

Womble Bond Dickinson Carbon Reduction Plan

Publication date: September 2021

Commitment to achieving Net Zero

Womble Bond Dickinson (UK) LLP is committed to achieving Net Zero emissions by **2030**.

Developing and stretching our environmental targets is core to our business and we have agreed, and are committed, to being a net zero business by 2030.

Our firm has already reached some impressive milestones: we procure renewable energy in five of our seven UK offices, with nearly 50% of the energy we use across the UK coming from renewable sources. Our firm recently reported a 39% decrease in emissions compared to the previous year as well as 97% drop in business travel, as our business pivoted to home working during the pandemic.

Our approach and focus is led from the top down, with our Chair Nick Barwood leading our Senior Management group who oversee our Responsible Business activity and meet on a quarterly basis.

Further information regarding our Environmental commitment and focus can be found on our [Environmental Policy Statement](#).

To help us deliver on our net zero commitment, we have over 20 Environmental Representatives across our seven office locations. They support our Environmental Management Review Team in maintaining an effective Environmental Management System and driving firmwide and regional environmental initiatives.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019/20

Additional Details relating to the Baseline Emissions calculations.

Baseline reporting year and first year of SECR (Streamlined Energy and Carbon reporting). Both Market based and Location based figures included. Figures certified by the Planet Mark who also produce our SECR submissions.

Primarily scope 1 and 2 emissions, with scope 3 emissions reporting restricted to some procurement and business travel.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	658.4
Scope 2	425.8 (Market Based), 591.9 (Location Based)
Scope 3 (Paper, Business Travel)	472.6
Total Emissions	1556.9 (Market Based), 1723.1 (Location-Based)

Current Emissions Reporting

Reporting Year: 2020/2021	
EMISSIONS	TOTAL (tCO2e)
Scope 1	581.1
Scope 2	323.4 (Market Based), 397.1 (Location Based)
Scope 3 (Paper, Business Travel)	472.6
Total Emissions	969.6 (Market Based), 1043.4 (Location Based)

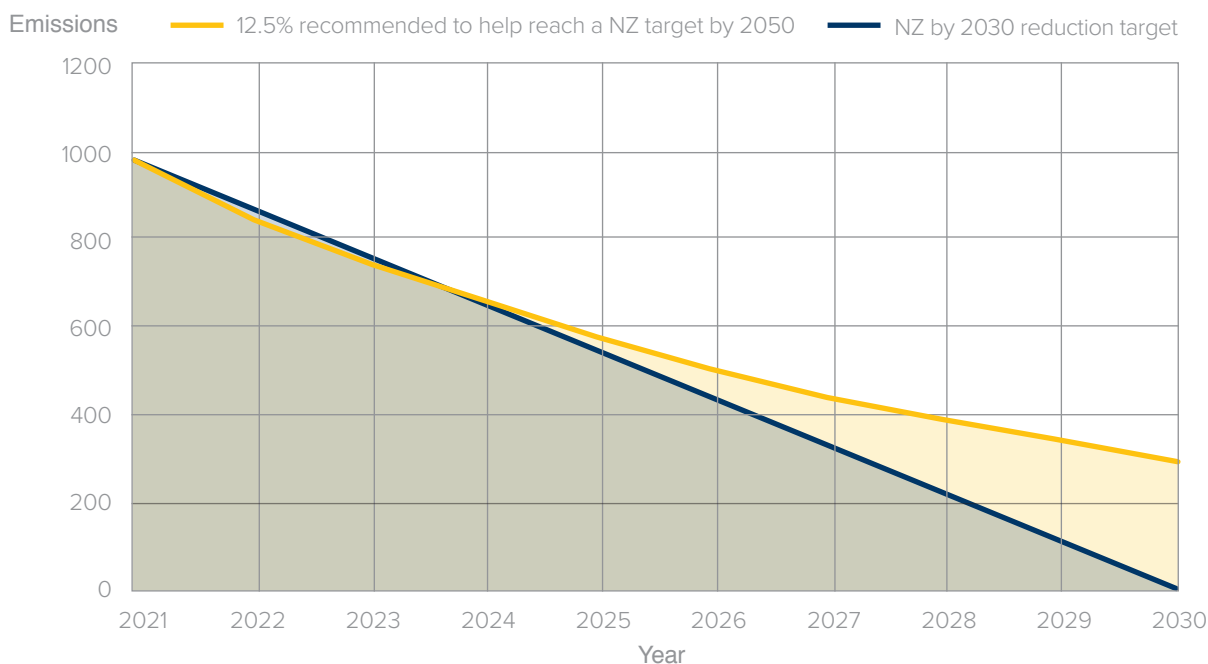
Emissions reduction targets

In order to continue our progress towards achieving Net Zero, we are committed to achieving the following carbon reduction targets:

