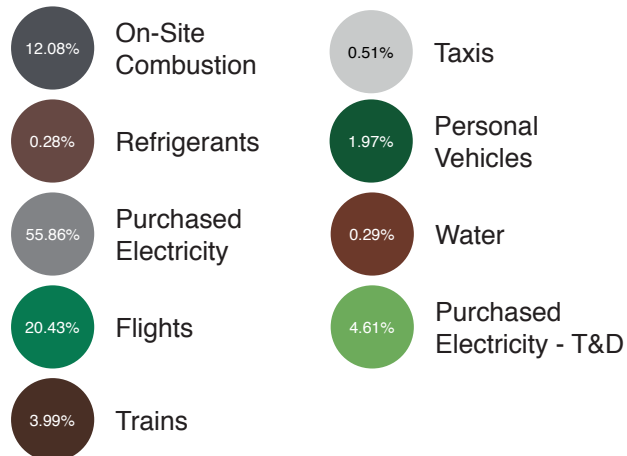
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### Scope 3

Flights	1692
Trains	318
Taxis	40.8
Hire Cars	0
Personal Vehicles	157
Water	22.8

### Scope 3 T&D Losses

Purchased Electricity	368
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Freshfields Bruckhaus Deringer

Number of employees	<b>2575</b>
Floor Area (m2)	<b>56284</b>
Emissions per employee (tonnes CO2e)	<b>5.4</b>



Total Emissions (tonnes CO2e)  
**13908**

We are an international law firm with over 2,500 lawyers. Together with our network of partner law firms, our transactional, contentious and regulatory lawyers advise clients in all industry sectors how to grow, strengthen and defend their businesses.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	1591
Company Vehicles	9.33
Refrigerants	470
Road	0

### Scope 2

Purchased Electricity	0
Green Tariff Electricity	6929

### Scope 2 Marked-Based Emissions

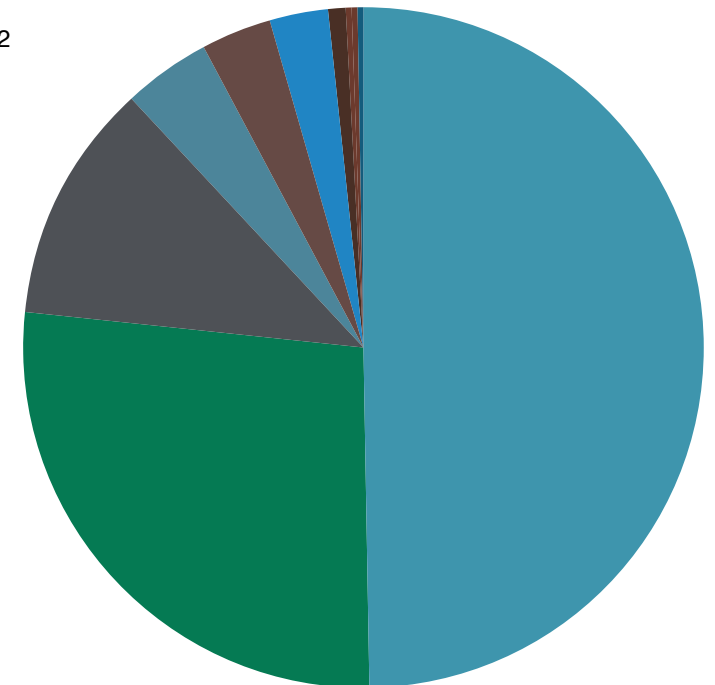
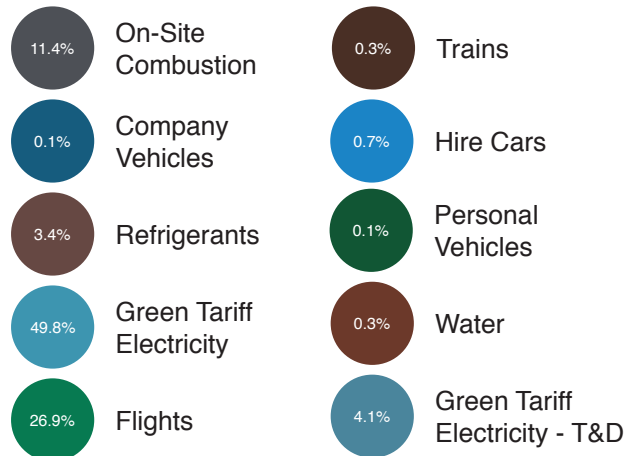
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### Scope 3

Flights	3744
Trains	39.2
Taxis	399
Hire Cars	102
Personal Vehicles	9.33
Water	42.2

### Scope 3 T&D Losses

Purchased Electricity	0
Green Tariff Electricity	572





# CARBON FOOTPRINT PERFORMANCE: Gregory Abrams Davidson



Number of employees	<b>80</b>
Floor Area (m2)	<b>817</b>
Emissions per employee (tonnes CO2e)	<b>1.4</b>



Total Emissions (tonnes CO2e)  
**112**

Gregory Abrams Davidson LLP is a Liverpool and London based law firm, with 4 offices in Liverpool and 2 in London. We joined the LSA during 2015 and are now committed to reducing our carbon footprint in 2016.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	7.73
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	92.6
Green Tariff Electricity	0

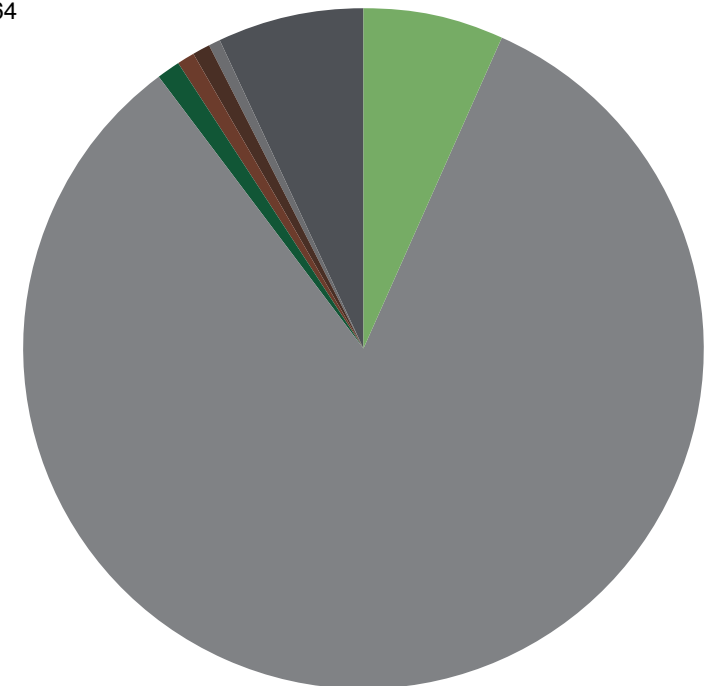
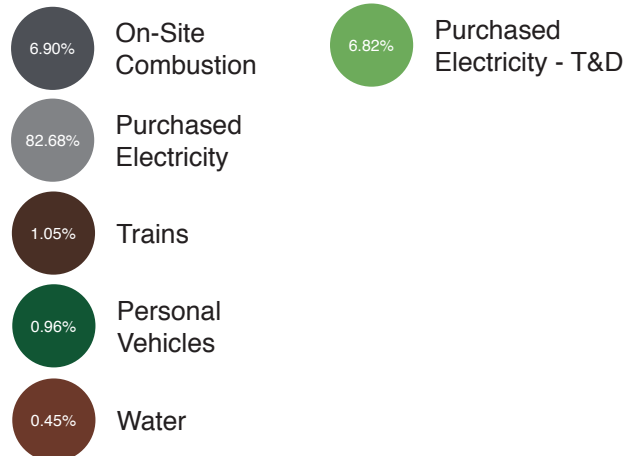
**Scope 2 Marked-Based Emissions** 0

### Scope 3

Flights	0
Trains	1.18
Taxis	1.01
Hire Cars	0
Personal Vehicles	1.08
Water	0.507

### Scope 3 T&D Losses

Purchased Electricity	7.64
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Harper Mcleod



Number of employees	<b>337</b>
Floor Area (m2)	<b>3466</b>
Emissions per employee (tonnes CO2e)	<b>2.09</b>



Total Emissions (tonnes CO2e)  
**283**

Harper Macleod LLP is a young and dynamic law firm, which has grown to become the 4th largest in Scotland. We have a complement 72 Partners, and a headcount of nearly 400, with offices in Glasgow, Edinburgh, Inverness, Thurso and Lerwick.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	0
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	188
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

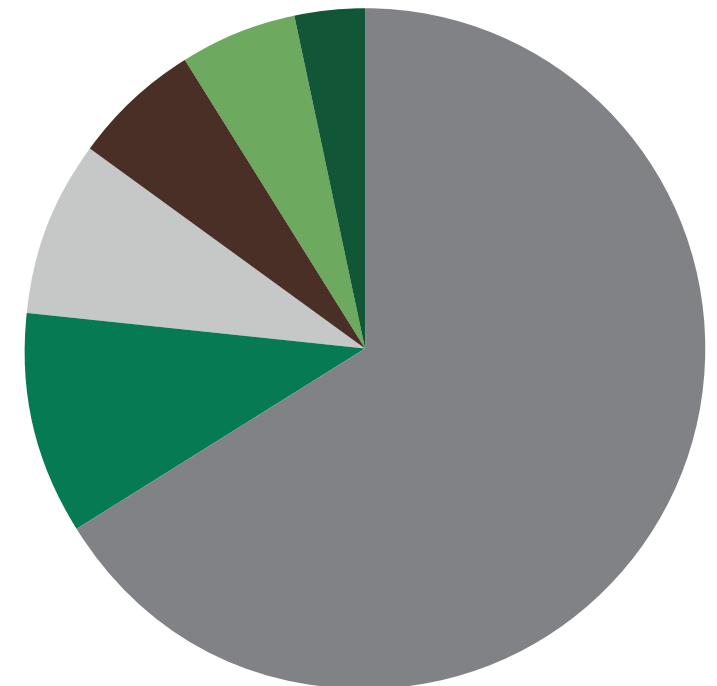
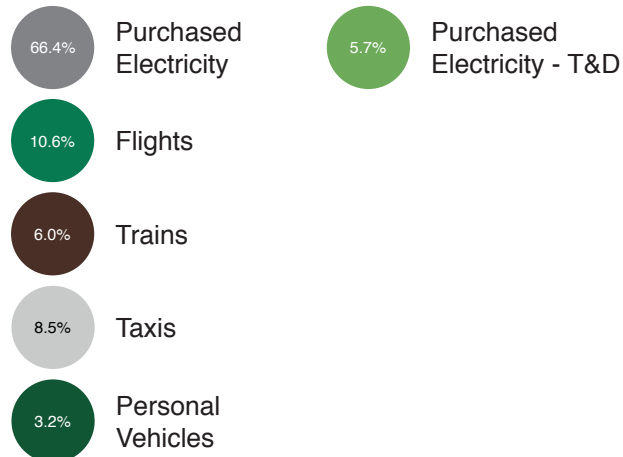
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### Scope 3

Flights	30
Trains	17
Taxis	24
Hire Cars	0
Personal Vehicles	9
Water	0

### Scope 3 T&D Losses

Purchased Electricity	16
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Herbert Smith Freehills



Number of employees	<b>1825</b>
Floor Area (m2)	<b>34880</b>
Emissions per employee (tonnes CO2e)	<b>5.03</b>



Total Emissions (tonnes CO2e)  
**9196**

Herbert Smith Freehills is an international law firm with over 2,800 lawyers and a network of 24 offices in the Asia Pacific, Europe, the Middle East and the U.S. We are committed to reducing our environmental impact and this report contains information from our London and Belfast offices.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	309
Company Vehicles	0.516
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	3910
Green Tariff Electricity	106

### Scope 2 Marked-Based Emissions

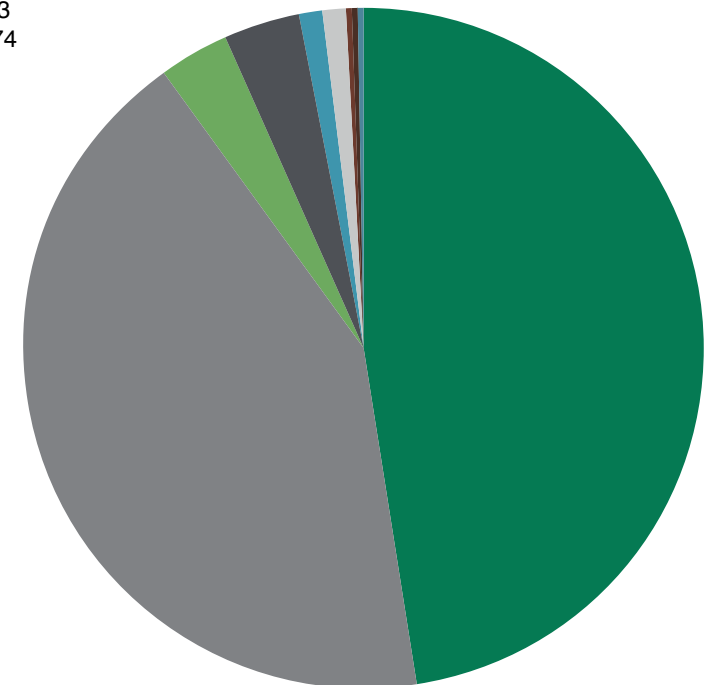
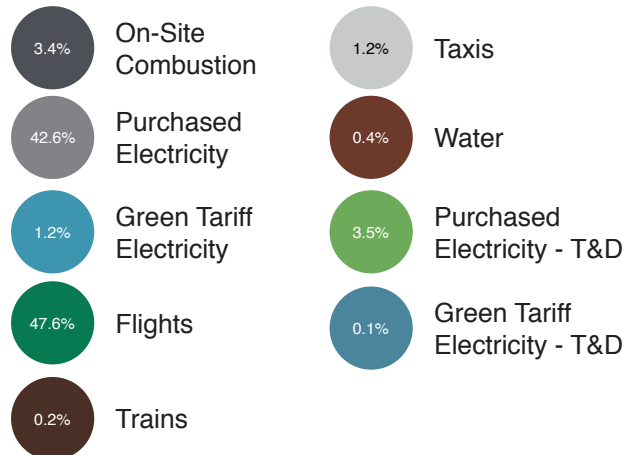
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### Scope 3

Flights	4374
Trains	17.8
Taxis	107
Hire Cars	0
Personal Vehicles	1
Water	38

### Scope 3 T&D Losses

Purchased Electricity	323
Green Tariff Electricity	8.74



# CARBON FOOTPRINT PERFORMANCE: Higgs & Sons



Number of employees	221
Floor Area (m2)	4200
Emissions per employee (tonnes CO2e)	1.41



Total Emissions (tonnes CO2e)  
**311**

Higgs & Sons is one of the largest firms in the West Midlands. The firm has 31 partners and 180 staff. We offer a broad range of services including private client, residential property, commercial property, corporate and insolvency, dispute resolution, employment, family, motoring and private criminal, regulatory, personal injury and clinical negligence.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	53
Company Vehicles	4.1
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	205
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

