

2024 - 2027
Environment

Strategy





Mishcon de Reya, as a leading international law firm, and as a collection of committed individuals, takes its responsibility seriously. Our environment strategy, outlined in this document is part of a series of strategies forming our responsible business commitment. It reflects our values, our commitments and our challenges.

It is why Lord Mishcon served in the Wolfenden Committee, helping decriminalise homosexuality in 1967.

It is why we defended Deborah Lipstadt in her historic case against holocaust denial.

It is why we fought for Gina Miller, to prevent the prorogation of parliament in 2019.

This belief in the need to play an active role in society is why our core values uphold a culture which thrives on diversity, respect for the individual and acting with integrity. Since the creation of our core values in 2000, we have, amongst other things:

- Founded Pink Law to improve legal access for LGBTQIA+ communities.
- Set up and chaired the SMI Legal Task Force to help make sustainability a reality and a priority.
- Partnered with U-Go in their mission to fund higher education for women in lower income countries.

Responsible business is part of our DNA, with a commitment to create a future that is fair, equitable and environmentally sustainable.



Matt Meyer

Partner and Chair of the Responsible Business Board at Mishcon de Reya

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Our approach

Environment is one of the three core pillars of Mishcon de Reya's approach to Responsible Business and encompasses how we manage our operational environmental impacts, our leadership role in the profession in advancing the transition to net zero, and the support we offer to clients in understanding their environmental risks and opportunities.

At Mishcon de Reya, our purpose remains rooted in our core values. We have always been driven by an entrepreneurial, tenacious and socially conscious spirit: one that has embraced change in order to stay relevant and shape the future. We have always relished our role in public life and support causes and campaigns driven by our values. The efforts led by our Impact department to raise standards for social and business value creation, alongside their work in holding accountable those responsible for harm, exemplify the ethos of our firm. Additionally, our partnerships with environmental charities, academia and the scientific community to drive meaningful change underscores our firms' deep-rooted commitment to sustainability. Embracing and championing sustainability isn't just a part of our culture—it's ingrained in our core values.

Our business has changed significantly since we first published our Environment Strategy, previously referred to as our Climate Change Strategy.

We have merged with Taylor Vinters, added offices in Cambridge and Oxford, and expanded internationally with a branch office in Singapore and an association with Karas So LLP in Hong Kong. We have also grown the portfolio of our group businesses, made our first acquisition in the alternative legal services market by acquiring Flex Legal, acquired the group action claims management company Somos and are investing in more MDR Lab start-ups. It is not, though, just our business that has transformed; we are living in a world of far-reaching and profound change that requires us to anticipate the future and advise our clients by employing an even wider breadth of skills, knowledge and understanding.

Our Environment Strategy seamlessly integrates how we conduct our business. It guides our leadership role in the legal profession as we pursue initiatives to address climate change and directs our strategic litigation work in advancing environmental protection and holding those responsible for harm to account.

Within our own business, a central pillar of our approach to operating as a responsible business is to annually reduce our carbon emissions. We are actively working to achieve the most ambitious aim of the Paris Agreement, to limit global temperature rise to 1.5°C above pre-industrial levels.

We aim to achieve this through a three-step approach:

Reduce

Mishcon de Reya is dedicated to reducing emissions produced by our day-to-day operations, which have an impact on the environment. We have aligned with the Science Based Target Initiative (SBTi), the leading corporate climate target organisation that have helped us set robust targets to reduce our emissions on an annual basis.

In the short term, we aim to reduce our emissions 42% by FY 2030, with a long-term goal of achieving a 90% reduction by FY 2050 for our net zero target.

Every year, we capture our emissions data to accurately measure our carbon footprint. We will report annually on our carbon footprint and progress against our emissions reduction targets. In 2023, we partnered with Net Zero Now, a carbon accountancy platform, to allow us to enhance our data capture and report granular details on all our associated emissions across the firm. This analysis has given us in-depth detail, putting us ahead of the growing number of carbon-related standards and regulations, and enabling us to plan how to reduce our emissions in line with the firms' business strategy.

