Carbon Reduction Plan Simmons & Simmons

Commitment to achieving Net Zero

Publication date: 05/09/2025

Simmons & Simmons is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline Year: 2019			**tCO2e**
Additional Details relating to the Baseline Emissions calculations.			
We have selected 2019 as the baseline year for our analysis, as it was the last year of normal business activity before the pandemic began. This choice provides a standard reference point for evaluating subsequent changes and impacts on our operations.			
Scope 1			**844**
Scope 2			**Location based:** 2,376
			Market based: 348
Scope 3	**Category 1**	**Purchased goods and services**	21,585
	Category 2	**Capital goods**	9,438
	Category 3	**Fuel and energy related activities**	1,377
	Category 4	**Upstream transportation and distribution**	5
	Category 5	**Waste generated in operations**	13
	Category 6	**Business travel**	5,197
	Category 7	**Employee commuting and home working**	1,586
	Scope 3 Subtotal		39,201
Total Net Carbon Footprint (tCO2e)			40,393

* **Downstream transportation** (Category 9 of Scope 3) is not included in our carbon footprint calculations of Scope 3 emissions because of the nature of the legal sector's operations. As a law firm, we provide professional services rather than physical goods.

Current Emissions Reporting

Reporting Year: 2024			tCO2e
Scope 1			**668**
Scope 2			**Location based:** 1,279
			Market based: 282
Scope 3	**Category 1**	**Purchased goods and services**	27,033
	Category 2	**Capital goods**	3,630
	Category 3	**Fuel and energy related activities**	484
	Category 4	**Upstream transportation and distribution**	3
	Category 5	**Waste generated in operations**	27
	Category 6	**Business travel**	4,233
	Category 7	**Employee commuting and home working**	2,255
	Scope 3 Subtotal		37,665*
Total Net Carbon Footprint (tCO2e)			38,615

* **Downstream transportation** (Category 9 of Scope 3) is not included in our carbon footprint calculations of Scope 3 emissions because of the nature of the legal sector's operations. As a law firm, we provide professional services rather than physical goods.

Emissions reduction targets

Our approach

Simmons and Simmons is committed to achieving Net Zero by 2050 from our 2019 baseline, with approved near-term Science Based Targets in place for 2030. Simmons & Simmons's carbon footprint adheres to the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard. Our reporting year runs from January to December.

Our near - term Science Based Targets (SBTs)

We submitted our SBTs to the Science-Based Targets initiative (SBTi) for verification in October 2022 and received their approval in May 2023. Our firm's name is listed on the SBTi website as one of the companies taking action to fight climate change.

The firm is now committed to taking action to reduce its emissions in order to achieve our near-term SBTs, as follows:

- reduce our absolute Scope 1 and 2 Greenhouse House Gas (GHG) emissions by 50% by 2030 (market-based) against a 2019 baseline year;
- reduce our absolute Scope 3 GHG emissions by 47% by 2030 against a 2019 baseline year.

How will we achieve a 50% reduction in Scope 1 and Scope 2?

In order to achieve our global emission targets, we have to implement initiatives to reduce the emissions arising from our business activities. Examples of initiatives to cut our Scope 1 and 2 emissions relate to:

Renewable Electricity: aim to transition to 100% renewable electricity, currently we are at 88%. Increase energy efficiency measures:

- commit to remaining on renewable tariffs for sites already on them.
- switch to renewable tariffs where they are available (e.g. in the 5 offices in the EU).
- purchase Energy Attribute Certificates (EACs) where renewable tariffs are not available (e.g. 9 offices outside the EU).

Natural Gas Reduction: We aim to reach a 50% reduction in natural gas. This will be achieved by two initiatives:

- 20% of heating switching to electric heating rather than natural gas heating.
- optimisation of all buildings that use gas resulting in ~30% reduction.

Natural Refrigerants:

- switch to 50% natural refrigerants by 2030

How will we achieve a 47% reduction in Scope 3? Main areas of focus

The main initiatives we are implementing to bring down our Scope 3 emissions are focused on:

Supply chain engagement: Our Purchased Goods & Services' and Capital Goods' suppliers are one of the main areas of focus to reduce our carbon footprint emissions. Since they represent an astonishing 74% of our total global emissions it is of vital importance to engage with them so they can also set their own 1.5°C targets. As environmental awareness grows, more suppliers will use renewable electricity and understand sustainable procurement.

Business travel: Our target on this is a 60% reduction in our business travel by 2030, which will be made up of a 35% reduction from reducing the amount of travel and 25% reduction from purchasing SAF certificates (i.e. paying a surcharge to 'cover' the travel with sustainable credits).