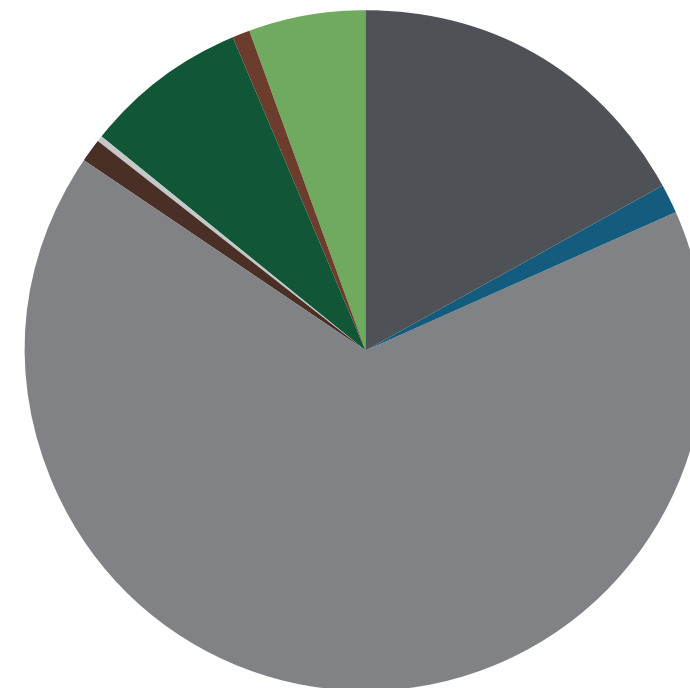
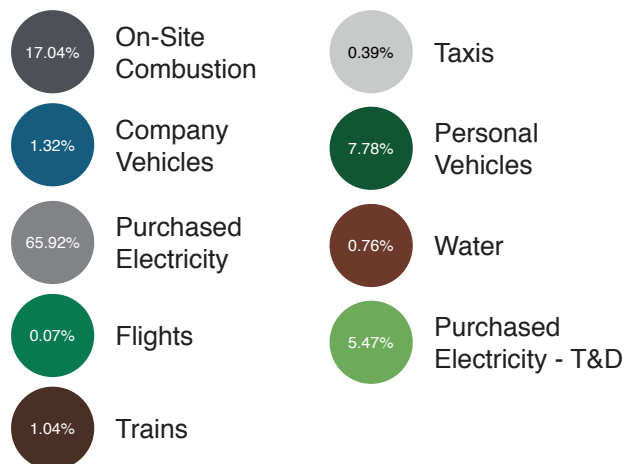
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### Scope 3

Flights	0.228
Trains	3.23
Taxis	1.2
Hire Cars	0
Personal Vehicles	24.2
Water	2.35

### Scope 3 T&D Losses

Purchased Electricity	17
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Hobbs Law



Number of employees	3
Floor Area (m2)	74
Emissions per employee (tonnes CO2e)	1.51



Total Emissions (tonnes CO2e)

5

We have continued to operate from our home premises. This is a matter of choice. To a certain extent space is becoming an issue and we have considered acquiring bespoke premises, but in order to keep our carbon footprint low, we prefer to continue operating from home. This minimises our travelling and maximises efficiency.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	144
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	107
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

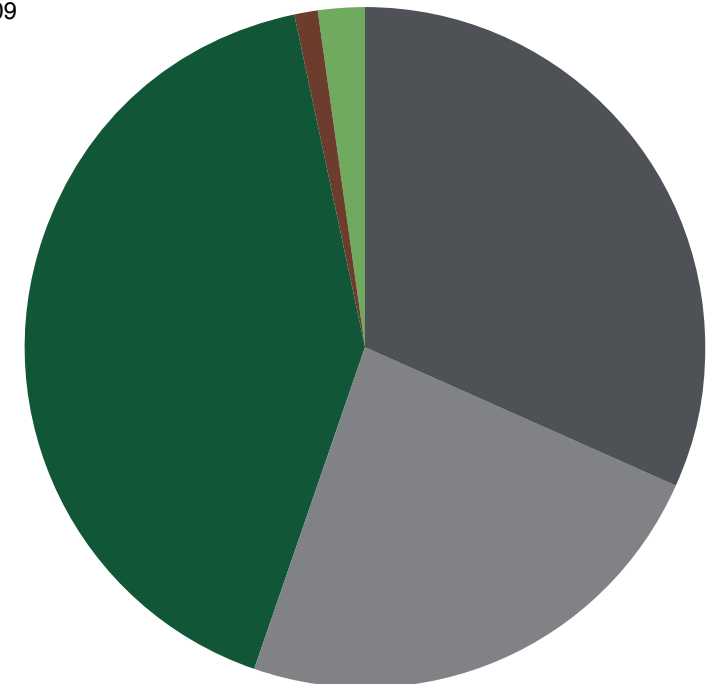
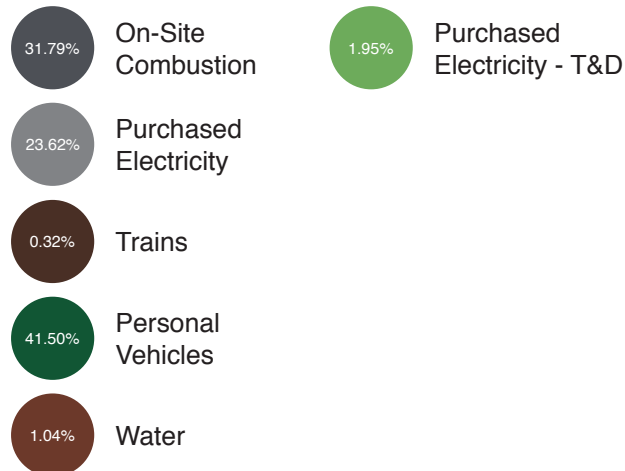
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### Scope 3

Flights	0
Trains	0.01
Taxis	1.2
Hire Cars	0
Personal Vehicles	1.88
Water	0.05

### Scope 3 T&D Losses

Purchased Electricity	0.09
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Hogan Lovells



Number of employees **1451**  
 Floor Area (m2) **32935**  
 Emissions per employee (tonnes CO2e) **6**



Total Emissions (tonnes CO2e)  
**8711**

Hogan Lovells is an international law firm with over 2500 lawyers operating out of more than 40 offices in Africa, Asia, Europe, Latin America, the Middle East and United States.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion 1299  
 Company Vehicles 0  
 Refrigerants 0  
 Road 0

### Scope 2

Purchased Electricity 4769  
 Green Tariff Electricity 0

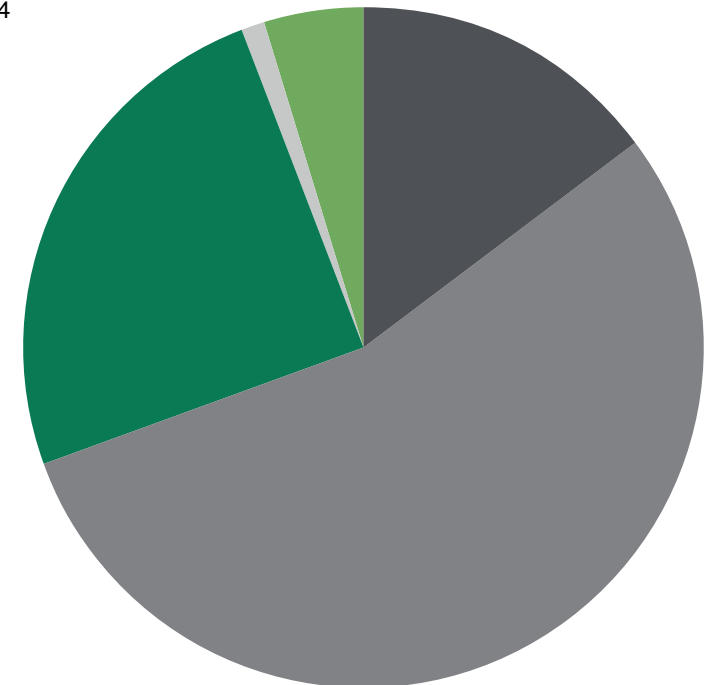
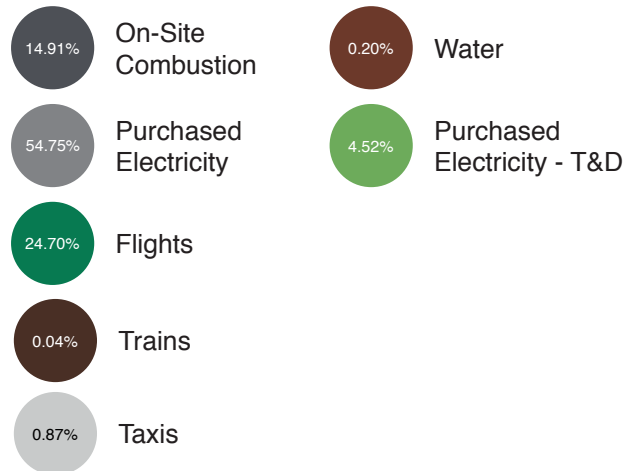
**Scope 2 Marked-Based Emissions 0**

### Scope 3

Flights 1252  
 Trains 3.5  
 Taxis 76.2  
 Hire Cars 0  
 Personal Vehicles 0  
 Water 17.2

### Scope 3 T&D Losses

Purchased Electricity 394  
 Green Tariff Electricity 0



# CARBON FOOTPRINT PERFORMANCE: Ince & Co



Number of employees	<b>311</b>
Floor Area (m2)	<b>5948</b>
Emissions per employee (tonnes CO2e)	<b>3.34</b>



Total Emissions (tonnes CO2e)  
**1038**

Ince & Co are an International Law firm with the head office based in central London. We also have ten offices globally. Ince & Co practice in the following areas: International Trade & Commodities, Insurance/Reinsurance, Shipping, Commercial, Disputes, Energy, Aviation.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	0
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	0.186
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

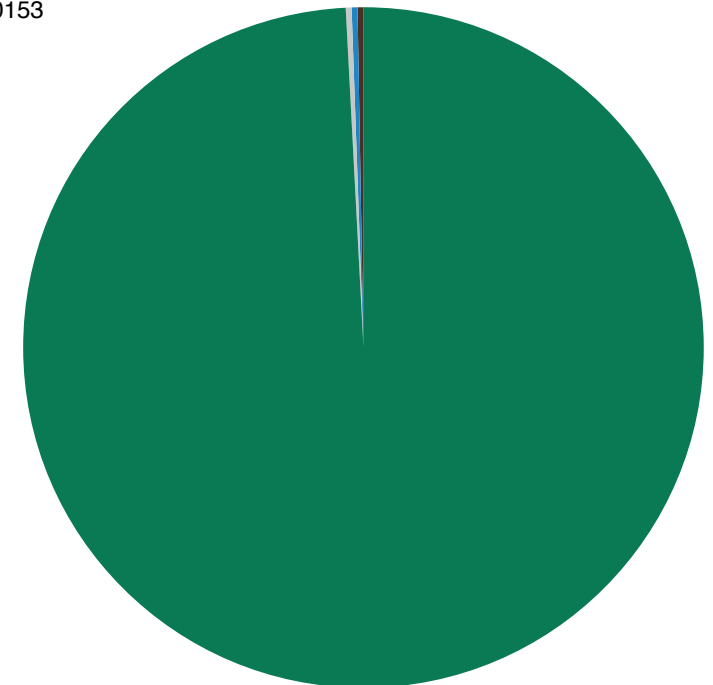
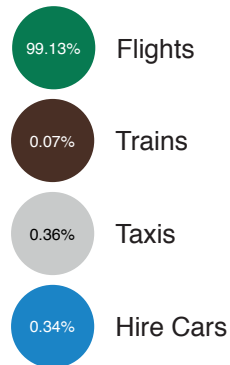
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### Scope 3

Flights	1029
Trains	0.754
Taxis	3.72
Hire Cars	3.56
Personal Vehicles	0
Water	0

### Scope 3 T&D Losses

Purchased Electricity	0.0153
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Irwin Mitchell



Number of employees	<b>2631</b>
Floor Area (m2)	<b>33918</b>
Emissions per employee (tonnes CO2e)	<b>1.08</b>



Total Emissions (tonnes CO2e)  
**2841**

We are a national law firm with 11 offices across the UK. We actively work to improve our carbon footprint and encourage our employees to be more efficient in their daily roles.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	0
Company Vehicles	4.92
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	2236.00
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

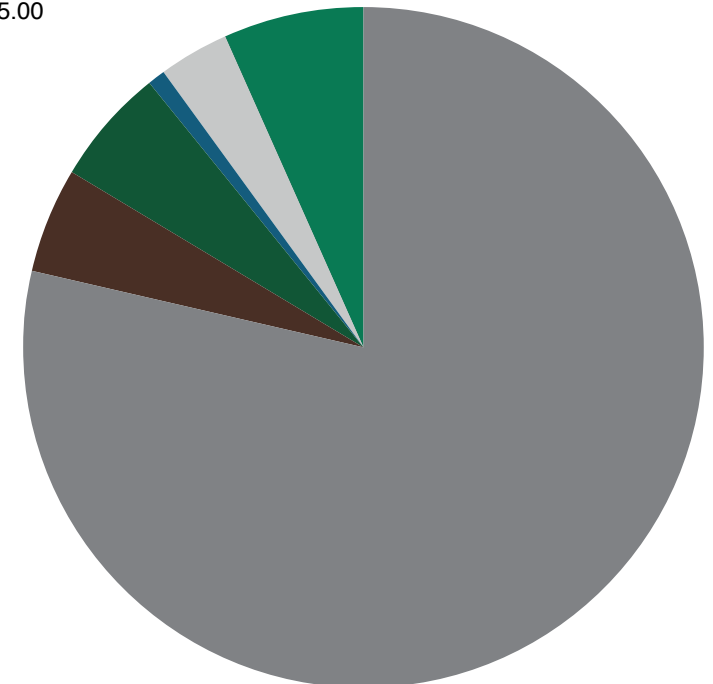
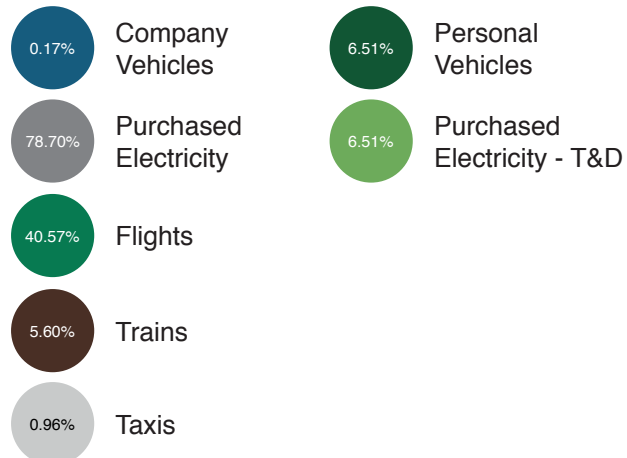
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### Scope 3

Flights	135.00
Trains	159.00
Taxis	27.20
Hire Cars	0
Personal Vehicles	94.30
Water	0.01