Capture

In addition to reducing our operational emissions, we are committed to offsetting 100% of our unavoidable emissions, which are the emissions we cannot reduce through our operations, every year, through nature-based carbon capture. We have invested in carbon capture and removals in support of the global transition.

In our view, there are significant challenges with many of the existing voluntary offsetting schemes. We propose to avoid these and, instead, pay for carbon equivalent to our emissions being sequestered through known innovative UK nature-based projects, which measure the carbon captured and deliver a positive social and environmental impact. To date this investment has gone to UK projects involved in peatland and wetland restoration, capturing carbon from the atmosphere and storing in for long periods in the soil.

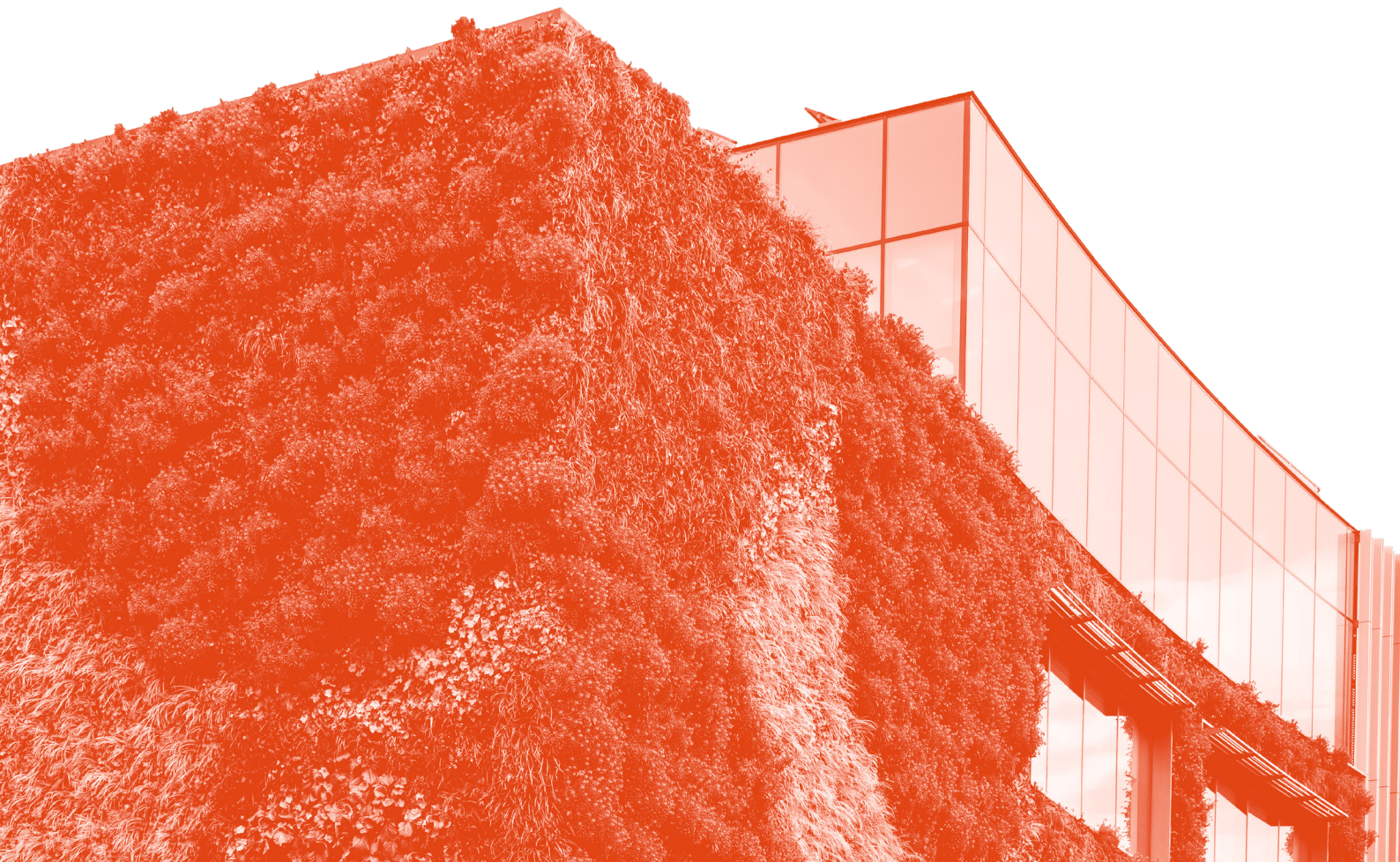
Catalyse

The firm works to enable its clients and people to drive transformation to mitigate and adapt to climate change, including with our suppliers. We are taking action to support:

Our people, by providing environmental volunteering opportunities and a sustainability app for enhancing personal sustainable practices.

Our clients, by advising on the implications of climate change, upcoming regulations and how to act to address them; by working with entrepreneurs in the development of innovative new technologies and markets; and using the law to hold those responsible for harm to account.

Our profession, by pursuing a strategy to catalyse the decarbonisation of the legal sector.



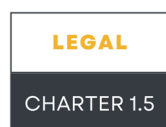
Our aim to support decarbonisation of the legal sector will be furthered through our engagement with:



Sustainable
Markets
Initiative

The Sustainable Markets Initiative Legal Taskforce

Mishcon de Reya is proud that Managing Partner James Libson chairs the Taskforce. The Taskforce brings together leading law firms with an international footprint and expertise across the full spectrum of legal services and industry sectors to amplify the contribution of lawyers and other legal professionals in using the law to help address sustainability and climate-related issues.



The Legal Charter 1.5

Mishcon de Reya is a founding member of the Legal Charter 1.5, an initiative which brings together a group of large commercial law firms to shift thinking and drive transformational change to mitigate the climate crisis.

net zero
lawyers
alliance

Net Zero Lawyers Alliance

Mishcon de Reya is a founding member of the Net Zero Lawyers Alliance, an initiative which mobilises commercial lawyers, law firms and the law to accelerate the transition to net zero.

