



HILL DICKINSON

Carbon Reduction Plan

OUR CARBON EMISSION REDUCTION TARGETS

Hill Dickinson is committed to reaching
net zero by 2045.

We will achieve our goal by reducing our carbon emissions by **90%** from our initial baseline levels by **2045**, with the residual **10%** neutralised through our support of carbon drawdown initiatives (see our carbon emission reduction initiatives, page 6).

OUR METHODOLOGY AND CARBON FOOTPRINT REPORTING

To ensure our carbon emission reduction action has meaningful impact, we have undertaken a detailed review of current emission levels across our organisation internationally.

Our measurements include our six UK offices and our bases in Piraeus, Monaco, Hong Kong and Singapore.

This report represents the updated review of our carbon emission measurement following the financial year May 2022 - April 2023.

These levels have been measured in accordance with guidance from the Greenhouse Gas Protocols (GHG Protocols), considered the global standard for carbon emission accounting.

Emission-creating activities

We have reviewed all emission-creating activities according to the GHG Protocol scopes: 1, 2 and 3 (see Table 1). Scope 1 refers to emissions from sources Hill Dickinson directly owns or controls, such as offices and vehicles. Scope 2 emissions are those we produce indirectly through the energy we purchase and use. Scope 3 accounts for indirectly produced emissions that are not generated by assets we own or control, but through the activities of our wider supply chain.

Scope 3 categories

Category 1: goods & services (inclusive of emissions from transportation and distribution of our purchased products); Category 2: capital goods; Category 3: energy loss due to transmission and distribution of electricity; Category 5: waste generated in operations; Category 6: business travel; and Category 7: employee commuting and home working.

We have omitted Category 4: Upstream transportation and distribution and Category 9: Downstream transportation and distribution as they are not relevant to our business. As a provider of legal services, we do not manufacture or distribute physical products.

Quality of data

Where available, we have used primary data sources to ensure the best accuracy possible, collected responses from a survey to inform our commuting data and utilised spend data or life cycle analyses (LCAs), where available, to determine emissions from products purchased.

These measurements have enabled us to build a more complete picture of our wider environmental impact and inform us as we work to reach net zero by 2045.

In accordance with our carbon emission reporting methodology, we have captured our baseline emissions on the following page (see Table 1).

Additional details relating to the emissions calculations:

We began calculating our emissions using a baseline financial year of 2019 - 2020 and collected data for Hill Dickinson's UK-based and international offices.

We initially collected data for May 2019 - April 2020 and for May 2021 - April 2022, omitting the May 2020 - April 2021 as this year was impacted significantly by Covid and the data was not comparable to previous or later years.

As we continue to report, we have worked to improve the data we have collected and to ensure that we are covering our emissions as completely as possible. This approach has led to a much wider scope of focus for May 2022 - April 2023, where we worked to cover our supply chain more completely.