### Scope 3 T&D Losses

Purchased Electricity	185.00
Green Tariff Electricity	0





# CARBON FOOTPRINT PERFORMANCE: Kennedys Law



Number of employees	<b>1052</b>
Floor Area (m2)	<b>13100</b>
Emissions per employee (tonnes CO2e)	<b>5.15</b>



Total Emissions (tonnes CO2e)  
**5415**

Kennedys is a growing international law firm with expertise in litigation and dispute resolution, particularly in the insurance/reinsurance and liability industries. We have some of the most respected legal minds in their fields.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	0
Company Vehicles	6.38
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	4557
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

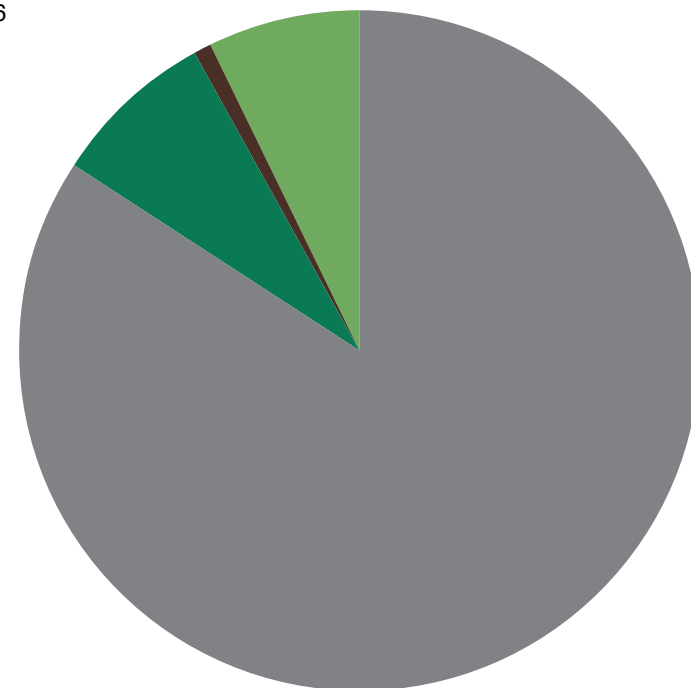
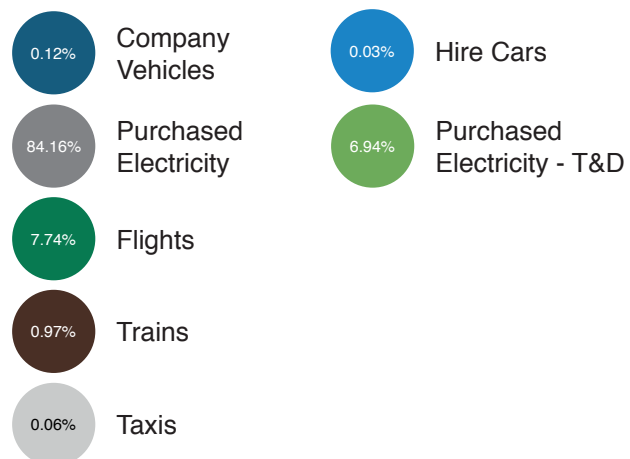
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### Scope 3

Flights	419
Trains	52.3
Taxis	3.36
Hire Cars	0
Personal Vehicles	0
Water	0

### Scope 3 T&D Losses

Purchased Electricity	376
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: King & Wood Mallesons

Number of employees	<b>668</b>
Floor Area (m2)	<b>16196</b>
Emissions per employee (tonnes CO2e)	<b>5.97</b>



Total Emissions (tonnes CO2e)  
**3985**

King & Wood Mallesons is the first global law firm head-quartered in Asia. As a global combination of over 2,700 lawyers, we are cutting through the challenges facing business and transforming the way legal services are delivered to clients.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	90.3
Company Vehicles	0
Refrigerants	165
Road	0

### Scope 2

Purchased Electricity	2291
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

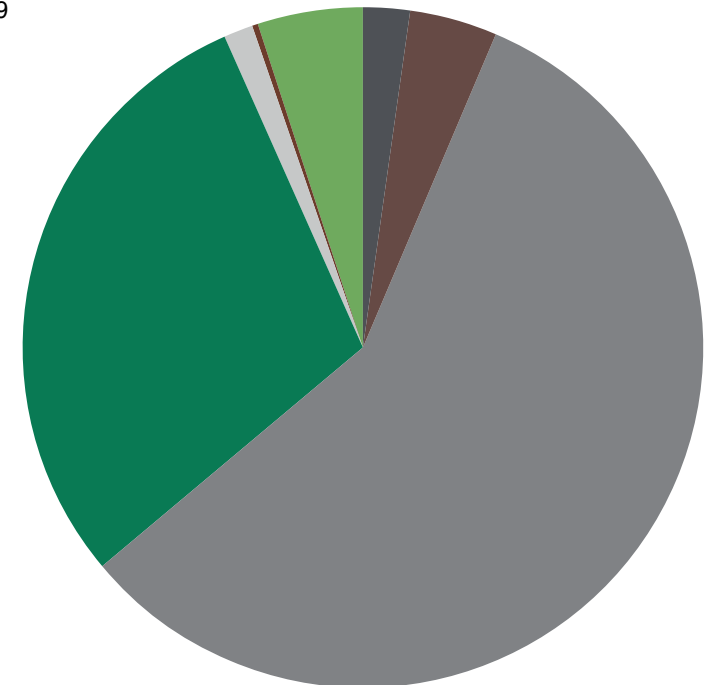
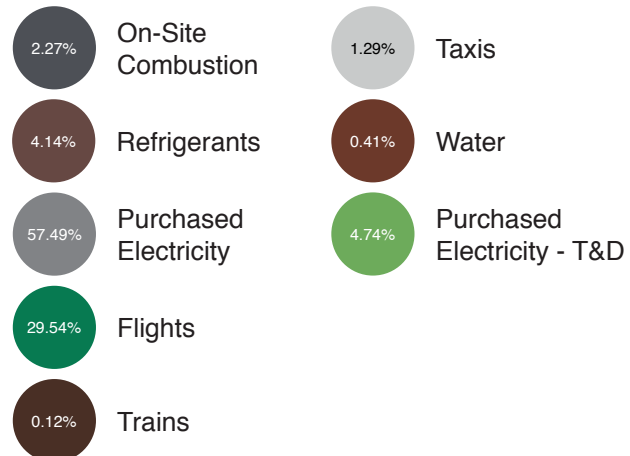
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### Scope 3

Flights	1177
Trains	4.69
Taxis	51.5
Hire Cars	0
Personal Vehicles	0
Water	16.2

### Scope 3 T&D Losses

Purchased Electricity	189
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Lanyon Bowdler

Number of employees	<b>220</b>
Floor Area (m2)	<b>2715</b>
Emissions per employee (tonnes CO2e)	<b>0.759</b>



Total Emissions (tonnes CO2e)  
**167**

We are one of the most recognised firms of solicitors in Shropshire & Herefordshire, and synonymous with excellence. We are able to offer a wide range of pricing options including Fixed Fees and Service Level Guarantees. Our client surveys repeatedly show we meet, and very often exceed, our clients' expectations.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	2.75
Company Vehicles	36.30
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	116.00
Green Tariff Electricity	1.16

### Scope 2 Marked-Based Emissions

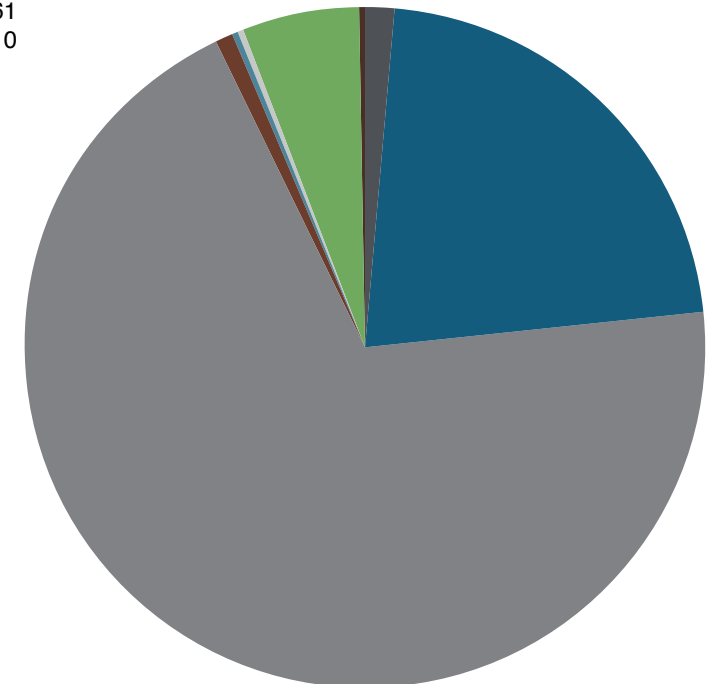
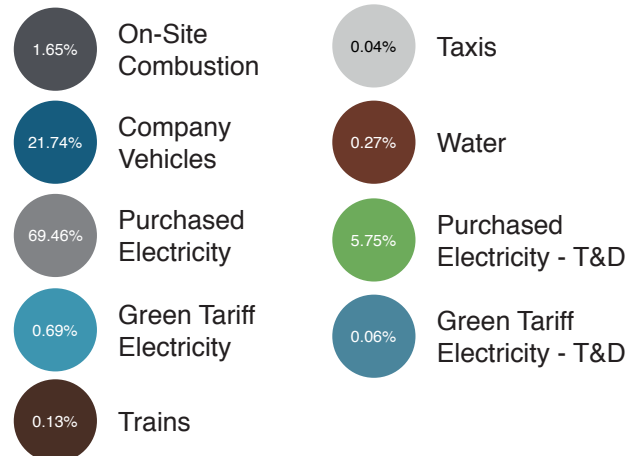
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### Scope 3

Flights	0
Trains	0.22
Taxis	0.07
Hire Cars	0
Personal Vehicles	0
Water	0.46

### Scope 3 T&D Losses

Purchased Electricity	9.61
Green Tariff Electricity	0.10



# CARBON FOOTPRINT PERFORMANCE: Linklaters

Number of employees	<b>2750</b>
Floor Area (m2)	<b>60787</b>
Emissions per employee (tonnes CO2e)	<b>4.38</b>



Total Emissions (tonnes CO2e)  
**12047**

Linklaters aims to be the leading global law firm, building relationships that endure through business cycles to ensure that top companies and financial institutions instinctively turn to us for support on their most important and challenging assignments.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	1098
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	0
Green Tariff Electricity	6151

### Scope 2 Marked-Based Emissions

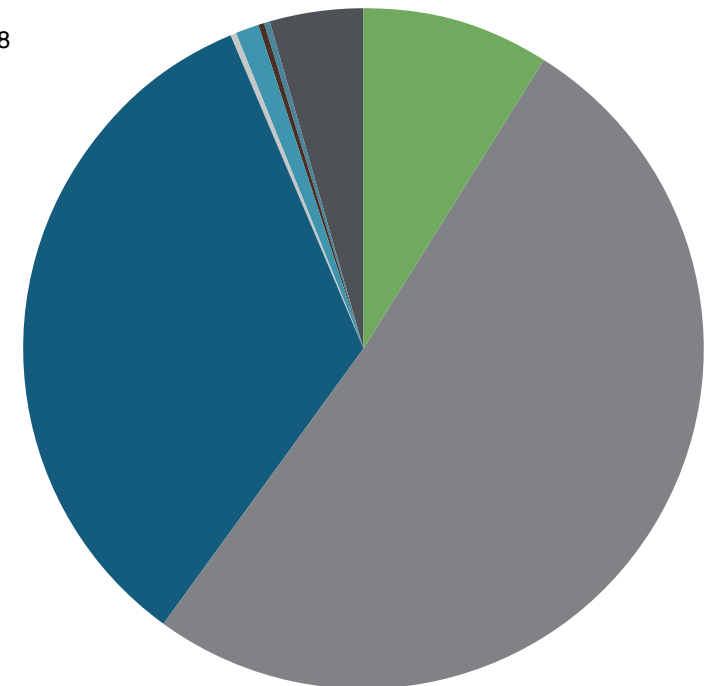
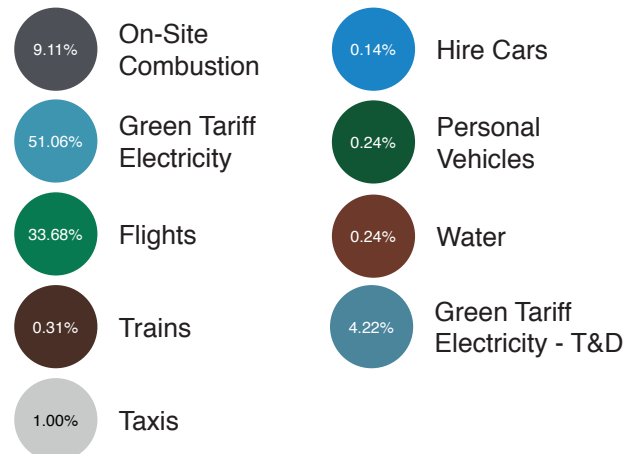
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### Scope 3

Flights	0
Trains	4057
Taxis	37.4
Hire Cars	121
Personal Vehicles	17.3
Water	28.8

### Scope 3 T&D Losses

Purchased Electricity	0
Green Tariff Electricity	508



# CARBON FOOTPRINT PERFORMANCE: Lyons Davidson

Number of employees	<b>992</b>
Floor Area (m2)	<b>26391</b>
Emissions per employee (tonnes CO2e)	<b>0.861</b>



Total Emissions (tonnes CO2e)  
**854**

Lyons Davidson was established in 1972 and is a national law practice employing just under 1000 staff. Operating from headquarters in Bristol and offices in Solihull, Leeds, Surrey, Plymouth, Cardiff and London, with our associated practice in Edinburgh, Lyons Davidson Scotland LLP.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	156
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	535
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

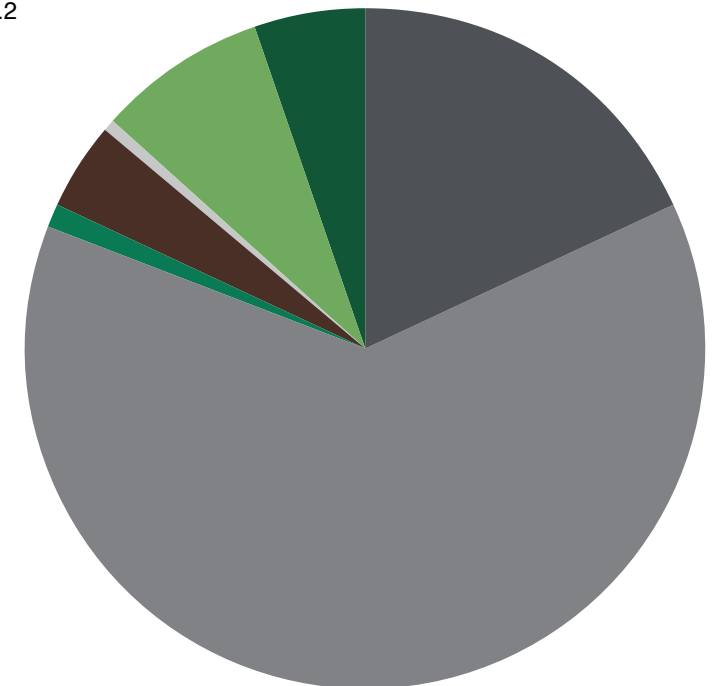
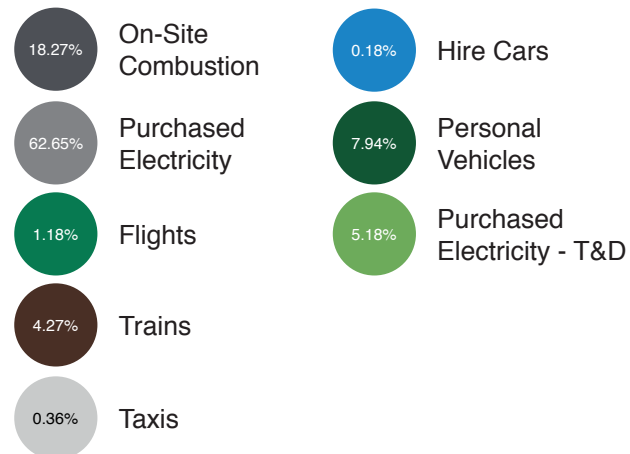
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### Scope 3