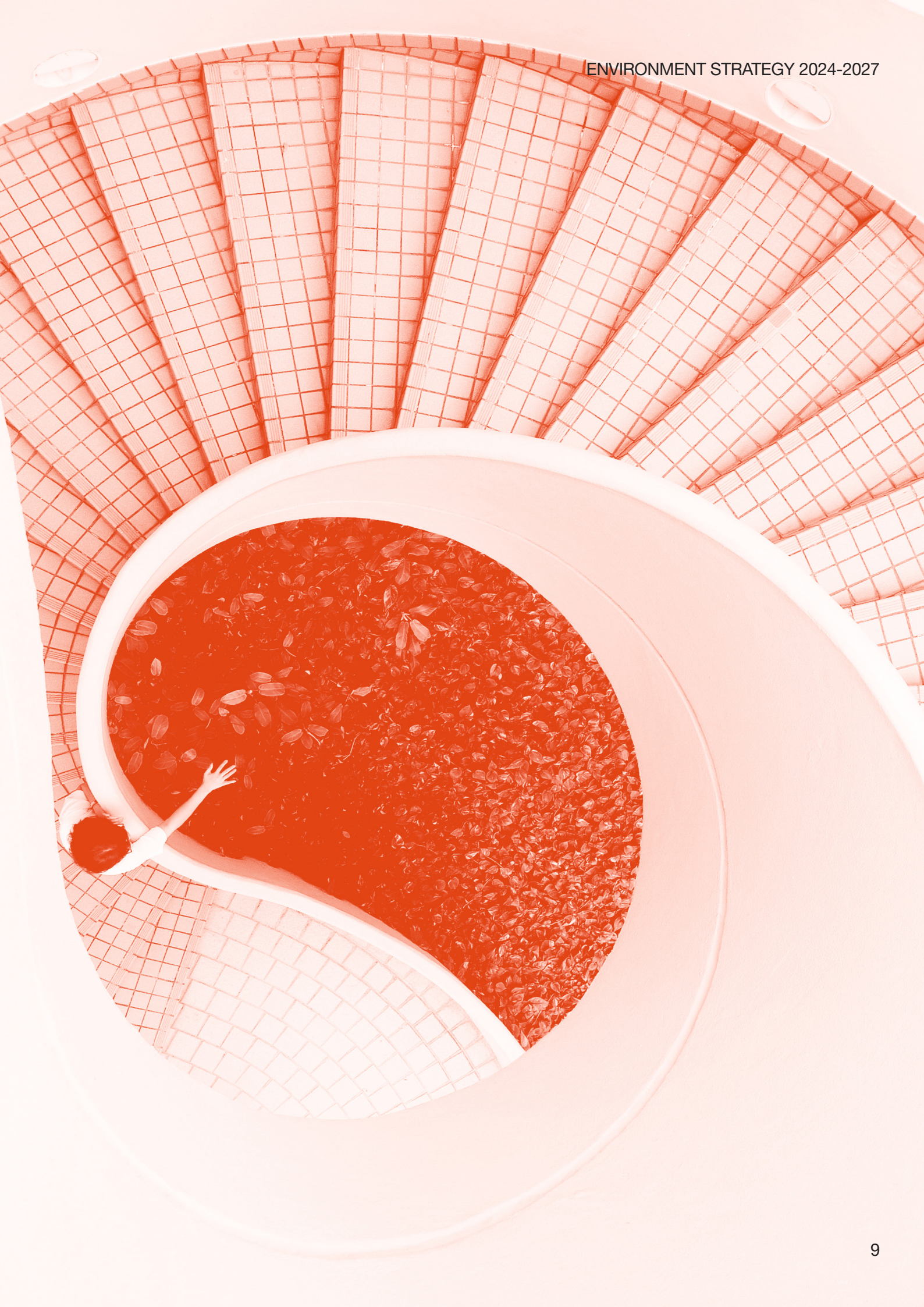
Climate Science and Law Forum

Mishcon de Reya, in collaboration with the London School of Economics and Political Science, Imperial College London, and Oxford University, founded the Climate Science and Law Forum to strengthen the conversation between climate litigators and climate scientists, and boost long-lasting interdisciplinary collaboration.



Greener Litigation

