

Net Zero Transition Plan Detail & Initiatives

Energy Efficiency and Renewable Energy:

1. Identify opportunities to improve energy efficiency across our firm. This includes implementing energy-saving measures, optimizing equipment and systems, and encouraging employee awareness and participation in energy conservation efforts. We will initiate a communications programme across the firm to remind people about the importance of energy consumption in general.
2. Transition to renewable energy sources where possible. This is challenging due to the nature of our offices which are all leased spaces and part of larger buildings, but we plan to engage with our landlords and work with them to transition to renewable energy where possible. Most have net zero targets themselves and so are on this journey with us.
3. Review our existing office space and look at how we can reduce our footprint to therefore reduce our Carbon use. We have two offices where leases are due for renewal in 2024 and we are looking at alternative options with a significant focus on the environmental credentials of new buildings. We are also looking at reducing our footprint and what space we actually need.

Sustainable Transport and Business Travel:

1. Encourage sustainable commuting. As part of our communications plan, we plan to encourage sustainable commuting options for employees, such as promoting the use of public transportation, carpooling, or cycling. We already offer a cycle scheme and electric car leasing scheme for our people.
2. Reduce our business travel. We have already started work on this with the adoption of our sustainability sense check last year. Every external trip and event now has to complete an assessment process with details of the carbon footprint and an assessment of the business case from a sustainability perspective. We encourage our people to combine trips, stay for longer so there is less travel and choose the most carbon low mode of transport possible.

Procurement and Supply Chain:

1. We aim to professionalise our procurement. We do not centrally manage our procurement we are now looking at how to do this, who our suppliers are and how we can engage with them. We will develop a supplier code of conduct and supplier strategy to more effectively manage the process. We are also looking at possible recruitment of a procurement manager to enable this.
2. Buy from environmentally sound businesses. We will evaluate and prioritise suppliers based on their environmental performance and sustainability practices. Give preference to suppliers who share our commitment to reducing emissions and provide environmentally friendly products and services.
3. We plan to engage with suppliers to understand their Net Zero commitment and track this.

Waste Management:

1. Implement waste reduction strategies. We are a service-based business and don't produce a lot of waste. We have already taken away personal bins and are a paperless office. We plan to implement an awareness campaign to our people to encourage them to reduce waste. We are also about to provide a supply of reusable cups for our people to take to coffee shops.
2. Reduce Printing and Merchandise. We have reduced the printing and materials we create and now only use environmentally sound printers. All merchandise is sustainably sourced where possible.
3. Better sort and manage the waste that we have. We plan to start weighing and managing our recycling waste and ensuring our people know which bins to use as this varies by office depending on local council rules.

Employee Engagement and Education:

1. Foster a culture of sustainability by communicating to our people about climate change, sustainable practices, and their role in achieving our net zero goals.
2. Encourage employee suggestions and initiatives for reducing emissions and improving sustainability within the firm. We have also created a Sustainability Collaboration group which is made up of people from across the firm. The group meets monthly.

Measurement, Reporting and Transparency:

Key to reaching net zero and embedding it into our business will be measurement, reporting and transparency.

We will regularly monitor and report on our progress towards achieving net zero emissions targets. We will provide transparent and accurate information about our emissions, mitigation efforts, and progress as part of our annual Sustainable Communities Special Report.

We are tracking using the following metrics all with the aim of reducing each year to achieve 42% by 2030. We plan to increase our metrics as we become more sophisticated in our approach:

- Carbon footprint Scope 1, 2 & 3
- Intensity ratio per external business trip
- Intensity ratio per FTE (employees and members)
- Intensity ratio per £m of turnover

We have signed up to Science Based Targets, CDP and made a submission to EcoVadis in 2022 gaining a Silver award. We plan to submit again in 2023 with the aim of increasing our ranking.

Continuous Improvement:

This is a journey, and we will therefore review and update the Net Zero Transition Plan periodically to align with evolving best practices, technological advancements, and regulatory requirements. We will

also collaborate with industry peers, organisations, and experts to share knowledge, exchange best practices, and drive collective action towards a sustainable future where possible.

In Conclusion

By implementing this Net Zero Transition Plan, Mewburn Ellis is committed to minimising our carbon footprint and playing our part in helping climate change. We recognise that our efforts can contribute to the broader global sustainability goals and inspire positive change within our industry and communities. Together, we can create a more sustainable and resilient future.

July 2023