

Policy Document

Sustainability and Environmental Policy



Key requirements

Osborne Clarke LLP is committed to protecting the environment, preventing pollution and complying with our legal and other sustainability obligations as a minimum. This includes environmental, social and ethical obligations.

We are committed to continually improving our environmental performance and reducing our carbon emisisions in line with science-based targets:

- We have set a near term target to achieve a 50% absolute reduction in greenhouse gas emissions from a 2019-20 baseline by 2030, across scopes 1, 2 and 3.
- We have set a long-term target to achieve net-zero carbon emissions, with science-based targets, by 2040 at the latest, across scopes 1, 2 and 3.

Within our OC for Good framework we have a documented sustainability strategy and Milestone Plan detailing these headline targets, sub-targets and the steps we are taking to achieve them.

Why do we have this policy?

At Osborne Clarke we recognise the destructive impacts of climate change on our society and the natural world, and we want to be part of the growing group of businesses that are taking the action that climate science says is necessary.

Our most significant environmental impacts, and the majority of our carbon emissions, are embedded in the goods and services that we purchase in the running of our firm. The way that we travel, both as commuters and on business, also leads to emissions from combustion of fossil fuels, and impacts on air quality. The waste generated as a result of our activities, and our role in the circular economy, is also a priority focus.

This policy outlines Osborne Clarke's overall intention to operate an environmentally sustainable business, and the frameworks we have in place for action.

Who is responsible?

All our people have a role to play, and there is an expectation that sustainability impacts are considered in all decision making. We have a formal governance model that ensures leadership, accountability and employee participation in our environmental programme and sustainability strategy. The two main bodies have distinct terms of reference but work together, supported by a Sustainability Manager who has day to day responsibility:

Body	Membership	Role
Sustainability Steering Group	Partner Chairperson; Executive Board member; Operations Board member; ; Chief Finance Officer; Procurement lead; OC Planet member; Head of Responsible Business; Sustainability & Reporting Manager; ESG Analyst; Net Zero Programme Manager; Consultant	Determines strategic priorities in relation to sustainability. Reports to the Executive Board and Operations Board on progress and recommendations.
OC Planet	Co-chairs (x2); Committee Co-ordinator; Communications rep; Learning & Skills rep; External Engagement rep; Communities & Outreach rep; Client Relationship rep; Food & Catering rep;	Represents employees and partners to the Steering Group. Delivers opportunities for all colleagues to engage with sustainability.



Date from which policy is active:

01 April 2025

Date of next policy review:

01 April 2026

Owned by:

Sustainability Steering Group

Location:

UK

Role:

All employees and partners

Guidance and Assistance:

For more information about OC's sustainability governance model, our sustainability strategy and how we are performing against our commitments, please [contact the Responsible Business team](#).

This document will be reviewed by the policy owner periodically for compliance with policies, standards and any other requirements, and to ensure it accurately reflects the context and strategic direction of the firm.

Printed copies may be out of date

Policy Document
Sustainability and Environmental Policy



	Travel & Transport rep; Circular Economy rep; Partner Champions (x2)	Communicates about environmental issues via appropriate internal or external channels, with support from the Communications team.
--	--	---