Mishcon de Reya is proud to be a founding member and chair of the Green Litigation Pledge, an initiative to reduce the environmental impact of dispute resolution. In 2024, Greener Litigation launched a **toolkit** designed to assist organisations in the legal profession in England and Wales to reduce their carbon footprint and embrace more sustainable practices through the litigation lifecycle.



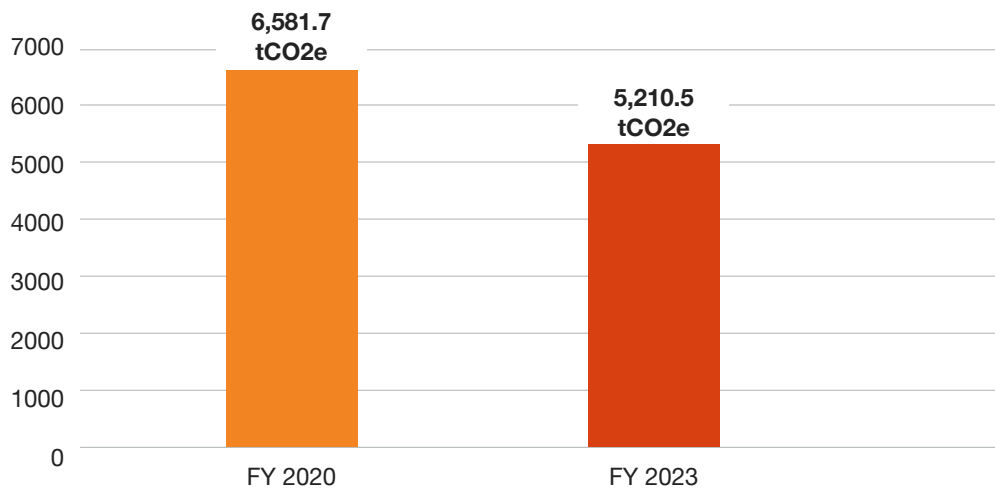
Reflecting on our progress over the last four years



