



Environmental Statement

Our commitment is to:

- Continuously improve our environmental performance and to integrate recognised environmental management best practice into our business operations.
- Reduce our consumption of resources and improve the efficient use of those resources.
- Measure and take action to reduce the carbon footprint of our business activities to meet our published objectives and targets.
- Manage waste generated from our business operations incorporating reduction, re-use and recycling in accordance with the principles of the waste hierarchy.
- Manage our business operations to prevent pollution.
- Give due consideration to environmental issues (such as biodiversity) and energy performance in the acquisition, design, refurbishment, location and use of buildings.
- Ensure environmental, including climate change, criteria are taken into account in the procurement of goods and services.
- Comply as a minimum with all relevant environmental legislation as well as other environmental requirements to which the firm subscribes.

To meet our commitments, we will:

- Provide the Management Team oversight and review of environmental policies and performance, and allocate resources for their effective direction and implementation.
- Monitor key objectives and targets for managing our environmental performance at least annually.
- Engage with stakeholders, including communicating internally and externally our environmental policy and performance on a regular basis.
- Communicate the importance of environmental issues to our people.
- Work together with our people, service partners, suppliers, landlords and their agents to promote improved environmental performance.
- Promote appropriate consideration of sustainability and environmental issues in the services we provide to our clients.
- Review our environmental policy regularly.

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