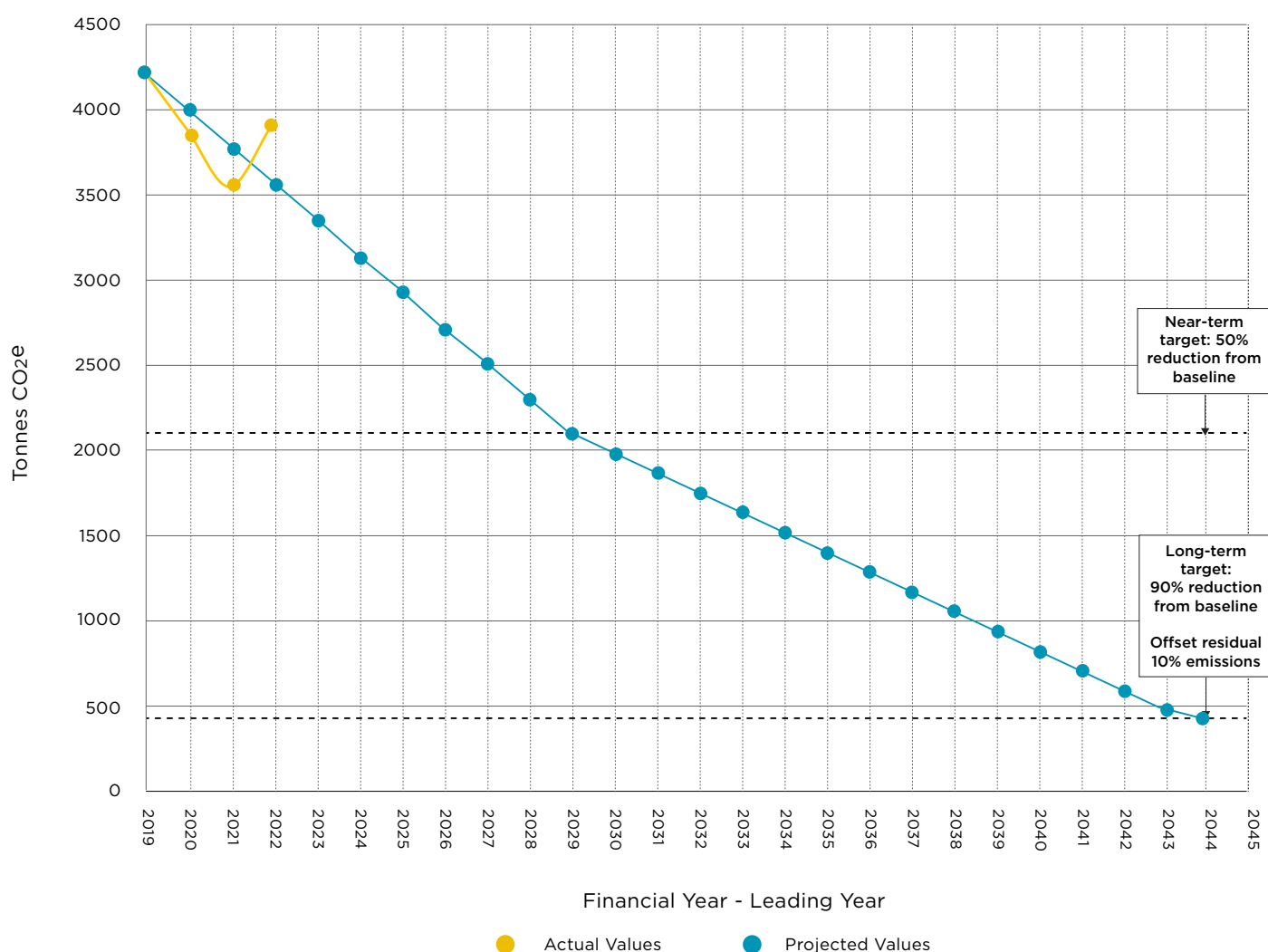
We have therefore also backtracked and updated our data set for our baseline year, leading us to recalculate our baseline value for financial year 2019 - 2020.

Scope	Emission Type	Data Source	Baseline Year May 2019 - April 2020		May 2021 - April 2022		Current Year May 2022 - April 2023	
			tCO ₂ e by Scope	% total by Scope	tCO ₂ e by Scope	% total by Scope	tCO ₂ e by Scope	% total by Scope
Scope 1	Fuel used	Emissions from fuel-based sources including heating, fugitive emissions and fleet	672.6	16.0%	515.5	14.5%	625.7	16.1%
Scope 2	Electricity	Emissions from electricity use, using a market-based approach	535.5	12.7%	393.3	11.1%	186.5	4.8%
Scope 3	All relevant indirect emission sources	Spend-based emissions associated with Hill Dickinson's purchased and capital goods and services, energy losses due to transportation and distribution of energy, primary waste and water data, commuting survey results, primary business travel data	3007.6	71.3%	2637.5	74.4%	3067.5	79.1%
Total tonnes CO₂e			4215.7		3546.3		3879.7	

To support our emission reduction journey, we have developed a set of near-term and long-term targets (see Graph 1). Our near-term targets include a reduction in carbon emissions across Scopes 1, 2 and 3 from a baseline value of 4215.7 tonnes of CO₂e (tCO₂e) to 2107.9 tCO₂e by 2030, representing a reduction of 50% from our baseline emissions. Our long-term target would see us reach 421.6 tCO₂e by 2045, a 90% reduction from baseline emissions. Progress against these targets can be seen in see Graph 1.