Flights	10.1
Trains	36.5
Taxis	3.09
Hire Cars	1.5
Personal Vehicles	6.78
Water	0

### Scope 3 T&D Losses

Purchased Electricity	44.2
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: MDY Legal



Number of employees	15
Floor Area (m2)	295
Emissions per employee (tonnes CO2e)	5.48



Total Emissions (tonnes CO2e)  
**82**

MDY Legal are a small niche firm located in Sutton, Surrey, however a new lease has been signed to move to premises in Central London. The Client base is mainly international aid agencies specialising in projects based in Africa and Asia. Although the intention is to try and diversify the client base during 2016.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	0
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	13.70
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

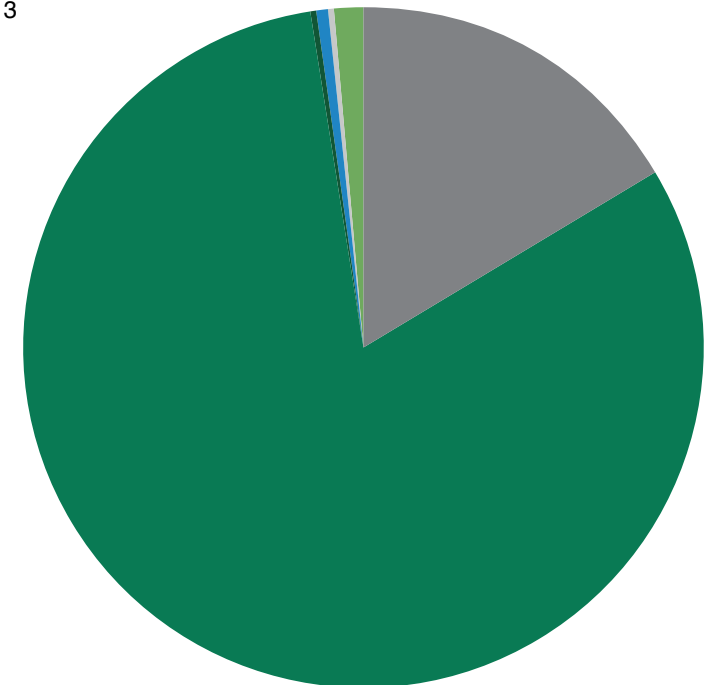
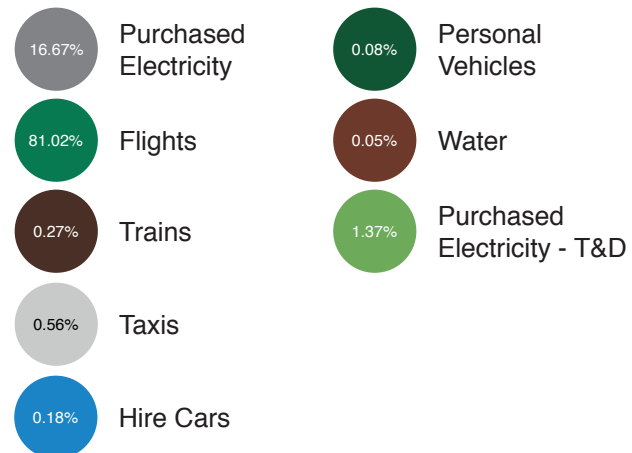
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### Scope 3

Flights	66.60
Trains	0.23
Taxis	0.46
Hire Cars	0
Personal Vehicles	0.07
Water	0.04

### Scope 3 T&D Losses

Purchased Electricity	1.13
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Mills & Reeve

Number of employees	927
Floor Area (m2)	12212
Emissions per employee (tonnes CO2e)	2.95



Total Emissions (tonnes CO2e)  
**2733**

Mills & Reeve is a top 50 national law firm with 116 partners, over 400 other lawyers and a total staff of around 920. The firm has offices in Birmingham, Cambridge, Leeds, London, Manchester and Norwich. For thirteen years running, Mills & Reeve has been listed in the Sunday Times '100 Best Companies to Work For'.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	771
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	1256
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

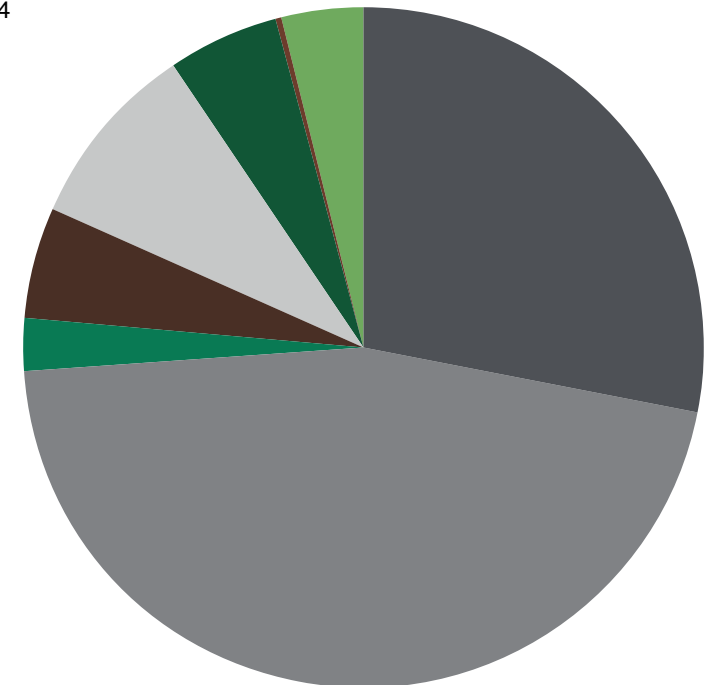
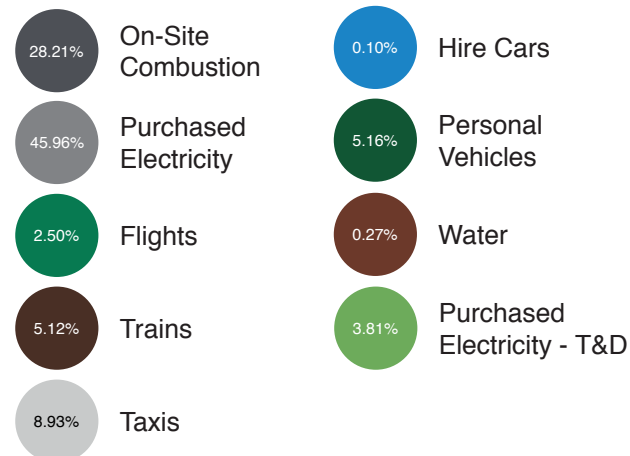
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### Scope 3

Flights	68.4
Trains	140
Taxis	244
Hire Cars	2.6
Personal Vehicles	141
Water	7.28

### Scope 3 T&D Losses

Purchased Electricity	104
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Murgitroyd



Number of employees	<b>165</b>
Floor Area (m2)	<b>3075</b>
Emissions per employee (tonnes CO2e)	<b>1.8</b>



Total Emissions (tonnes CO2e)  
**298**

Murgitroyd is one of the world's leading intellectual property attorney firms, with offices across Europe and the US. We have 13 European offices and two client liaison offices in the US. For the purposes of this report we have used information from our UK offices which are in Aberdeen, Belfast, Edinburgh, Glasgow, Croydon, London City, Newcastle and York.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	18.4
Company Vehicles	12.8
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	160
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

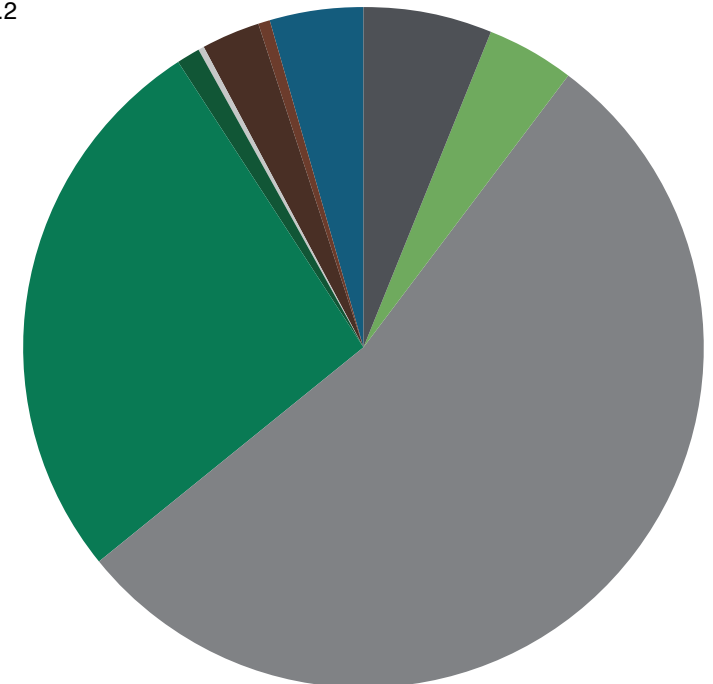
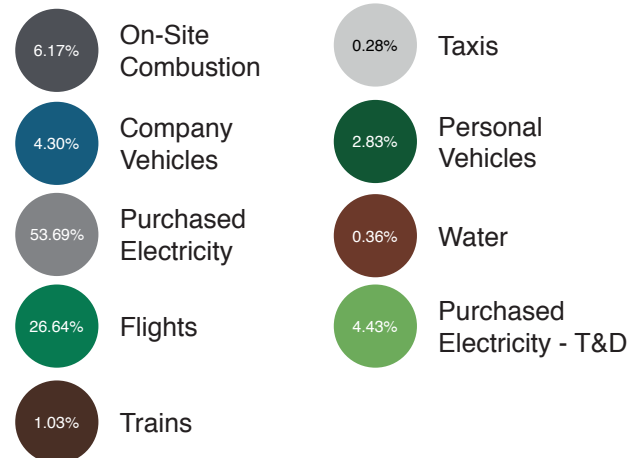
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### Scope 3

Flights	79.4
Trains	3.06
Taxis	0.83
Hire Cars	0
Personal Vehicles	8.44
Water	1.06

### Scope 3 T&D Losses

Purchased Electricity	13.2
Green Tariff Electricity	0





# CARBON FOOTPRINT PERFORMANCE: Muckle



Number of employees	<b>135</b>
Floor Area (m2)	<b>3011</b>
Emissions per employee (tonnes CO2e)	<b>1.71</b>



Total Emissions (tonnes CO2e)  
**231**

Our environmental activities play a key role in our overall CR strategy and those activities are led by our Let's Think Green Team. This team is made up of representatives from right across the business, who have a real interest in all things green, and they are responsible for encouraging everyone to participate in fun activities which support our green aims.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	28.30
Company Vehicles	3.11
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	0
Green Tariff Electricity	161.00

### Scope 2 Marked-Based Emissions

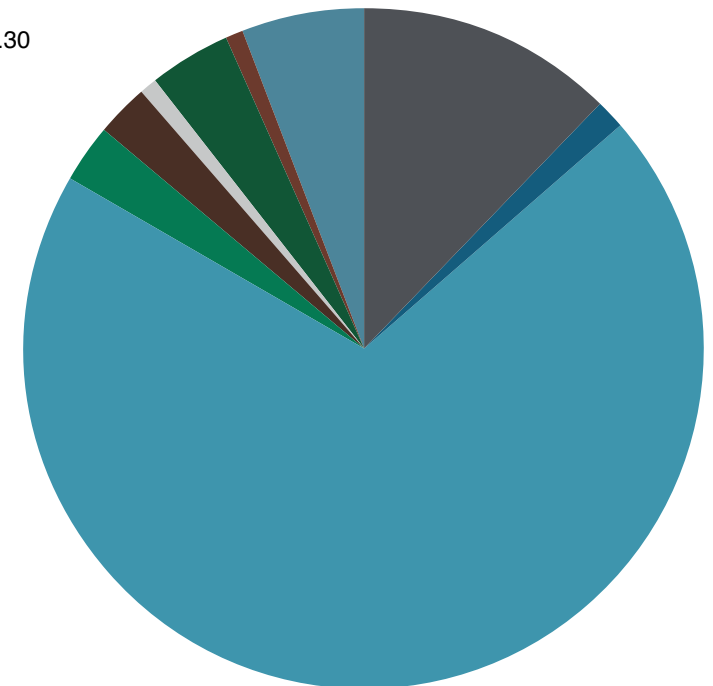
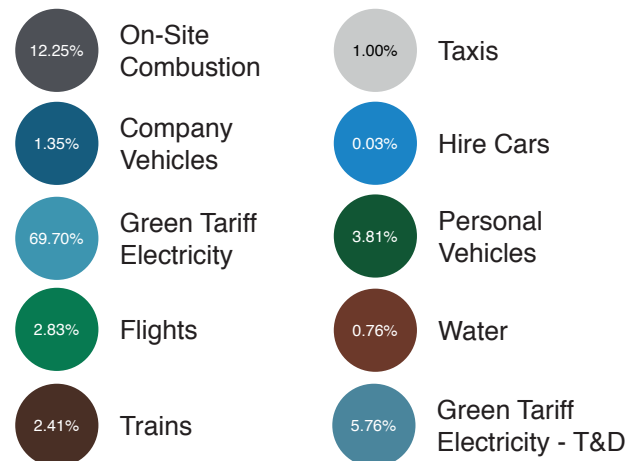
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### Scope 3

Flights	6.53
Trains	5.57
Taxis	2.32
Hire Cars	0.07
Personal Vehicles	8.80
Water	1.75

### Scope 3 T&D Losses

Purchased Electricity	0
Green Tariff Electricity	13.30



# CARBON FOOTPRINT PERFORMANCE: Norton Rose Fulbright



Number of employees	<b>1419</b>
Floor Area (m2)	<b>44588</b>
Emissions per employee (tonnes CO2e)	<b>5.49</b>



Total Emissions (tonnes CO2e)  
**7785**

Norton Rose Fulbright is a global law firm. We provide the world's pre-eminent corporations and financial institutions with a full business law service. We have more than 3800 lawyers and other legal staff based in more than 50 cities across Europe, the United States, Canada, Latin America, Asia, Australia, Africa, the Middle East and Central Asia.

