

Environmental policy statement

June 2025

As pioneers in emissions offsetting within the legal sector since 2006, we are now committed to reducing our emissions with a view to achieving near-term Science-Based Targets by 2030 and Net Zero by 2050.

Environment Policy

It is our policy to:

- Annually measure our full Scope 1,2 & 3 carbon footprint for all our business activities.
- Take action to reduce our emissions with a view to achieving our near-term Science Based Targets (SBTs), which are the following:
 - 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.
- After identifying our supply chain and business travel as the biggest contributors to our emissions, in order to reduce our emissions in these categories and achieve our SBTs, we are committed to:
 - engage with our top suppliers to ensure they are on the same environmental journey as us.
 - taking action to reduce our business travel emissions, encouraging the use of alternative greener transport options over plane journeys and progressively reviewing our travel policy every two years to help achieve this;
- Disclose our progress against the above targets annually both internally and externally.
- Participate in a long-term collaborative offsetting project with other law firms and Save The Children. This initiative aims to generate verifiable quality carbon offset credits, which will be applied to our unavoidable emissions from 2030 onwards, ensuring alignment with our SBTs. The project also delivers ancillary social benefit to the communities involved.
- Fulfil our compliance and reporting obligations and promote awareness of environmental best practice as applied to our buildings and business activities, including resource use and business travel.

As part of our wider responsible business commitment, Simmons & Simmons recognises that our business activities have global and local environmental impacts. We are committed to the protection of the environment, continually seeking to improve our environmental performance through proactive management and regular communication with stakeholders.

This policy supports our participation in the United Nations Global Compact (UNGC) and is a cornerstone of our environmental management system.

Scope

This policy applies to the Simmons & Simmons business activities, globally.

Leadership

This environmental policy is led by partners

Ali Crosthwaite (Real Estate),
Lucian Firth (Funds) and
Elisa Bocianowski (Real Estate)

Oversight

Climate Committee

Operational Accountability

International Executive Committee (IEC)

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- Set environmental objectives, taking into account the environmental impact of our activities and associated compliance obligations and considering risks and opportunities.
- Raise environmental awareness among our people and suppliers, through frequent campaigns, communication and events.
- Drive meaningful change through our firmwide environmental sustainability network (the green room) working with international partner champions across our network.
- Seek client and supplier collaboration opportunities with the green room in order to achieve greater impact through scale.
- Improve environmental governance and performance working with our Climate Committee chaired by our Senior Partner.
- Incorporate specific environmental requirements into contracts with key suppliers.
- Seek to prevent activities identified as avoidable causes of material pollution or environmental nuisance.

It is important that our people comply with this policy and obtain appropriate support from our suppliers with a view to delivering the overarching commitment to continual improvement of our environmental management system, and to enhance environmental compliance.

In that context, and in order to achieve the above objectives, we have:

- adopted a Suppliers Code of Conduct with a view to promoting fair, safe and healthy working conditions, respectful and ethical treatment of employees, and promote sustainable conditions
- implemented an ESG due diligence tool to evaluate our new key suppliers on ESG compliance before we take them on board;
- implemented a supplier engagement tool;
- actively engaged with our top existing suppliers through this tool to collect more accurate emissions data. This seeks to ensure their alignment with our environmental journey and commitment to SBTs, contributing to the reduction of our emissions in this area.

and we are in the process of:

- preparing a responsible sourcing policy with a view to assessing and striving for improvements of the impact on people and planet of our suppliers' goods and services.

This policy will be reviewed on an annual basis, in order to ensure it remains relevant and demonstrates our ongoing commitment to best practice.



Emily Monastiriotis
Managing Partner

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