Over the last four years, we have achieved a 20% reduction in our overall emissions from our FY 2020 baseline year which has been attributed in part to the impact of the COVID-19 pandemic, as well as through efforts championed by operational stakeholders across the business.

In 2023, we completed a merger with Taylor Vinters and recalculated our baseline year in line with the GHG protocol and SBTi reporting requirements. Our recalculated baseline year is displayed below:

- Our total recalculated greenhouse gas emissions for FY 2020 were: 6,581.7 tCO₂e
- Our most current greenhouse gas emissions for FY 2023 are: 5,210.5 tCO₂e



To meet our short-term science-based target, we need to reduce our emissions every year to 2030. We regularly review our business operations against our targets to determine how we can achieve these efficiencies.

We have integrated our reduction targets into our business plans including in relation to energy and office space, business travel and our supply chain.

In 2024, we developed and submitted our net zero target to the SBTi for validation, which aims to reduce our emissions 90% from our FY 2020 baseline year by FY 2050. Our net zero target is an extension of our short-term target which will ensure business decisions made today will reduce emissions over the following decades and engage future generations of employees, partners and suppliers to enhance our efforts in minimising the environmental footprint of our business.

Within the profession, we have shown our commitment to the global goal through our active membership and participation in the aforementioned legal initiative groups driving change and advancing the transition.

As a business, we have introduced a number of new policies and have updated our Environment Strategy, all of which enhance our commitment to operating in a sustainable manner and mitigating our environmental impacts.

The Environmental Taskforce

In 2024, we formed an Environmental Taskforce comprised of key stakeholders from across the business to ensure we provide an integrated approach to meeting our environmental objectives and commitments. The Taskforce focuses on operational action and enhancements with responsibility for:

- Monitoring progress against the firms' environmental commitments and targets
- Identifying opportunities for improvement and innovation in our sustainability efforts
- Developing and implementing initiatives to address environmental challenges and promote sustainability throughout the firms' operations
- Providing quarterly updates against progress made on firm commitments and targets which are reported to the Responsible Business Board.

We are proud of the achievements we have made on our progress over the last four years, which you can read more about in our Responsible Business report available on [mishcon.com](https://www.mishcon.com).

The Environmental Taskforce members are:



Barry Abbott-Trangmar
Business Services
Manager



David Robinson
Facilities Manager



Harriet Gordon-Lee
Technology Portfolio
Advisor



Jasmine Henricson
Sustainability Manager



Kevin Duffy
Facilities Manager



Martin Humm
Facilities Manager



Michael Davies
General Risk and
Compliance Manager



Russell Blake
Catering Manager



Saqib Chaudry
Procurement Manager

Roadmap for the next three years

We have long been focused on promoting greater sustainability practices throughout our business at every level. However, there is always more for us to do to promote sustainability across the business.

We will encourage all our colleagues to work towards this goal as well, advocating for and championing sustainability in all its aspects. It is the responsibility of our partners and business leaders to set an example. This includes implementing focused initiatives and targets to drive change, as well as forming a plan against which we can hold ourselves accountable and measure our progress.