As of May 2023, Hill Dickinson has achieved a 7.3% reduction in our total carbon emissions through projects implemented since 2019. We are committed to staying on track to reach our net zero target by 2045, if not sooner.

Carbon Reduction: Projection vs Actual



Graph 1

OUR CARBON EMISSION REDUCTION INITIATIVES

To achieve net zero carbon emissions by 2045, Hill Dickinson has planned a series of bold projects to reduce carbon emissions by 90% and invest in carbon drawdown initiatives to neutralise the residual 10% emissions to achieve net zero.

Our ongoing projects can be separated into measures in place, measures we have put in place since publication of our previous Carbon Reduction Plan, and measures to be explored or taken within the next 12 months.

Wherever possible, they are focused at a local level; either directly aimed at reducing carbon emissions from across our international offices or investment in local initiatives that positively benefit the communities we work within.

These are measures we have either continued to pursue or initiated since the previous report.

ENERGY AND UTILITIES

Continued to monitor waste and water usage, and **send 0% of UK waste to landfill**.

Increased our energy use backed by renewable energy guarantees of origin (REGO) certificates **from 30% in 2022 to 42% in 2023**.

Decreased our office-space in Liverpool, and therefore **decreased our energy use by 56%**.

TRAVEL, TRANSPORT AND COLLEAGUE ENGAGEMENT

Retained our hybrid working policy and continue to invest heavily in the infrastructure to support this since 2019.

Implemented a comprehensive education programme to improve climate literacy, including two mandatory training modules for all colleagues covering sustainability and climate change.

Encouraged greater awareness of the impact of our actions on the environment and provided opportunities and resources to increase learning and encourage personal actions.

Working with external partners to support colleague transition to zero emission energy sources at home, in further support of our hybrid working policy.

Restructuring how we advance ESG by creating six working groups. These are comprised of colleagues from across the firm, ensuring that we have the required expertise to drive progress in key areas of our agenda. The six areas the groups focus on are: operations and emissions, colleague learning and engagement, policies and procedures, communities, supplier engagement and client engagement.

PROCUREMENT

Moved to using 100% recycled paper for all our UK offices.

Updated our sustainable procurement policy and code of conduct to screen for social and environmental topics.

Collaborated with existing vendors on their carbon reduction efforts.

Where possible, prioritised suppliers with reputable sustainability credentials.

Opening new offices in Leeds and Manchester which will exceed our environmental requirements. The Leeds office site has been deemed BREEAM Outstanding and boasts a NABERS score of five stars while the Manchester office site (which will be housed in a new development) is being developed with the aim of achieving net zero carbon in construction and operation and targeting a BREEAM Outstanding rating.

Next steps

To keep us on track to achieve a 50% reduction in carbon emissions by 2030, we are exploring or introducing the following initiatives within the next 12 months:

ENERGY AND UTILITIES

Make the switch to LED lights across our offices.

Work to increase the procurement of renewable energy across all UK offices.

Embed a comprehensive energy savings system into our operations and facilities management.

Submit our near-term and long-term targets for approval to the Science-Based Targets Initiative (SBTi).

Achieve ISO14001 certification.

PROCUREMENT

Screen all our suppliers for implementation of sustainability and climate change measures.

Work to engage more with vendors that have clear sustainability targets in place and who consider circularity in the design process.

TRAVEL, TRANSPORT AND COLLEAGUE ENGAGEMENT

Encourage cycling or the use of public transport to travel into the office and to meetings.

Explore initiatives to reduce business travel by air.

Develop an electric vehicle (EV) scheme.

COMMUNITY CARBON DRAWDOWN PROJECTS

Invest in innovative community projects that will positively benefit local environments.

These include but are not limited to:

- Peatland restoration
- Reforestation
- Legal support for climate-related causes

Declaration


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 LLP Board.

Signed on behalf of Hill Dickinson LLP by Peter Jackson, CEO



Date 11 October 2023

HILL DICKINSON

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