## Carbon Emission Sources (tonnes CO2e)

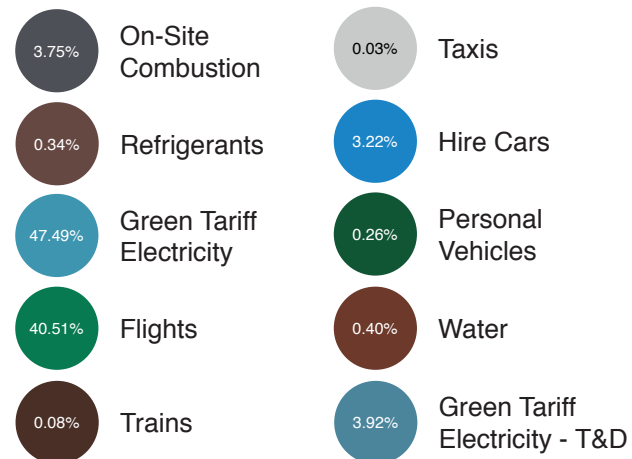
### Scope 1

On-site Combustion	292
Company Vehicles	0
Refrigerants	26.7
Road	0

### Scope 2

Purchased Electricity	0
Green Tariff Electricity	3697

### Scope 2 Marked-Based Emissions

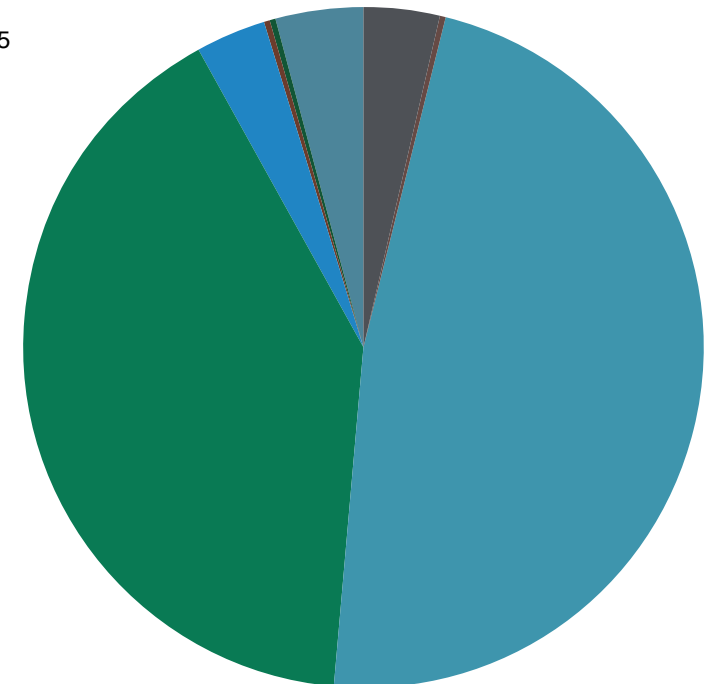


### Scope 3

Flights	3154
Trains	6.26
Taxis	2.53
Hire Cars	251
Personal Vehicles	20
Water	31.1

### Scope 3 T&D Losses

Purchased Electricity	0
Green Tariff Electricity	305



# CARBON FOOTPRINT PERFORMANCE: Olswang



Number of employees	<b>577</b>
Floor Area (m2)	<b>11019</b>
Emissions per employee (tonnes CO2e)	<b>3.81</b>



Total Emissions (tonnes CO2e)  
**2197**

Olswang is an international law firm recognised for our deep industry expertise in technology, media and telecoms. We pride ourselves on our innovative approach to legal services and bringing insight and influence to our clients.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	109
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	1689
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

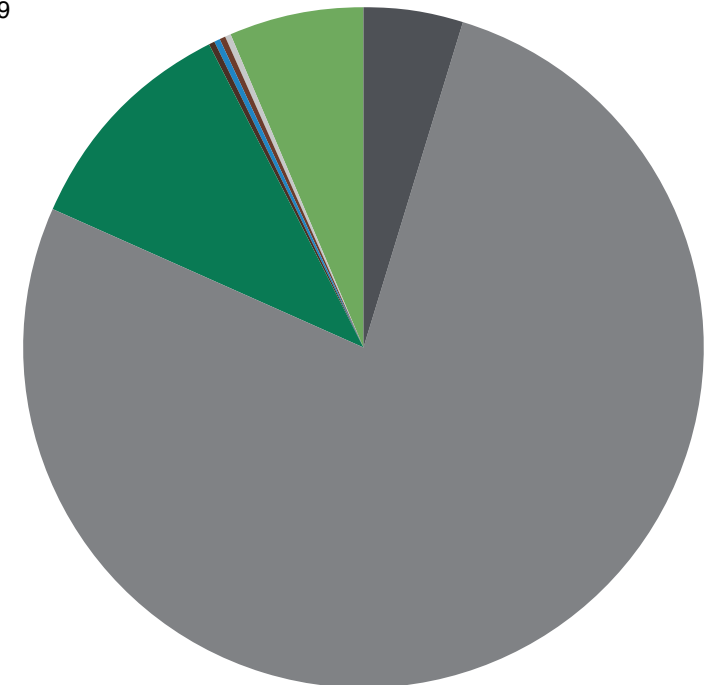
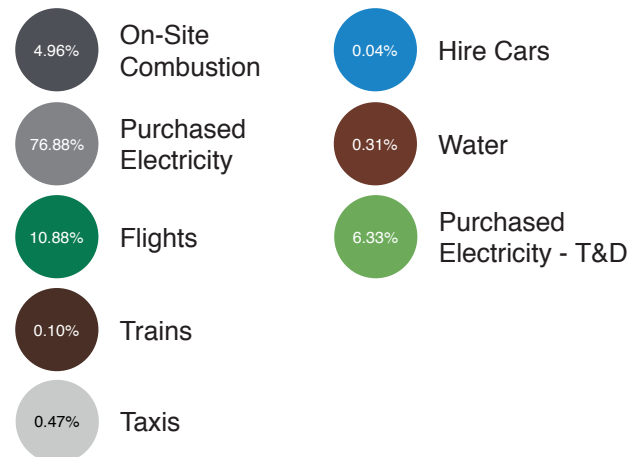
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### Scope 3

Flights	239
Trains	2.23
Taxis	10.4
Hire Car	0.874
Personal Vehicles	0
Water	6.79

### Scope 3 T&D Losses

Purchased Electricity	139
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Paris



Number of employees	<b>168</b>
Floor Area (m2)	<b>2671</b>
Emissions per employee (tonnes CO2e)	<b>2.21</b>



Total Emissions (tonnes CO2e)  
**372**

We are the largest firm operating in Southampton and have a significant presence in Winchester and these offices serve the central South Coast region. We have a high regard for Community and Social Responsibility and the Partners are committed to minimising our impact on the local, national and global environment and we encourage our employees and all those whom we do business to do likewise.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	54.00
Company Vehicles	0.88
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	281.00
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

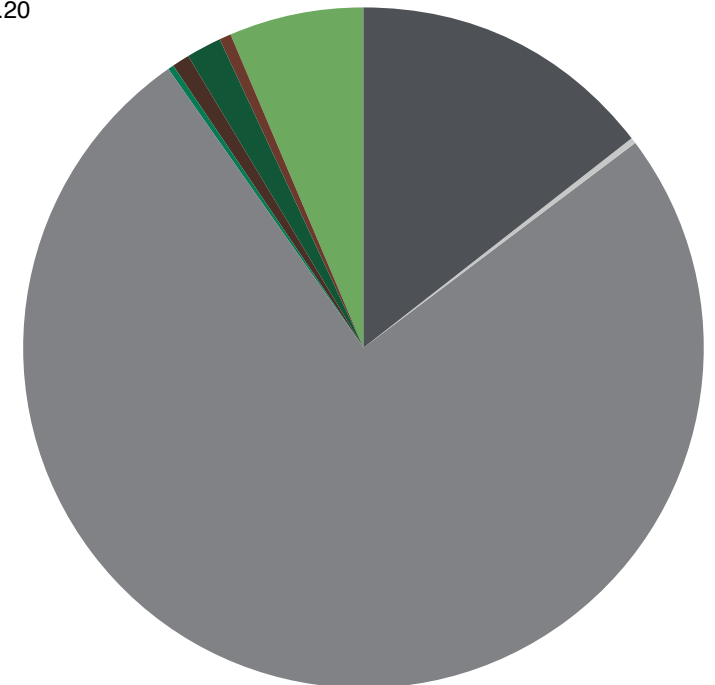
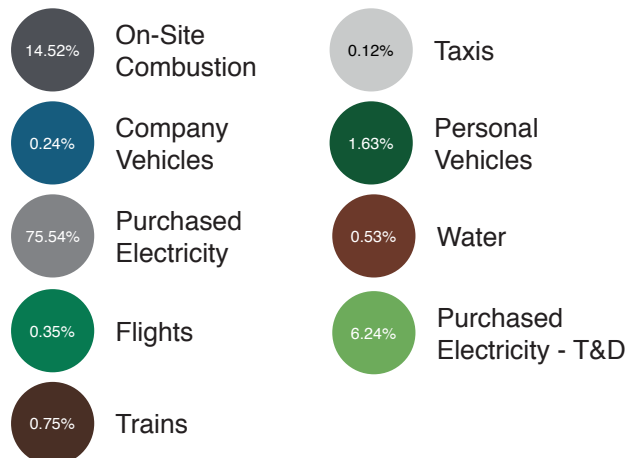
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### Scope 3

Flights	1.29
Trains	2.78
Taxis	0.45
Hire Cars	0
Personal Vehicles	6.08
Water	1.97

### Scope 3 T&D Losses

Purchased Electricity	23.20
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Pinsent Masons



Number of employees	<b>2470</b>
Floor Area (m2)	<b>41590</b>
Emissions per employee (tonnes CO2e)	<b>3.73</b>



Total Emissions (tonnes CO2e)  
**9217**

Pinsent Masons is a 'global 100' law firm, specialising particularly in the energy, infrastructure, financial services, advanced manufacturing and technology sectors. The firm employs over 2900 people in total, including approximately 1400 lawyers and more than 400 partners.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	542
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	4929
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

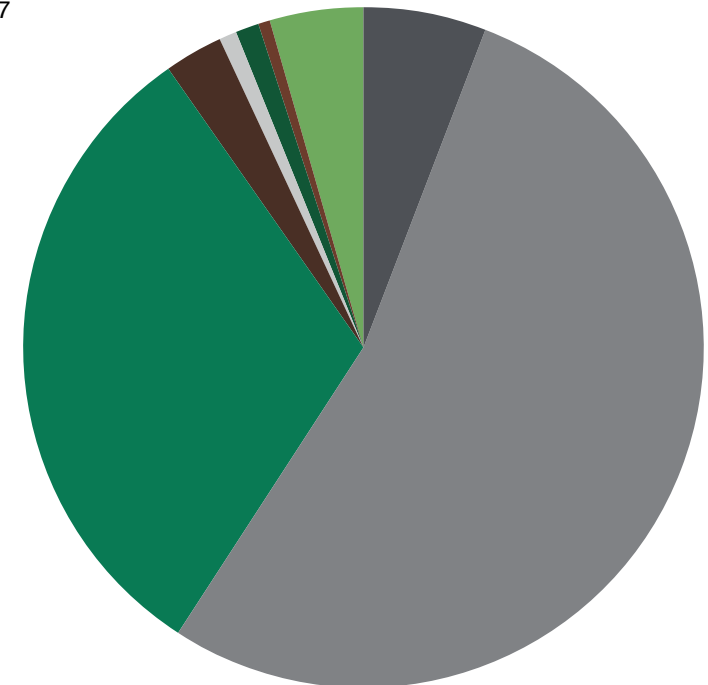
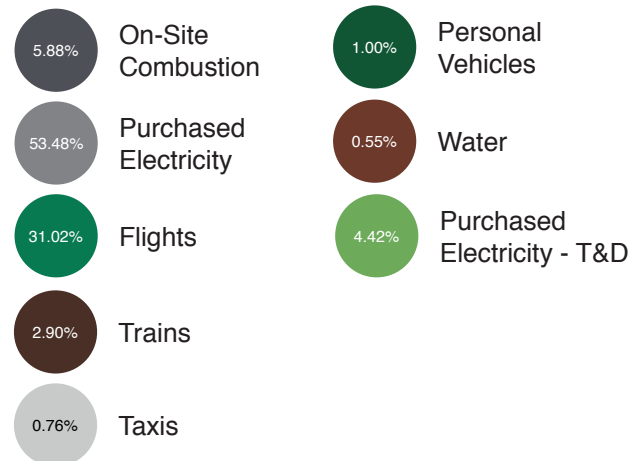
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### Scope 3

Flights	2859
Trains	267
Taxis	69.8
Hire Cars	0
Personal Vehicles	92.1
Water	50.6

### Scope 3 T&D Losses

Purchased Electricity	407
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Shakespeare Martineau



Number of employees	<b>520</b>
Floor Area (m2)	<b>5997</b>
Emissions per employee (tonnes CO2e)	<b>2.93</b>



Total Emissions (tonnes CO2e)  
**1523**

Shakespeare Martineau is a full service law firm with nine offices in the UK. During the last year the firms of SGH Martineau and Shakespeares merged to create Shakespeare Martineau and it is difficult to make comparisons with the previous 12 month period.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	378
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	740
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

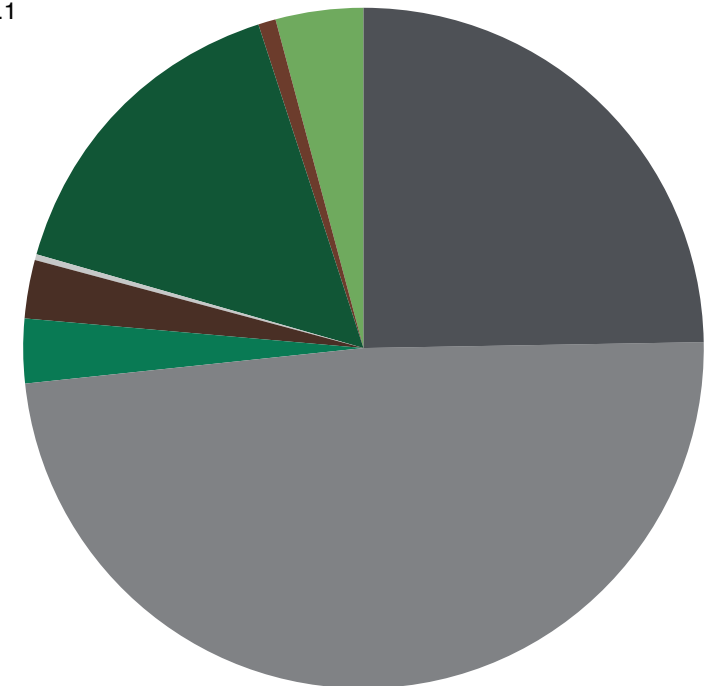
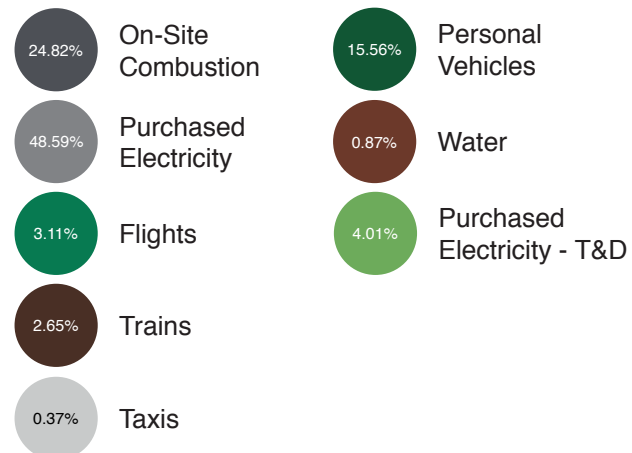
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### Scope 3

