



HERBERT SMITH
FREEHILLS
KRAMER

VERSION AND DATE ISSUE	Ver 1.2 August 2025
AUTHORITY	Sustainable Business Committee
SCOPE OF APPLICATION	All employees and contractors performing work for the firm
SUMMARY AND RATIONALE	This policy sets out our commitment to minimising our environmental impact and outlines our approach to our most significant impacts
GENERAL	If you have any questions about the Environmental Policy and its application, please contact the Sustainability Team



ENVIRONMENT POLICY

At Herbert Smith Freehills Kramer we recognise our responsibility to ensure that our interactions with the environment are carefully managed, and that we minimise and mitigate any negative impacts from our activities. We seek to achieve this through a programme of continuous improvement, setting ourselves achievable objectives and targets for reducing our environmental impact.

The following policy is intended to inform of our commitment to reducing Herbert Smith Freehills Kramer adverse impacts on the environment.

1.1 OUR IMPACTS:

We have identified our most significant environmental impacts as:

- greenhouse gas emissions to the atmosphere from the use of energy in offices and fuel in transport.
- depletion of natural resources through the procurement and use of goods and services.
- generation and disposal of waste materials to landfill.

1.2 OUR COMMITMENTS

At Herbert Smith Freehills Kramer we are dedicated to managing our environmental impact and therefore make the following commitment covering all our operations. Where reasonable and practical, we endeavour to:

1. Monitoring and reporting:

- measure and manage each of our most significant environmental impacts of our operations.
- report on the most significant environmental impacts of our operations.
- monitor environmental management against the policy.

2. Reduction:

- adopt and pursue appropriate reduction targets for each of our significant environmental impacts
- deliver meaningful and progressive reduction through alignment with relevant global frameworks such as Paris Agreement
- work with external stakeholders to reduce our indirect environmental impact.

3. Procurement:

- consider an appropriate method for assessing the environmental performance of our supply chain and consider environmental factors when making purchasing decisions.
- include environmental considerations in any decisions made regarding our premises.
- as appropriate encourage suppliers to improve their own environmental performance.

4. Communication:

- work collaboratively to engage in sustainability issues and to develop, apply and promote best practice across the sector.
- report on our progress of measuring and managing our environmental impacts.
- ensure that partners and employees are aware of the environmental impacts of their work activities and encourage them through awareness raising and training to minimise those impacts.

5. Regulations and legislation

- comply with all applicable regulations and legislative requirements, working with the appropriate authorities and organisations to achieve this.

6. Management

- Prepare and update plans for managing environmental risk and responding to emergencies.
- Review the Environment Policy annually, or more frequent in light of significant legislative or organisational changes.

This policy applies to the operations of Herbert Smith Freehills Kramer LLP.

Herbert Smith Freehills Kramer LLP reserves the right to alter or amend the terms of this policy with the overall intention of achieving improvements.