Moving forward, we are taking action to support our environmental commitments through:



Our People, by providing environmental training to help embrace sustainable practices at work and also in their personal lives.



Our Profession, by taking a leadership role through our active engagement and support of environmental legal sector initiatives including the Legal Charter 1.5 **Matters & Mandates** classification initiative, the Legal Charter 1.5 **Advised Emissions initiative**, and the Sustainable Markets Initiative Legal Taskforce's climate training programme.



Our Clients, by advising on the implications of climate change, upcoming regulations and how to act to address them; by working with entrepreneurs in the development of innovative new technologies and markets; and using the law to hold those responsible for harm to account.

We aim to bolster the following initiatives during the next three years:

Carbon Reduction Plan

This year, we developed and published our Carbon Reduction Plan, which outlines how we aim to achieve our emission reduction targets and environmental commitments.

Our primary focus will be the comprehensive rollout of our Carbon Reduction Plan, dedicated to implementing and executing emission-reducing initiatives across all areas of our operations that we can track, measure and report against. The Carbon Reduction Plan serves as the compass for the Environmental Taskforce's endeavours and initiatives. By fostering transparency, accountability, and continuous improvement, our Environmental Taskforce plays a pivotal role in driving innovation and championing initiatives that not only reduce our carbon emissions in line with our Carbon Reduction Plan, but also align with our broader corporate responsibility objectives.

The Carbon Reduction Plan focuses on the key impact areas of our carbon footprint. This includes our supply chain, business travel, energy consumption, and waste. We will engage with each area to identify initiatives to deliver meaningful reductions. Additionally, we will explore innovative approaches to sustainable operations across all areas of our business.

Our Carbon Reduction Plan is pivotal in advancing our progress towards both short-term and net zero emission targets, as well as embedding sustainability practices in all areas of business planning. Details of our Carbon Reduction Plan can be found on our website, [mishcon.com](https://www.mishcon.com).



Offsetting

We will continuously review opportunities related to offsetting approach and monitor best practices to identify areas where we can have the most influence. By embracing innovation and staying vigilant in our pursuit of sustainability, we strive to contribute positively to decarbonising the planet and limiting global temperatures.

Regulatory landscape

We will proactively address emerging regulatory requirements and prepare for the implementation of reporting requirements such as the Task Force on Climate-related Financial Disclosures (TCFD) and the Task Force on Nature-related Financial Disclosures (TNFD). By aligning with these reporting standards proactively, we aim to enhance transparency, accountability and sustainability reporting standards within our organisation. Through strategic planning and collaboration, we are committed to staying ahead of regulatory requirements and demonstrating our commitment to responsible environmental stewardship.