Flights	47.4
Trains	40.3
Taxis	5.56
Hire Cars	0
Personal Vehicles	237
Water	13.3

### Scope 3 T&D Losses

Purchased Electricity	61.1
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Shoosmiths



Number of employees	<b>1329</b>
Floor Area (m2)	<b>23321</b>
Emissions per employee (tonnes CO2e)	<b>1.93</b>



Total Emissions (tonnes CO2e)  
**2566**

Shoosmiths LLP is a leading national law firm working together as one team at 10 locations across the UK, namely Basingstoke, Birmingham, Edinburgh, London, Manchester, Milton Keynes, Northampton, Nottingham, Southampton and Thames Valley.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	336
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	1700
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

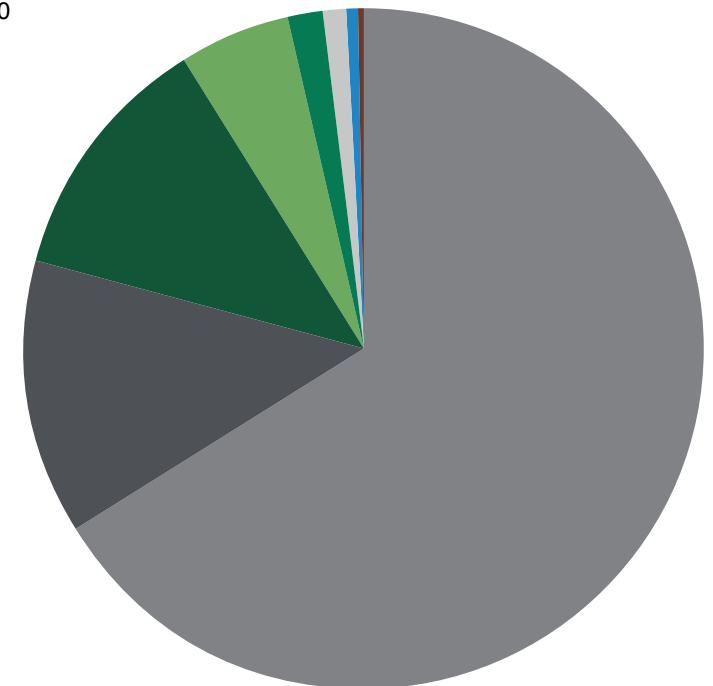
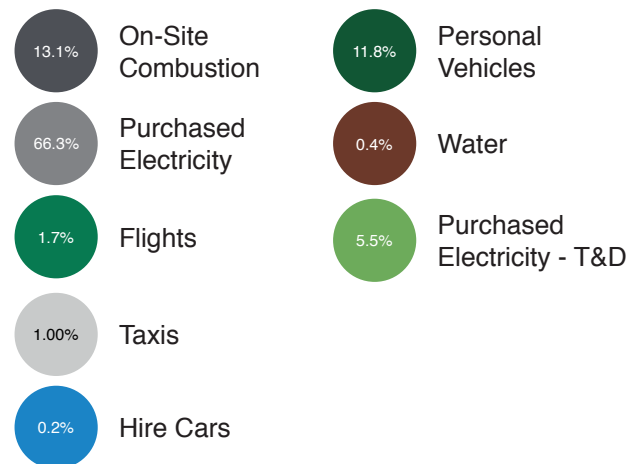
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### Scope 3

Flights	43.3
Trains	0
Taxis	26.6
Hire Cars	5.65
Personal Vehicles	302
Water	11.3

### Scope 3 T&D Losses

Purchased Electricity	140
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Simmons & Simmons

Number of employees	771
Floor Area (m2)	17105
Emissions per employee (tonnes CO2e)	7.75



Total Emissions (tonnes CO2e)  
**5977**

At Simmons & Simmons, we seek to provide legal services according to the highest ethical and professional standards and we take our responsibilities to our clients, our people, our suppliers and the communities in which we do business seriously. We are proud of our culture of corporate responsibility (CR) which seeks to govern how we operate, how we interact with clients and each other, and how we participate in our local communities.

### Carbon Emission Sources (tonnes CO2e)

#### Scope 1

On-site Combustion	551
Company Vehicles	0
Refrigerants	0312
Road	0

#### Scope 2

Purchased Electricity	0
Green Tariff Electricity	03484

#### Scope 2 Marked-Based Emissions

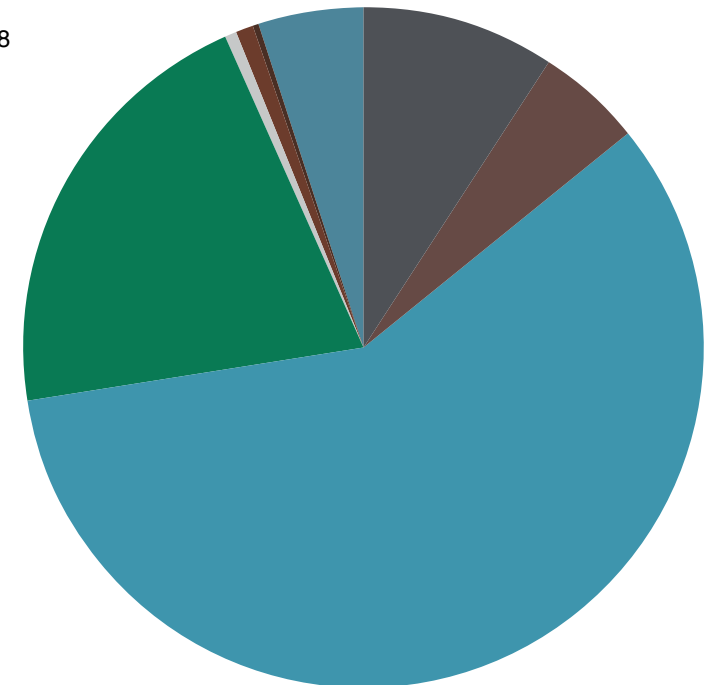
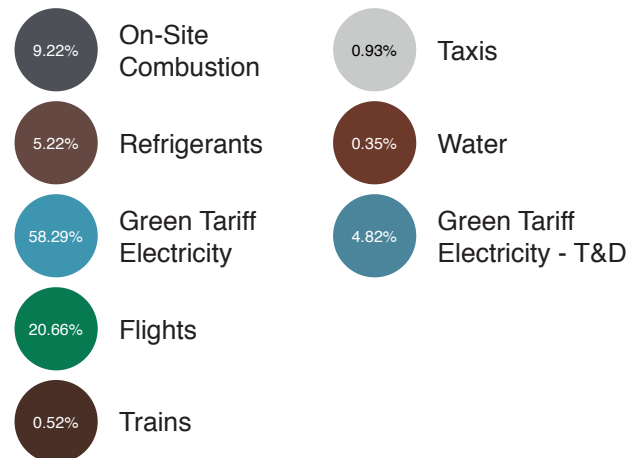
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#### Scope 3

Flights	1235
Trains	30.8
Taxis	55.5
Hire Cars	0
Personal Vehicles	0
Water	21.1

#### Scope 3 T&D Losses

Purchased Electricity	0
Green Tariff Electricity	288





# CARBON FOOTPRINT PERFORMANCE: Slaughter and May



Number of employees	<b>1070</b>
Floor Area (m2)	<b>33054</b>
Emissions per employee (tonnes CO2e)	<b>5.99</b>



Total Emissions (tonnes CO2e)  
**6409**

Slaughter and May is an international law firm with offices in London, Brussels, Hong Kong and Beijing. This report is for the London office which is working towards a 40% reduction of carbon emissions by 2020. Our environmental management system is registered and assessed against the requirements of ISO 14001 and we have the ISO 14064 -3 greenhouse gas verification.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	471
Company Vehicles	0
Refrigerants	167
Road	0

### Scope 2

Purchased Electricity	0
Green Tariff Electricity	3838

### Scope 2 Marked-Based Emissions

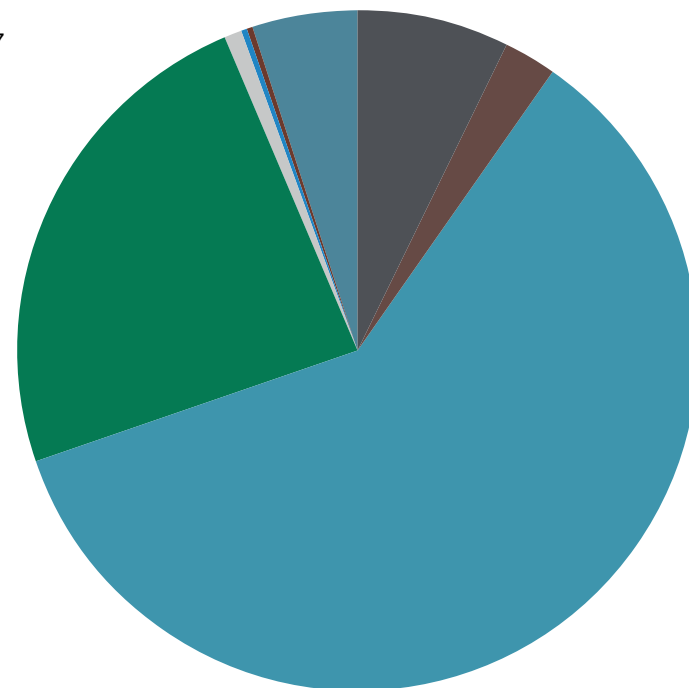
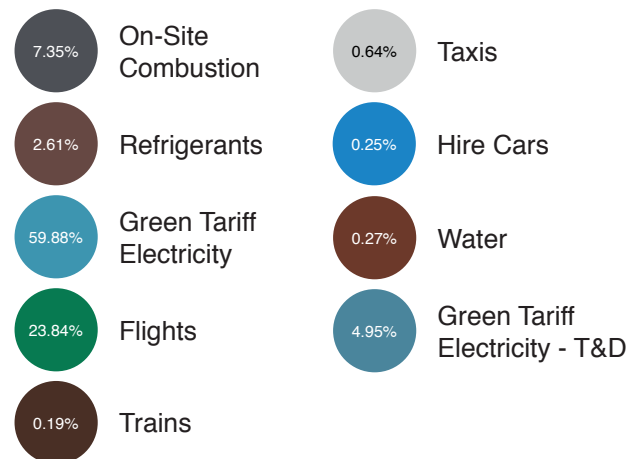
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### Scope 3

Flights	1528
Trains	12.4
Taxis	41.2
Hire Cars	16.2
Personal Vehicles	0
Water	17.5

### Scope 3 T&D Losses

Purchased Electricity	0
Green Tariff Electricity	317



# CARBON FOOTPRINT PERFORMANCE: Squire Patton Boggs



Number of employees	<b>718</b>
Floor Area (m2)	<b>25601</b>
Emissions per employee (tonnes CO2e)	<b>5.35</b>



Total Emissions (tonnes CO2e)  
**3839**

Squire Patton Boggs is a global provider of legal services with 44 offices in 21 countries and across 5 continents. In June of 2014, Squire Sanders combined with the firm of Patton Boggs to create the successor firm Squire Patton Boggs. Data provided for FY 2014 covers four Squire Patton Boggs office located in the UK (Birmingham, Leeds, London and Manchester).

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	328.00
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	2427.00
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

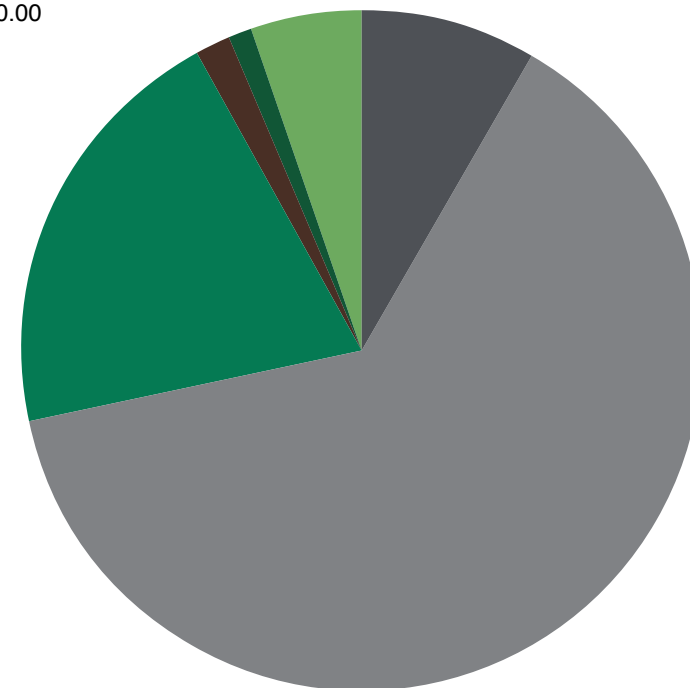
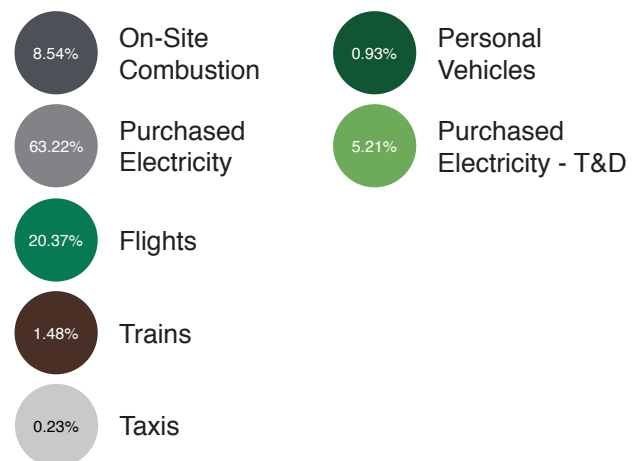
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### Scope 3

Flights	782.00
Trains	56.80
Taxis	8.75
Hire Cars	0.15
Personal Vehicles	35.70
Water	0

### Scope 3 T&D Losses

Purchased Electricity	200.00
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Stevens and Bolton

Number of employees	<b>230</b>
Floor Area (m2)	<b>5136</b>
Emissions per employee (tonnes CO2e)	<b>1.42</b>



Total Emissions (tonnes CO2e)  
**327**

We are a small to medium sized law firm occupying a single site in Guildford. This consists of 4 floors, with one tenant covering 1.5 floors and our firm occupying the remaining 2.5 floors.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	3.76
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	288.00
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

