

Environmental Policy

1 Introduction

Environmental sustainability is important to Irwin Mitchell and our colleagues, clients and communities. It is a priority focus area of our Responsible Business strategy and is fundamental to our ambition of being recognised as a leading responsible business.

The Irwin Mitchell Group is committed to upholding the highest standards of environmental protection and demonstrating leading progress towards the objectives underpinning our environment strategy, including our commitment to achieving Net Zero by 2040.

We commit to protect the environment and to the continual improvement of our environmental and energy performance. We will ensure sufficient information and resources to support our environmental targets.

This policy, along with information about our environmental commitments and objectives, are made available to our colleagues, clients and wider stakeholders via the Irwin Mitchell website and colleague intranet.

2 Our Policy

The following objectives have been set to manage the environmental impacts of our organisation.

2.1 Reporting and certifications

- Comply with the ISO 14001: 2015 – Environmental Management and ISO 50001: 2011 Energy Management certifications in addition to all relevant environmental legislation
- Use our management systems to measure and report on the energy and environmental performance of our organisation
- Regularly review (annually as a minimum) the metrics and measures used to evaluate our environmental performance
- Publish information on progress towards our key objectives at least annually via our Responsible Business report and audited accounts.

2.2 Greener workspaces

- Switch to renewable energy tariffs wherever possible for our properties
- Minimise energy consumption via automated IT energy saving solutions and positive behaviour change relating to energy efficiency
- Our energy management system supports the purchase of energy efficient products and services and encourages performance improvement
- Control paper usage across the Group, including by the continued adoption of digital solutions
- Prevent pollution and protect the environment by minimising waste and using effective waste segregation and recycling procedures
- Maintain IM buildings and grounds in an environmentally sensitive way.

2.3 Business travel

- Measure and monitor the carbon footprint of work-related travel and take action to control these impacts
- Provide guidance to colleagues on reducing the impacts of business travel
- Offer a cycle to work scheme for Group employees to encourage a reduction in the impact of commuting to work.

2.4 Supply chain

- Assess the environmental performance of key suppliers by evaluating them against the IM Supplier Code of Conduct
- Work with our suppliers towards mutual environmental sustainability objectives
- Capture supplier-specific data on environmental impact where possible and in support of our Net Zero by 2040 target.

2.5 Stakeholder engagement

- Seek opportunities to work with our clients on their environmental aims where appropriate
- Raise awareness of environmental and energy management responsibilities by communicating with all colleagues in the Group
- Demonstrate our commitment to high environmental standards in our communities
- Collaborate with external organisations on sustainable development. For example, Irwin Mitchell is a signatory to the United Nations Global Compact and we align our activities with the 17 Sustainable Development Goals (“**SDGs**”).

3 Division of Responsibility

3.1 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.

3.2 Line Managers (including all partners, directors and employees with line management responsibility)

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

3.3 Responsible Business

It is the responsibility of the Responsible Business team to ensure the policy is kept under review and monitored at regular intervals (at least annually) to ensure its continued validity and effectiveness.

Signed



Craig Marshall
Group Chief Executive
November 2024

Document History

Version	Date	Changed by	Description/Change Details	Next Review Date
1	September 2019	DPU	Rebrand	September 2020
2	December 2020	Operations Director	Updated ISO versions and confirming resources made available for energy and environmental objectives and targets	November 2021
3	November 2021	Operations Director	Updated to include reference to SDG13	October 2022
4	November 2022	Louise Needham	Updated to align with latest Group environmental targets and objectives	November 2023
5	September 2023	DPU	Full review, rebrand and update hyperlinks to Sharepoint	November 2024
6	November 2024	Louise Needham	Change to policy title and updated to align with latest Group organisation structure	November 2025

Business Owner	Director of Responsible Business & Sustainability
Application	Group Wide