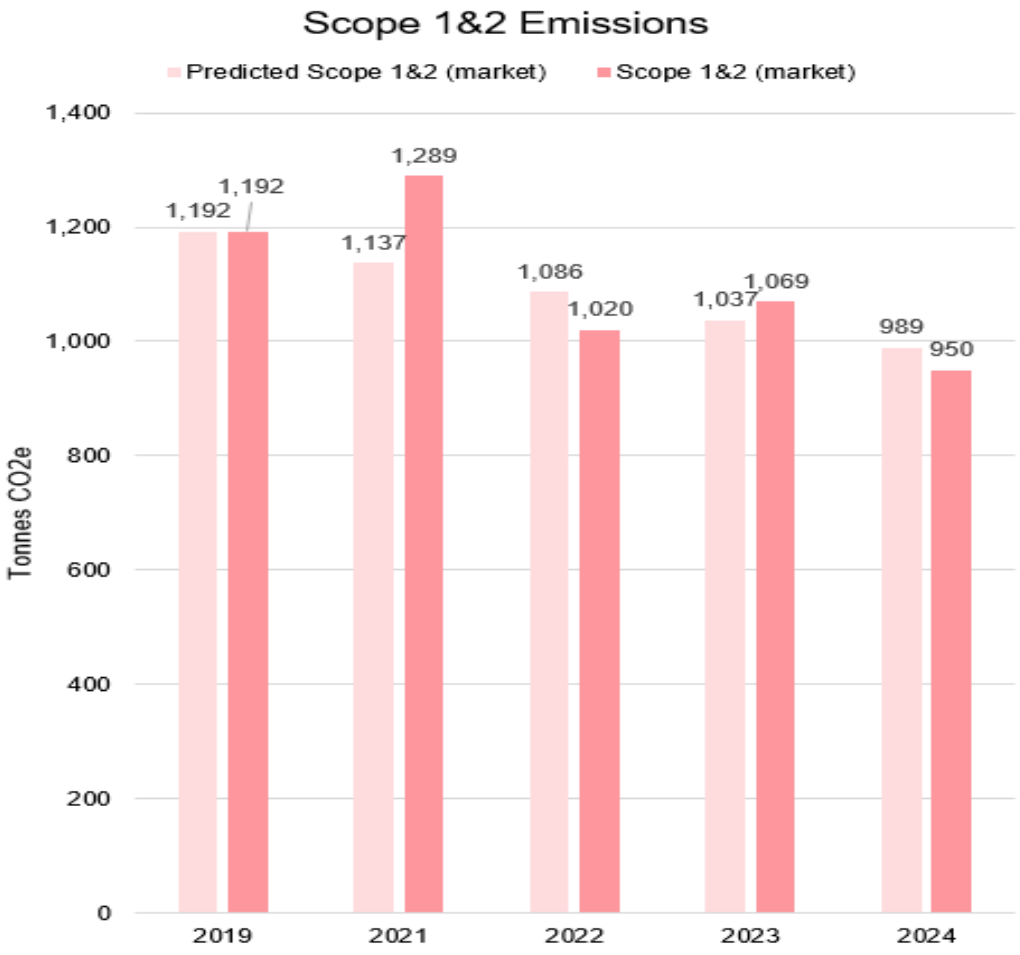
Upstream transportation and distribution: We aim to achieve a 50% reduction due to couriers using more sustainable travel options, and a travel policy amendment in regard to taxis booking.

Progress against our SBTs

The graphs below illustrate our progress against our SBTs up to December 2024. Please note the following:

