

Environmental & Sustainability Policy

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Introduction and purpose

At Wotton + Kearney we take seriously our role as a responsible global citizen. We are committed to understanding and reducing our environmental impacts, promoting sustainability, and achieving continuous improvement in our environmental performance across the business. Our commitment to this extends beyond all relevant legal requirements.

This policy details the activities in our organisation which contribute to our environmental impacts, as well as our activities to mitigate these impacts.

We report on our performance annually, including through the public reporting of the Australian Legal Sector Alliance (AusLSA), an industry-led association working collaboratively to promote best practice sustainability commitments and performance across the legal sector, through EcoVadis, a sustainability ratings provider based on international sustainability standards, and through Climate Active carbon neutral certification.

Our environmental impacts

As a professional services organisation, our impacts on the environment are not as significant as other sectors. We have identified that our key environmental impacts relate to:

- Electricity consumption
- Paper use
- Business travel
- Waste to landfill
- Sustainable products

Our commitment

Our commitment to environmental sustainability is supported by our Executive Team and Board.

Our Board-approved Climate Action Plan details 5 key commitments:



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Our environmental management plan includes monitoring, reducing and reporting our impacts in these areas. Our actions (listed below) form the basis of our reporting framework for the monitoring and review of our environmental performance.

Our Actions

Electricity consumption

Through use of energy saving power settings, Follow-Me printing, our Paper-Lite project, efficient lighting and server virtualisation, we aim to reduce as much electricity consumption as possible. We further commit to developing a greenhouse gas emissions reduction plan and setting Net Zero targets.

Paper use

Through our Paper-Lite project and Follow-Me printing, we aim to keep our paper usage to a minimum. Our use of dual monitors also reduces the need for additional hard-copy documents. We further commit to ongoing monitoring of our paper use and setting paper use targets.

Business travel

We aim to travel only when necessary. We commit to offsetting 100% of carbon emissions from business travel through accredited carbon offsetting programs that deliver tangible social and environmental outcomes.

Waste to landfill

W+K will adopt a 'circular economy' to manage waste and will ensure that the environmental impact of our operations and goods consumed in the delivery of legal services to our clients is minimised, as detailed in our Environmental Management Plan. We further commit to engaging with landlords or third parties for managed disposal of e-waste.

Sustainable products

We aim to use sustainable products that are ethically sourced, manufactured using environmentally friendly processes, and/or have a reduced negative impact on the environment throughout their lifecycle.

We aim to use office supplies and consumables that are eco-friendly and sustainably produced. This includes paper products made from recycled materials, environmentally safe cleaning products, and energy-efficient office equipment. As part of our process of continuous improvement, we have replaced some consumables with more environmentally friendly alternatives.

We have implemented a Supplier Sustainability Questionnaire to assist in considering the impacts of purchased products in our supply chain.

This policy is made available through our staff intranet and is published on our website. The outcomes of the implementation of this policy is evident from our annual sustainability reporting.

This Policy will be reviewed annually.



Date: 28 November 2023

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