- Reduce emissions associated with travel by 50% by 2026
- Set a minimum standard for EPCs in buildings through acquisition; BREAM; refurbishments etc
- Year on year carbon reduction with an aim to be zero carbon by 2030. This will include a significant broadening of the extent of scope 3 emissions reporting
- Reduce paper consumption by 60% by 2026
- Increase the percentage of recycled waste across all offices
- All offices to use 100% renewably sourced energy by 2026
- Reduce plastic consumption at all WBD locations
- Eliminate single-use plastic wherever possible, working in partnership with our suppliers including our catering contractor CH&Co

Progress against these targets can be seen in the graph below:

Projected Emissions (Current Reporting Scope)



Based on current scope of reporting, we would project that carbon emissions will decrease over the next five years to at least 497.3 tCO₂e (market based) by 2026. This is based on a reduction of 12.5% year on year and is a target set by the Planet Mark, who have certified our environmental performance for four years running. This represents an overall reduction of 48% on the current emissions figure (2020/21).

However it is important to note the projection above will be updated as a result of imminent changes to our scope of reporting, an integral element of our progression towards a Net Zero target by 2030. The current emissions reporting is primarily focused around scope 1 and 2 emissions, with a limited degree of scope 3 emissions reporting. We will broaden the scope 3 emissions and as a result expect to see a significant increase in the emissions numbers initially. This process will enable the firm to set further robust emissions reduction targets to reach our Net Zero commitment by 2030.

Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2019-20 baseline. The carbon emission reduction achieved equates to 587.3 tCO₂e, a 37% reduction against the 2019-20 baseline and the measures will remain in effect as we build on our environmental performance improvements to date:

- ISO 14001 certification, recognising a framework is in place for continuous environmental performance improvement
- EcoVadis Silver rating
- Completed refurbishment of a further two offices in Bristol and Plymouth, incorporating a full upgrade to LED lighting
- Installed PIR sensor lighting wherever possible at our offices, most notably a recent upgrade in our Southampton office
- Significant investment in video conferencing technology at our offices
- Upgrade to Microsoft Teams and enhanced remote working technologies to help reduce the requirement for travel
- Implementation of a robust travel policy
- Initiatives such as the TravelWest survey, aimed at understanding how colleagues commute and identify sustainable commuting options for consideration. This was rolled out in our Bristol office

In the future as we continue our progress towards a Net Zero target, we have a number of proposed projects that will aid us on this journey. These include:

- Broadening the extent of our scope 3 emissions reporting. To facilitate a more comprehensive assessment of the emissions associated with our supply chain, we will introduce an enhanced and robust procurement strategy
- Reconfiguration of our space in the Leeds office, reducing our footprint wherever possible and enhancing our energy efficiency at that location
- We have recently announced a planned relocation of our Newcastle office to a BREEAM building ([The Spark | Our Vision | Newcastle Helix](#)) that will meet the Fitwel standard, supporting a healthier workplace environment and improving occupant health and productivity. In this office we will be using geothermal activity to help heat and cool the building through a network of underground pipes. This helps to eliminate carbon emission (associated with Scope 2). Almost half of the firm (450 staff) will be based across 37,547 sq. ft of the new building
- Taking all opportunities to review and rationalise our office footprint in light of our new hybrid working model, helping to significantly reduce our emissions
- Working closely with our Mechanical & Electrical Services consultants to monitor, assess and review our assets and plant - identifying any further opportunities to increase energy efficiency in our operations
- Installation of LED lighting at our head office in London, ensuring all our offices are fully LED
- Installation of further electric vehicle charge points at more sites, with a view to increasing our electric fleet of vehicles
- Rolling out of a new online environmental training platform, aimed at further raising awareness and engagement amongst colleagues at WBD
- Implementing reporting on commuting emissions for all of our 1000+ colleagues. This will work in conjunction with an awareness campaign centred on sustainable commuting alternatives

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 Womble Bond Dickinson (UK) LLP management board

Signed on behalf of Womble Bond Dickinson (UK) LLP



Date: **30 September 2021**
