



VWV's Environmental Management Policy

Context

We are a full service law firm with offices in Birmingham, Bristol, London and Watford.

Activities that lead to our main environmental impacts include:

- Our offices - energy, water and resource use at our offices;
- Our employees - employee travel and subsistence conducted during their employment with us and commuting to and from home; and
- Our suppliers - the environmental impacts caused by the activities of our suppliers.

Statement of Intent

We recognise that responsible environmental management contributes to the reduction of impact, the success of our business and meets the expectations of our stakeholders both internally and externally. Addressing the global climate change challenge is an important priority for our business. The protection, development and conservation of the environment in which we live in is important to us and, as such, we are committed to conducting all of our activities responsibly.

As a minimum we will:

- Protect the environment in which we operate by complying with applicable environmental laws, directives and regulations, minimising the risk of contamination, accidents or fugitive emissions (for example refrigerants);
- Limit depletion of natural resources through prioritising sustainable sourcing and conducting reuse and recycling activities where possible;
- Conduct responsible water stewardship;
- Aim to conserve biodiversity;
- Conduct responsible energy use; and
- Be proactive in the responsible management of our waste.

We will achieve this by certifying our environmental management systems to international standards, promoting a firmwide culture of collaborative environment responsibility, setting targets and by measuring, monitoring and reporting on our environmental performance. We will endeavour to be transparent about our environmental performance with both our internal and external stakeholders.

Scope

This policy applies to all of our operations based at our office locations in Birmingham, Bristol, London and Watford.

Our climate change statement is recorded in a separate document.

Responsibilities

Environmental Management

- We maintain responsible environmental management systems including the maintenance of our ISO 14001 certification of our operations.
- We will:
 - Annually review our environmental management procedures and maintain our accreditation;
 - Promote a culture of good environmental practice and incident prevention in all of our offices; and
 - Provide the required training and development facilities to ensure that employees who are tasked with environmental roles have the required capabilities to fulfil their roles.
 - Engage with our internal and external stakeholders to understand their expectations in relation to our environmental management and performance and strive to meet those expectations, where practicable.
 - Aim to be open and transparent about our environmental management and performance.
 - Develop and maintain a system of key performance indicators and targets, and utilise this to report and monitor our performance to the Management Board; and
 - Regularly report on our environmental performance to internal stakeholders and through our website.

Water Stewardship

We will take appropriate measures to help ensure water is conserved and used efficiently in our offices where practicable.

- We will access and use water without intent to compromise water resources by:
 - Facilitating and encouraging water reuse, recycling and responsible use; and
 - Maintaining responsible water management systems.
- We will strive to prevent harm to the local environment by:
 - Minimising water waste;
 - Maximising water recycling and reuse opportunities; and
 - Encouraging an internal culture of water conservation.

Responsible Energy Use

- We will explore the use of energy from renewable sources by:
 - Assessing renewable energy options when entering into direct energy use contracts and arrangements;
 - Working with and encouraging our facility and office providers to use renewable energy where practicable; and

- Encouraging suppliers and other third parties that work with us to adopt the use of renewable energy sources where reasonable.
- We will regularly examine our activities and look for ways to reduce energy by;
 - Committing the necessary organisational resources both internally and through the use of advisors on energy management;
 - Regularly examining the firm's use of technology within our office-based activities for energy saving opportunities;
 - Working with suppliers and service providers to reduce our energy use intensity within our offices;
 - Fostering a culture of energy use awareness through internal communications and initiatives to reduce energy use; and
- We will be open and transparent about our energy use with stakeholders by:
 - Engaging with internal and external stakeholders about our energy use management and performance;
 - Regularly reporting and communicating our energy management approach, use, and intensity performance to internal and external stakeholders.

Efficient Use of Resources and Waste Minimisation

We will take appropriate measures to help ensure that resources are used efficiently, keeping waste to a minimum, and adopting the following principles of responsible waste management:

- 1 **Prevent or reduce** – to reduce the amount of waste materials being produced;
- 2 **Reuse** – where possible, to reuse an item in order to eliminate the use of resources in making new items;
- 3 **Recycle and recovery** – to collect and reprocess waste;
- 4 **Disposal or destruction** – to send waste, pre-treated where necessary to minimise environmental impacts, to landfill or for destruction (for example incineration).

We commit to conduct all of our waste management, reuse and recycling activities in line with this approach and to encourage our business partners, particularly within the supply chain, to be similarly aligned.