

**Environmental and Energy Policy
Statement**

Introduction

The Irwin Mitchell Group recognises the need to make our own contribution to good environmental, sustainability and energy practices and as such commit to comply with ISO 14001:2015 and ISO 50001:2018 and all applicable compliance obligations. Additionally, we recognise that many of our clients, colleagues and suppliers share our commitment to best practice in environmental management and governance.

We commit to protect the environment and achieve continual improvement in energy performance and environmental management.

Policy

To manage the firm's impact on the environment, the following objectives have been set in addition to supporting UN Sustainable Development Goal 13 on climate action:

- Raise awareness of environmental and energy management responsibilities by communicating with everyone in the Group
- Energy consumption will be minimised through the use of automated IT energy saving solutions, switching off idle machines and limiting unnecessary operation. Raising staff awareness of the need to conserve energy by 'switching off'
- Measure and take action to reduce the carbon footprint of work related travel
- Offering a cycle to work scheme for Group employees to encourage a reduction in the impact of personal travel to work
- Control paper usage across the Group, utilising initiatives such as increased electronic communication to limit paper usage
- Prevent pollution and protect the environment by minimising waste and develop and operate environmentally sound waste management and recycling procedures
- Work to build relationships with suppliers who operate effective environmental practice
- Maintain the grounds and buildings of IM in an environmentally sensitive way
- We will meet compliance obligations, including legal requirements, applicable to our environmental and energy management
- Our energy and environmental objectives and targets will be formally set and reviewed making resources available to achieve these targets
- Our energy management system will support the purchase of energy efficient products and services and work towards energy performance improvement
- We will monitor, measure and review our progress against the objectives on at least an annual basis to facilitate an ethos of continual improvement.

Division of Responsibility

Partners, Directors and Employees (Individuals)

All individuals are responsible for familiarising themselves with the contents of this statement. All individuals have a very important role in co-operating with those responsible for safeguarding the environment. Individuals are required to abide by rules and requirements made under the authority of this policy. All individuals are expected to understand the environmental aspects of their activities to establish objectives and procedures to minimise environmental impact and ensure legislative and regulatory compliance.

Line Managers (including all Partners, Directors and employees with line management responsibility).


Line managers are responsible for ensuring this statement is adhered to.

Operations

It is the responsibility of the Operations Team to ensure the policy is kept under review and monitored at regular

intervals and at least annually to ensure its validity and effectiveness.

Signed

A handwritten signature in black ink that reads "Andrew Tucker". The signature is written in a cursive style with a long horizontal stroke extending from the end of the name.

Andrew Tucker
Group Chief Executive
November 2021