

# EMEA Sustainability policy

June 2024

**Norton Rose Fulbright LLP commits to addressing sustainability issues through all aspects of its business from procurement, operations and governance through to the provision of best practice legal services and support to its clients and staff.**

We are signatories to the UN Global Compact and the Science Based Targets initiative and are committed to taking action to support United Nations Sustainable Development Goal 13: Action on climate change. These environmental objectives sit alongside our other responsible business commitments which includes diversity, equity and inclusion, social impact and pro bono.

Our key areas of focus include (but are not limited to) the following:

## **Governance**

Our Management Committee and Head of Sustainability define our overall approach and strategic priorities. They are responsible for ensuring that the necessary organisation and resources exist to facilitate the achievement of our objectives and targets. Our Sustainability Committee consists of volunteer representatives from all areas of our business, and oversees the implementation of our sustainability policy, reporting directly to the firm's Management Committee.

## **Compliance**

The firm complies with all applicable laws and regulations relating to the sustainable performance of its business and seeks to employ best practice in all areas of operations including the provision of legal services. Environmental risks and opportunities are identified, prioritised and managed appropriately.

## **Targets and reporting**

We are signatories to the UN Global Compact and the Science Based Targets initiative. Norton Rose Fulbright LLP has approved near and long-term science-based emissions reduction targets with the SBTi.

We measure all aspects of our sustainability performance and report annually on our greenhouse gas emissions and carbon reduction measures. These are regularly reviewed and will be subject to independent verification.

## **Greenhouse gas reduction**

Our key impacts arise from waste generation, energy use, business travel and resource consumption. We continually seek to minimise and reduce our impacts as part of our carbon reduction programme. This includes our procurement, operations, facilities management and employee teams. Travel is a key source of emissions and, working with our travel partners, we are implementing travel policies to reduce our impacts from flying and requiring that sustainable alternatives are utilised wherever possible.

## **Consumption**

We seek to reduce our consumption through the use of renewable power sources where available and implementing energy efficiency measures throughout all our facilities including IT and water, and minimising and recycling waste including food waste wherever possible.

## **Procurement**

We take into account the environmental credentials of suppliers when awarding contracts and consider environmentally responsible alternatives to the products and services that we procure. We aim to engage with our supply chain to reduce our Scope 3 carbon emissions.

## Employee engagement

We actively encourage our staff to participate in volunteering and other sustainability activities. We have a representative employee Sustainability Committee which meets regularly to discuss all matters relating to the firm's sustainability management and to encourage employee and stakeholder engagement. The committee reports its findings and makes recommendations to our management on sustainability activities and potential innovations.

## Nature and biodiversity

Through our responsible business and employee engagement activities, we encourage engagement in nature based and biodiversity activities as part of our volunteering and charitable initiative programmes.

## Client engagement

In addition to the professional services we offer in this area, we seek to share our policy objectives and engagement initiatives with our clients as appropriate and through memberships of sustainability professional organisations where collaboration and engagement is actively promoted.

## Communication

We will review this policy and report on our sustainability objectives on an annual basis.

## Contacts

---



### Caroline May

**Head of Sustainability, EMEA;  
Head of Environment, health and safety,  
EMEA; Partner, London**

+44 20 7444 3251

[caroline.may@nortonrosefulbright.com](mailto:caroline.may@nortonrosefulbright.com)



### Peter Scott

**Managing Partner, EMEA, London**

+44 20 7444 3834

[peter.scott@nortonrosefulbright.com](mailto:peter.scott@nortonrosefulbright.com)