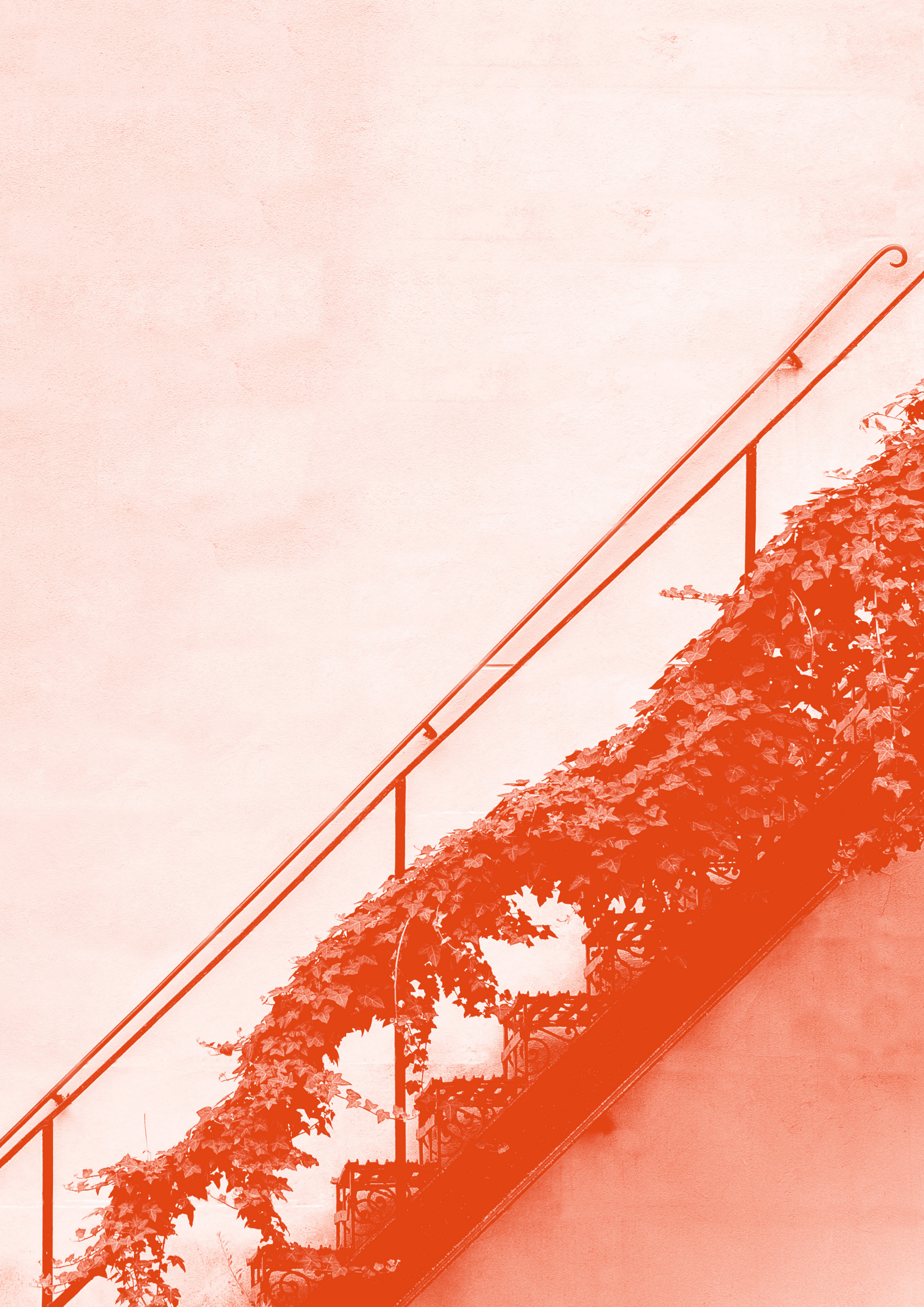
As well as taking a proactive approach for our material regulations as a business, we work with our clients to provide strategic advice in relation to ESG. Impact supports clients in navigating the complex ESG landscape, managing their legal, regulatory and reputational risks and challenges related to social and environmental issues. Additionally, our Impact litigation team remains dedicated to advocating for equity and justice by holding accountable those who infringe on ESG rights. Furthermore, our majority stake acquisition of Somos, a global group actions management business, signifies our commitment to developing environmental claims for collective redress.

Climate training

We are in the process of developing climate and environmental training programmes for our employees, reflecting our commitment to supporting our people and collectively minimising our environmental impacts. The training course aims to raise awareness, build knowledge and empower our workforce to act more sustainably in their daily activities. By providing our employees with the tools and resources they need to make informed decisions and reduce their environmental footprint, we will foster a culture of sustainability and collective responsibility.

How we will measure progress

In addition to reporting annually on our GHG emissions, we are committed to reporting against our environmental commitments annually in support of our dedication to accountability and transparency. These reports will identify not only progress made but also where we have fallen short of our ambitions and outline how we will look to make the appropriate improvements. Our latest report can be found on our website, [mishcon.com](https://www.mishcon.com).



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