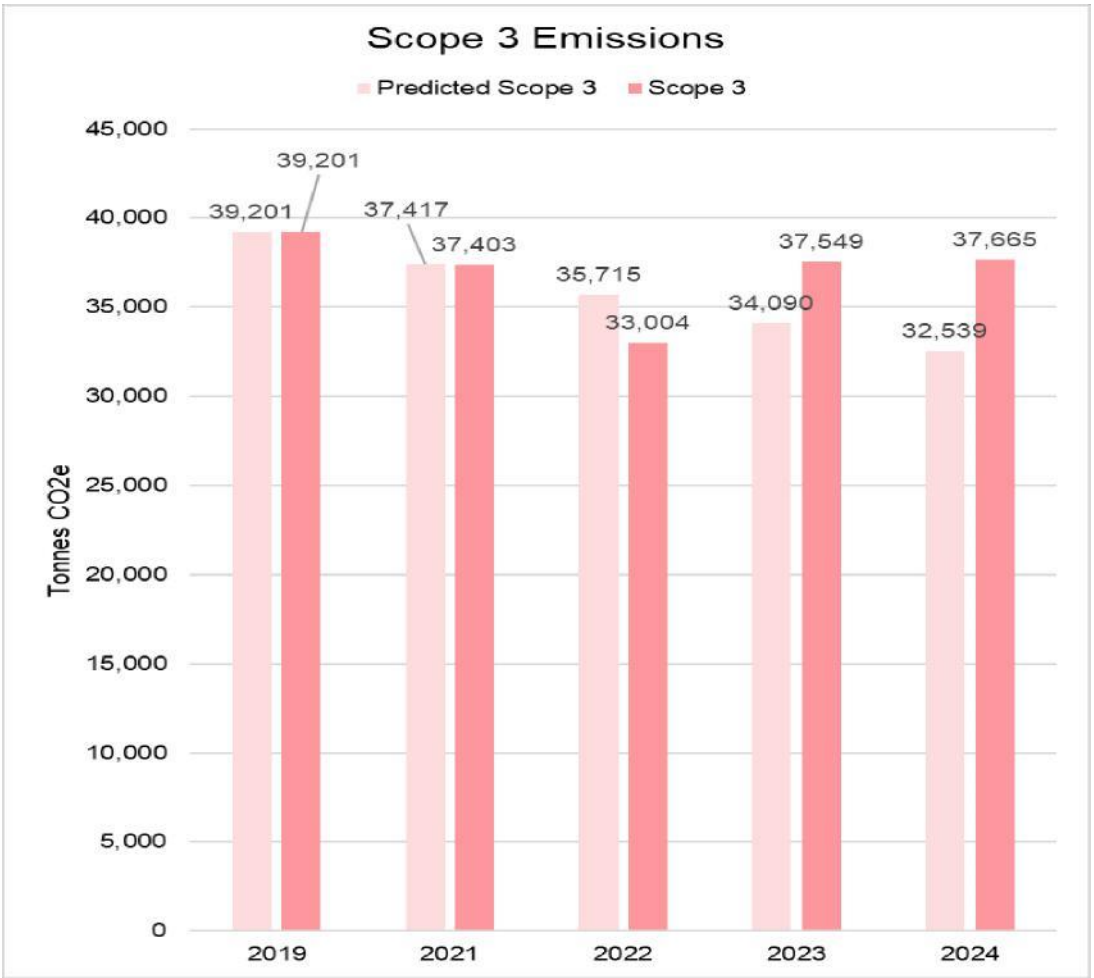
Scope 1&2

Since 2019, we have achieved a 20% (market-based) reduction in Scope 1 and 2 emissions, meeting our near-term SBT predictions.



Scope 3

- Since 2019, Scope 3 emissions have decreased by 4%.
- The current Scope 3 figure for 2024 is preliminary and based on pre-campaign data compared to the baseline year. This figure will be recalculated to reflect the anticipated emission reductions from our annual supplier engagement initiative, which we plan to launch before the end of this year. Once the campaign is complete, we will update the graph and publish the recalculated 2024 data externally to showcase our progress. Consequently, the percentages and figures compared to 2019 will also be recalculated to reflect these updates.
- We remain committed to reducing emissions from our supply chain and business travel, as these represent the largest contributors to our overall emissions.
- Following the launch of our 2023 annual supplier engagement campaign, we collected accurate carbon footprint emissions data from our top suppliers. As expected, this led to a reduction in our Scope 3 emissions for that reporting year. Our total 2023 Scope 3 emissions have been recalculated to reflect this reduction, resulting in a decrease of 3,796 tCO2e in our overall footprint.



Carbon Reduction Initiatives

Following the approval of our near-term Science-Based Targets (SBTs) in 2023, we have implemented several initiatives that have successfully reduced our emissions compared to the 2019 baseline. These have efforts resulted in a reduction of 1,536 in Scope 3 emissions and a 4.2% decrease in our total net carbon footprint since 2019, despite the company growing by an additional 753 employees during this period.

As mentioned above, while we have not yet observed a further reduction in our 2024 Scope 3 emissions compared to 2019, we anticipate a similar positive impact once our annual supplier engagement process is launched this year. This initiative will, as before, provide more accurate supplier emissions data, which is expected to lead to a decrease in our estimated spend-based emissions. We plan to commence this process soon and anticipate having the results by Q1 2026. Our 2024 figures will be updated accordingly as soon as these results are available.

Initiatives we are implementing to reduce the carbon footprint of our operations:

- We actively engage with our top suppliers to gather accurate carbon footprint data, ensuring they align with our environmental goals to collectively reduce Scope 3 emissions. This is an ongoing annual effort.

- Our global business travel policy has been revised to incorporate stricter guidelines, aiming to curtail unnecessary travel.
- We are committed to further decreasing emissions from business travel by promoting greener transport alternatives over air travel and continuously reviewing our travel policy to support these changes.
- We have relocated certain offices to more sustainable buildings, which hold exceptional sustainability certifications such as BREEAM and LEED.
- We are exploring ways to enhance office efficiency, including transitioning from natural gas to electric heating. Currently, 88% of the energy consumed in our offices is renewable.
- A digital emissions strategy has been introduced, providing guidance to clients, suppliers, and employees on reducing digital emissions.
- LED and PIR motion sensor lighting have been installed in several of our offices.
- Our waste management systems have been improved.
- The fleet of company cars has been reduced.
- Campaigns have been launched to minimise food waste, reduce electricity, and enhance recycling efforts within our offices.

Author: Ariadna Andrino

Declaration and Sign Off

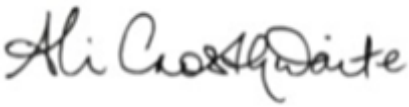
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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

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

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

Signed on behalf of the Supplier:



Name: Ali Crosthwaite

Title: Partner

Date: 05/09/2025