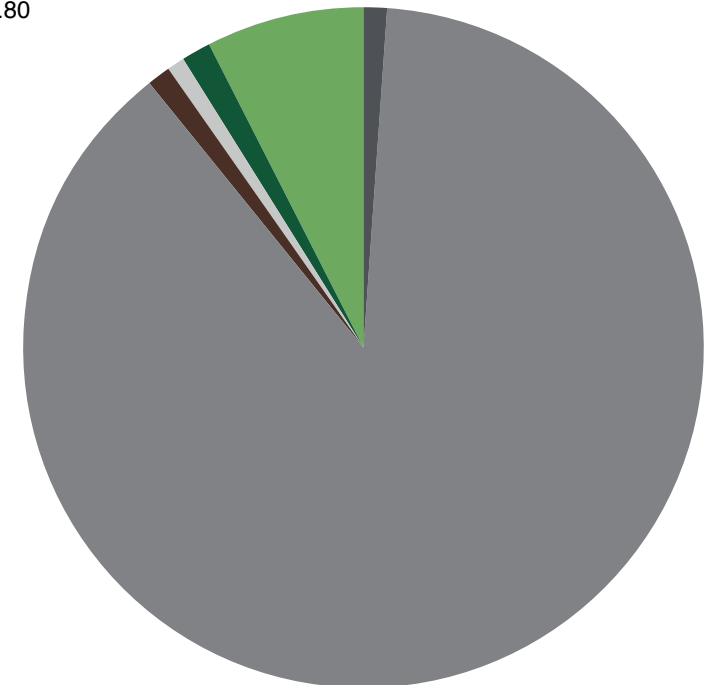
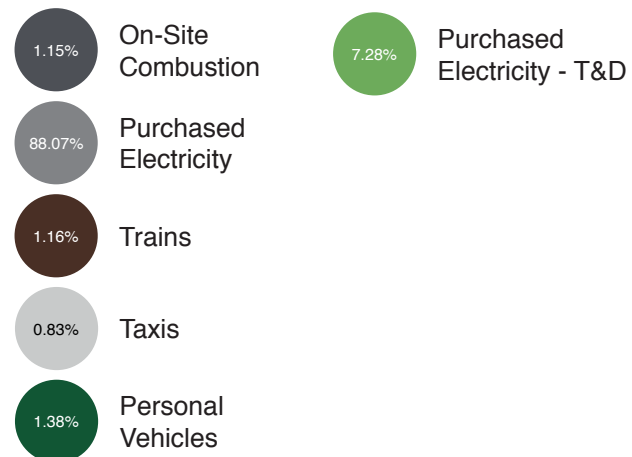
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### Scope 3

Flights	0
Trains	3.79
Taxis	2.73
Hire Cars	0
Personal Vehicles	4.50
Water	0

### Scope 3 T&D Losses

Purchased Electricity	23.80
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Taylor Wessing

Number of employees	<b>642</b>
Floor Area (m2)	<b>12293</b>
Emissions per employee (tonnes CO2e)	<b>4.64</b>



Total Emissions (tonnes CO2e)  
**2980**

Taylor Wessing is a full-service international law firm, working with clients in the world's most dynamic industries. We take a single-minded approach to advising our clients, helping them succeed by thinking innovatively about their business issues. We support clients wherever they want to do business.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	281
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	1754
Green Tariff Electricity	0

### Scope 2 Marked-Based Emission

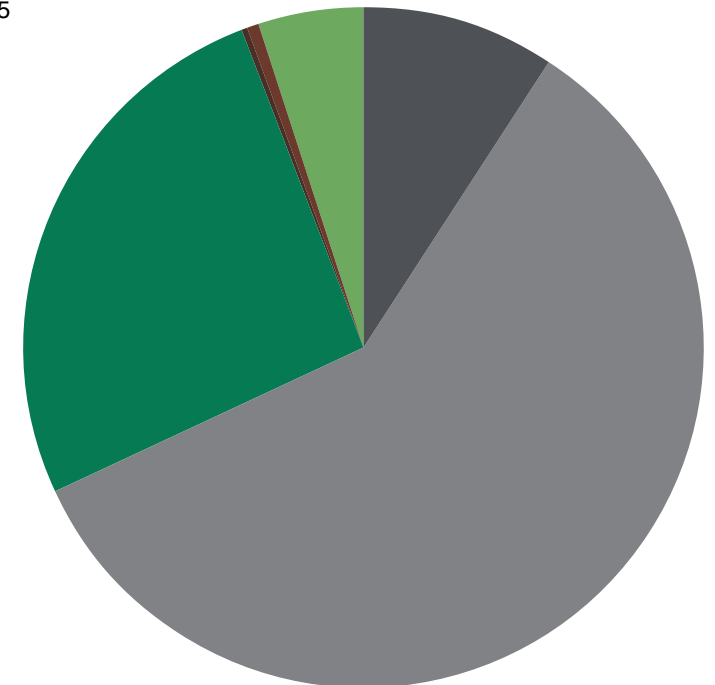
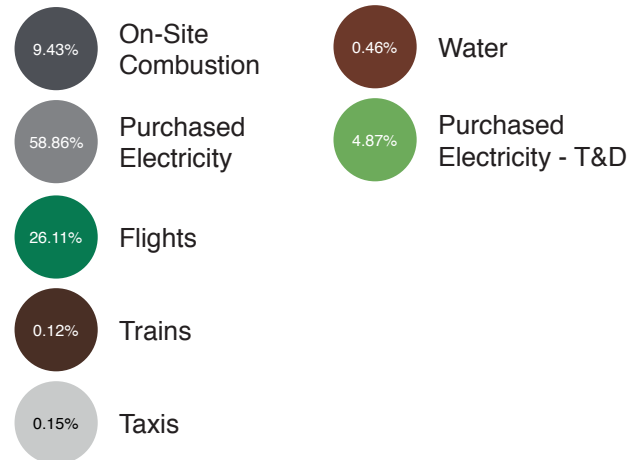
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### Scope 3

Flights	778
Trains	3.65
Taxis	4.41
Hire Cars	0
Personal Vehicles	0
Water	13.7

### Scope 3 T&D Losses

Purchased Electricity	145
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: The Law Society



Number of employees	<b>1055</b>
Floor Area (m2)	<b>18174</b>
Emissions per employee (tonnes CO2e)	<b>2</b>



Total Emissions (tonnes CO2e)  
**2113**

The Law Society is the independent professional body for solicitors. We represent and support our members, promoting the highest professional standards and the rule of law. The Law Society is committed to sustainability and is currently supporting the LSA to drive this.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	300
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	1259
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

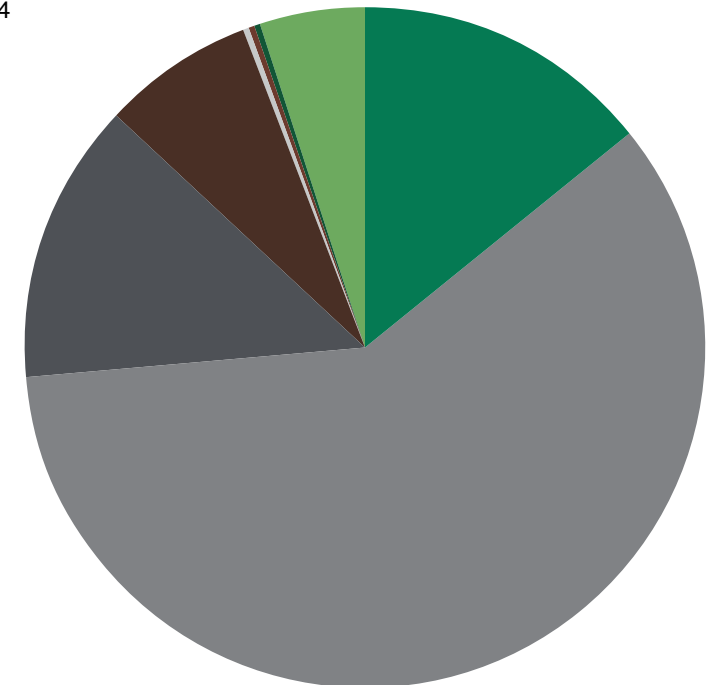
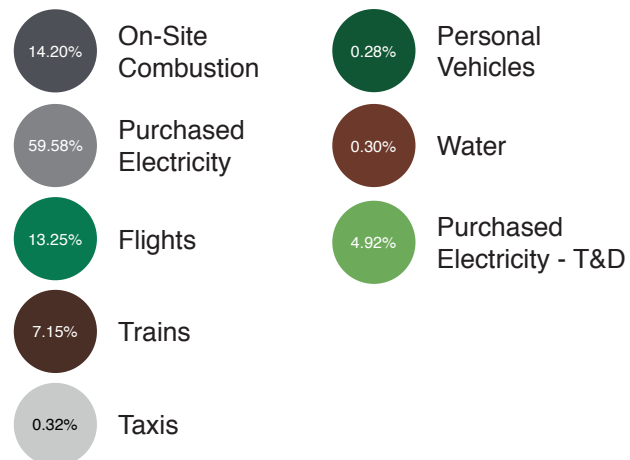
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### Scope 3

Flights	280
Trains	151
Taxis	6.83
Hire Cars	0
Personal Vehicles	5.87
Water	6.43

### Scope 3 T&D Losses

Purchased Electricity	104
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Thomas Eggar

Number of employees	<b>424</b>
Floor Area (m2)	<b>9063</b>
Emissions per employee (tonnes CO2e)	<b>1.51</b>



Total Emissions (tonnes CO2e)  
**641**

Thomas Eggar, now part of Irwin Mitchell LLP, is a law firm that seeks out creative business and legal solutions for commercial organisations and private individuals. Thomas Eggar is proud to work closely with leading clients in a variety of sectors, providing specialist legal advice coupled with strong regional insight and international expertise.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	10.50
Company Vehicles	0
Refrigerants	36.10
Road	0

### Scope 2

Purchased Electricity	456.00
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

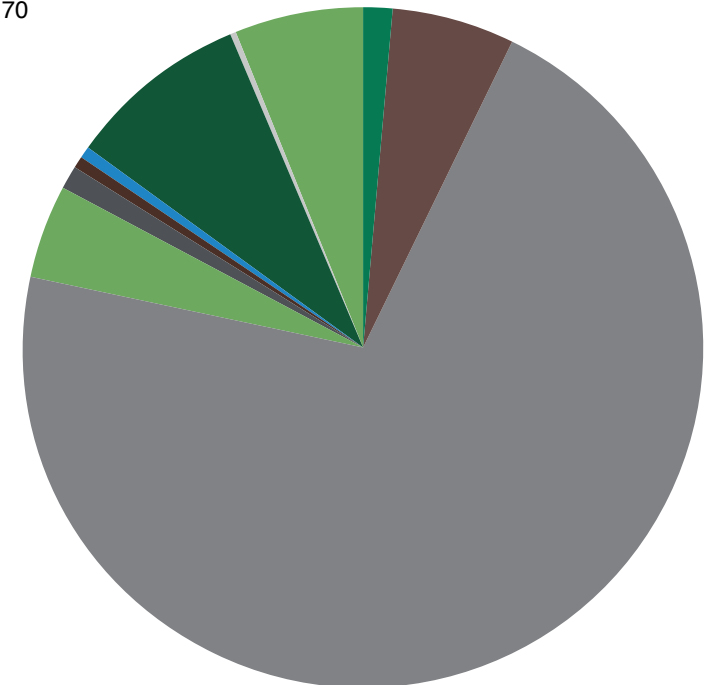
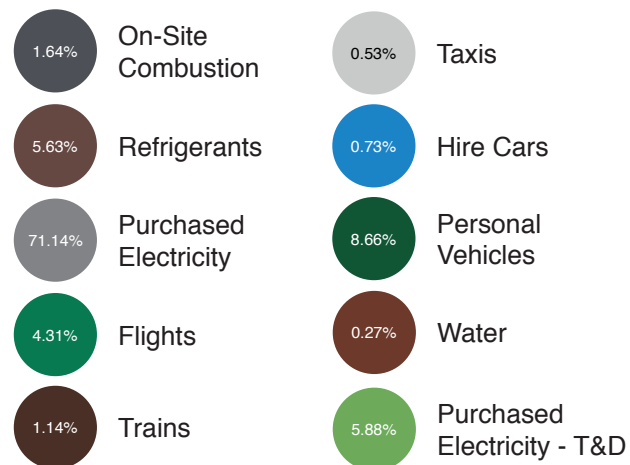
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### Scope 3

Flights	27.60
Trains	7.29
Taxis	3.40
Hire Cars	4.71
Personal Vehicles	55.50
Water	1.70

### Scope 3 T&D Losses

Purchased Electricity	37.70
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Travers Smith



Number of employees	<b>563</b>
Floor Area (m2)	<b>8827</b>
Emissions per employee (tonnes CO2e)	<b>5.39</b>



Total Emissions (tonnes CO2e)  
**3035**

Travers Smith LLP is a city law firm with around 350 lawyers based out of offices in London and Paris, providing corporate legal advice in 14 specialist practice areas. The firm established an Environmental Management Group in 2003, (which is now in 2015 the Environmental Policy Group) to create and implement an Environmental Management System and keep each element under review.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	373.00
Company Vehicles	200.00
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	1041.00
Green Tariff Electricity	1028.00

### Scope 2 Marked-Based Emissions

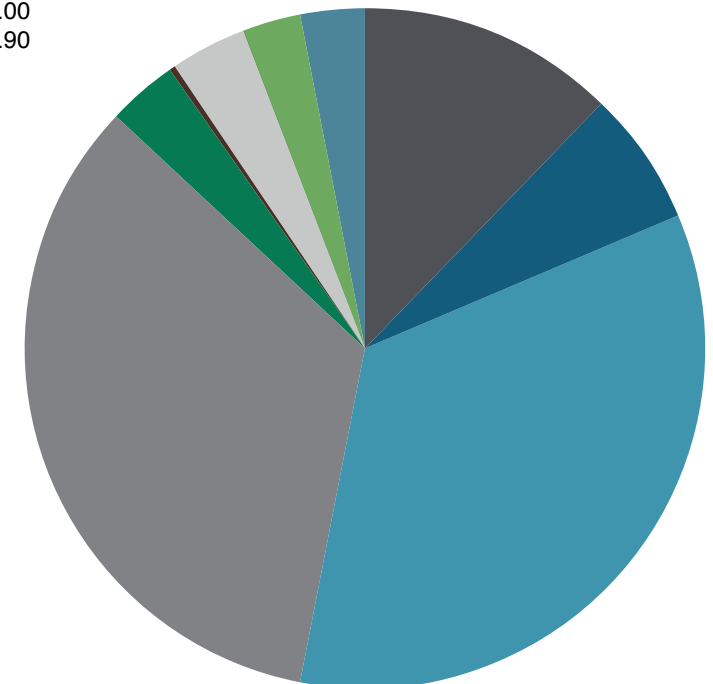
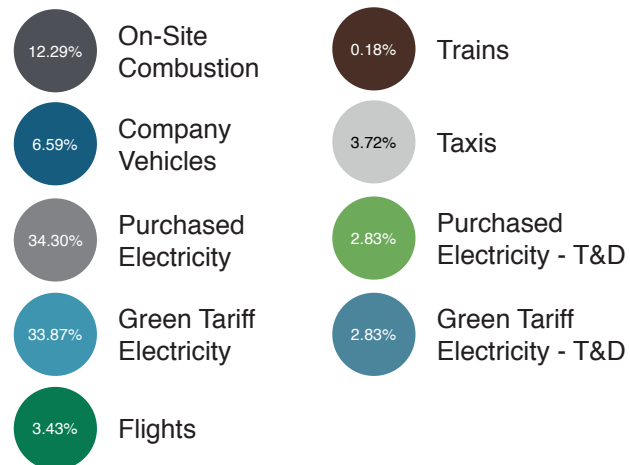
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### Scope 3

Flights	104.00
Trains	5.37
Taxis	113.00
Hire Cars	0
Personal Vehicles	0
Water	0.01

### Scope 3 T&D Losses

Purchased Electricity	86.00
Green Tariff Electricity	84.90



# CARBON FOOTPRINT PERFORMANCE: Watson Burton



Number of employees	<b>100</b>
Floor Area (m2)	<b>4072</b>
Emissions per employee (tonnes CO2e)	<b>2.99</b>



Total Emissions (tonnes CO2e)  
**299**

Watson Burton LLP offer commercial law services and have significant nationwide coverage with offices in Newcastle, Leeds and London. Our report includes data for our regional offices. Full data was not available for our London office.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	121
Company Vehicles	4.02
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	135
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

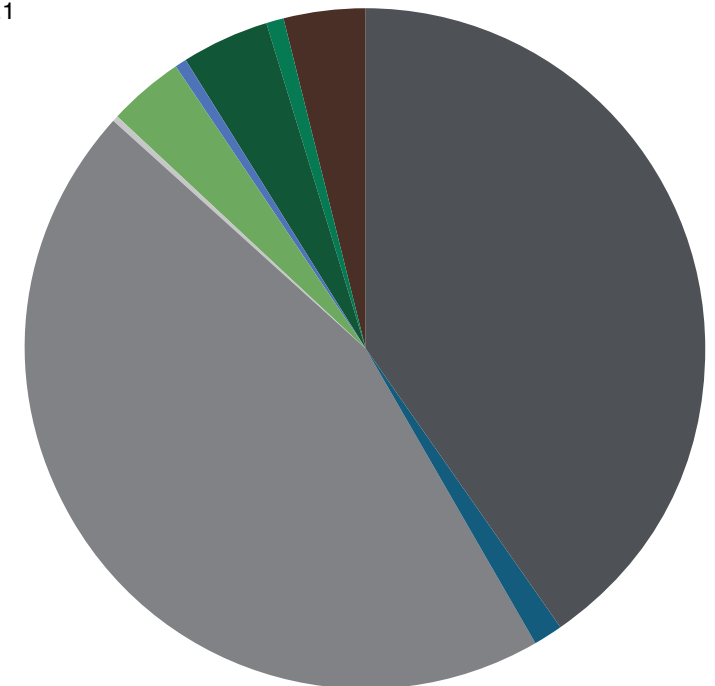
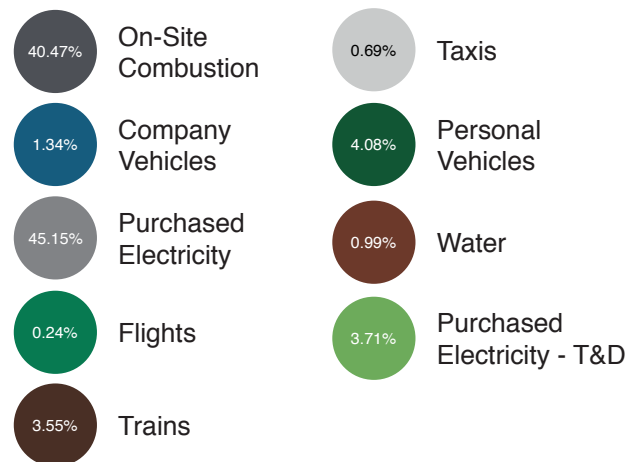
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### Scope 3

Flights	0.73
Trains	10.6
Taxis	2.05
Hire Cars	0
Personal Vehicles	12.2
Water	2.95

### Scope 3 T&D Losses

Purchased Electricity	11.1
Green Tariff Electricity	0





# CARBON FOOTPRINT PERFORMANCE: Weil Gotshal and Manges



Number of employees	<b>300</b>
Floor Area (m2)	<b>6919</b>
Emissions per employee (tonnes CO2e)	<b>6.11</b>



Total Emissions (tonnes CO2e)  
**1832**

Consistent with our firm's approach to social responsibility, Weil, Gotshal & Manges is "Going Green." The firm's green policy has two primary goals: (a) to lessen the law firm's impact on the environment and (b) to become a standard-bearer in the legal industry in promoting responsible stewardship toward the environment and its natural resources.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	187
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	1113
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

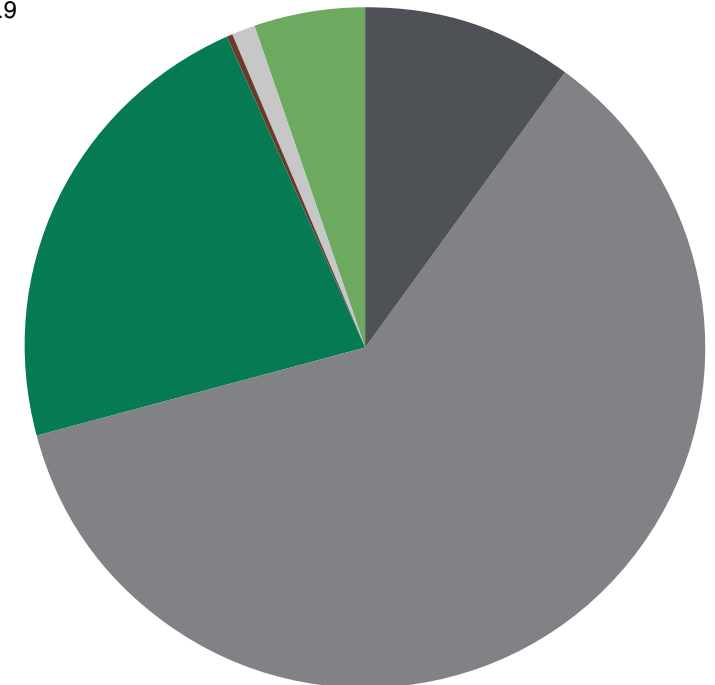
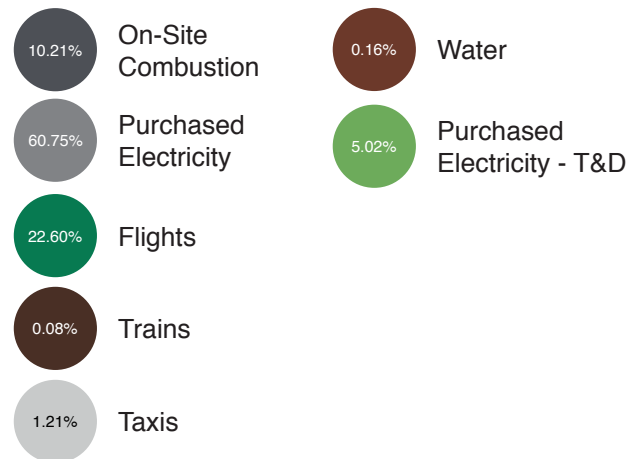
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### Scope 3

Flights	414
Trains	1.55
Taxis	22.1
Hire Cars	0
Personal Vehicles	0
Water	2.94

### Scope 3 T&D Losses

Purchased Electricity	91.9
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Wiggin



Number of employees	<b>96</b>
Floor Area (m2)	<b>18148</b>
Emissions per employee (tonnes CO2e)	<b>2.55</b>



Total Emissions (tonnes CO2e)  
**245**

Wiggin is a UK law firm focusing exclusively on Media, Technology and Brands/IP. It advises clients on the financing, exploitation and protection of their creative and commercial assets in these sectors. Alongside its specialist commercial expertise, the firm provides a full legal service across corporate, tax, finance, litigation, employment and property.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	34.60
Company Vehicles	0
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	124.00
Green Tariff Electricity	0

### Scope 2 Marked-Based Emissions

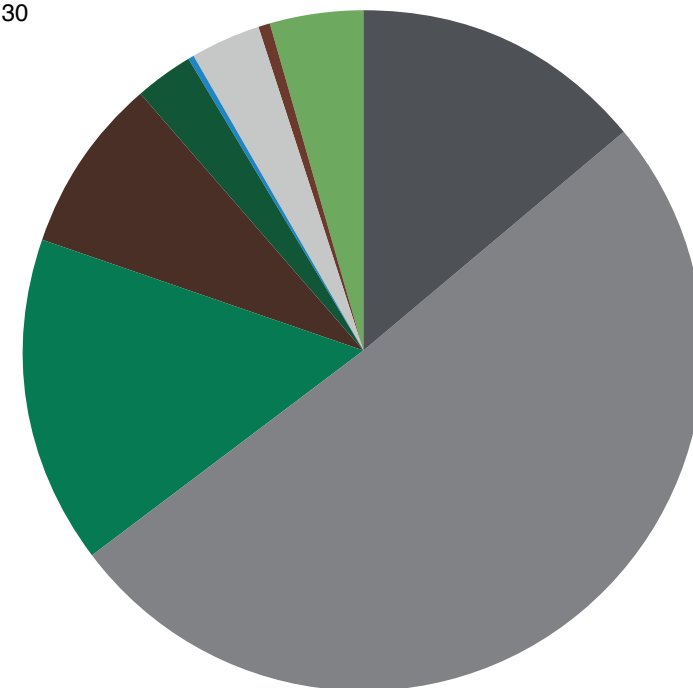
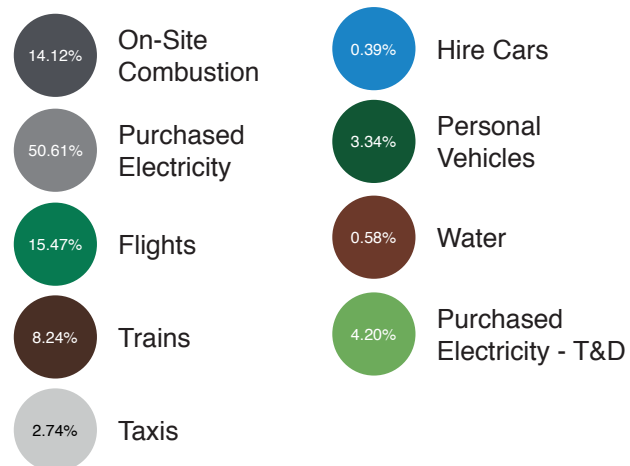
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### Scope 3

Flights	37.90
Trains	20.20
Taxis	6.72
Hire Cars	0.96
Personal Vehicles	8.18
Water	1.42

### Scope 3 T&D Losses

Purchased Electricity	10.30
Green Tariff Electricity	0



# CARBON FOOTPRINT PERFORMANCE: Withy King

Number of employees	<b>320</b>
Floor Area (m2)	<b>4590</b>
Emissions per employee (tonnes CO2e)	<b>1.37</b>



Total Emissions (tonnes CO2e)  
**439**

Withy King is an ambitious and growing regional law firm offering specialist advice to both Corporate & Private clients with a network of offices across the M4 corridor. We are experts in our field and 'leaders' in over 35 specialist areas as listed in the legal directories.

## Carbon Emission Sources (tonnes CO2e)

### Scope 1

On-site Combustion	38.70
Company Vehicles	4.40
Refrigerants	0
Road	0

### Scope 2

Purchased Electricity	14.40
Green Tariff Electricity	294.00

### Scope 2 Marked-Based Emissions

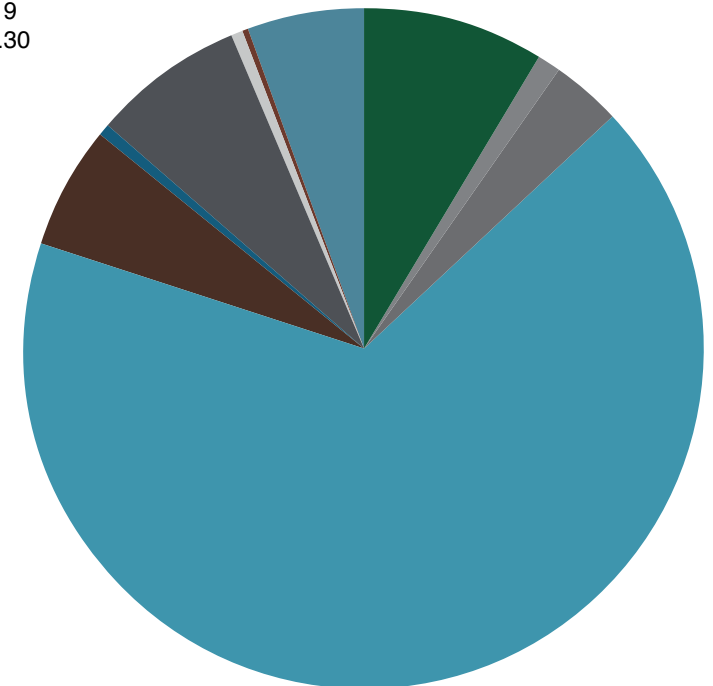
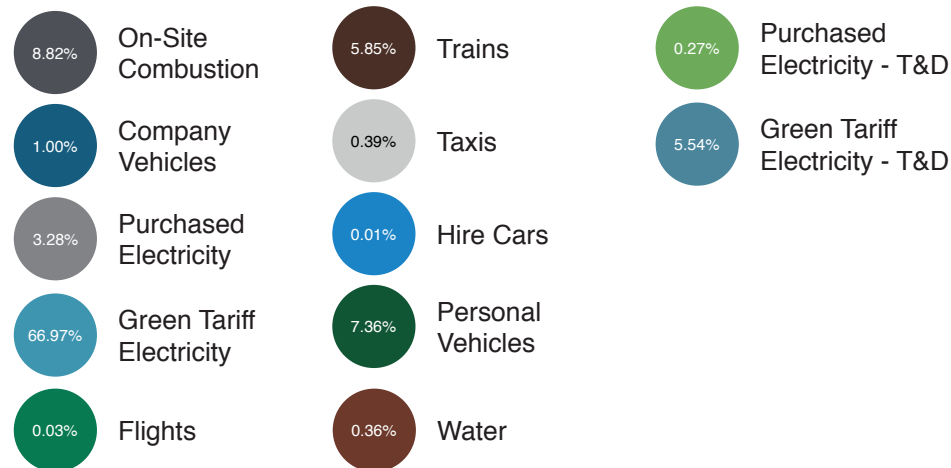
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### Scope 3

Flights	0.15
Trains	25.70
Taxis	1.71
Hire Cars	0.04
Personal Vehicles	32.30
Water	1.58

### Scope 3 T&D Losses

Purchased Electricity	1.19
Green Tariff Electricity	24.30





To find out more visit our website  
[www.legalsustainabilityalliance.com](http://www.legalsustainabilityalliance.com)