



ENVIRONMENT POLICY

August 2025

Kennedys is committed to environmental sustainability and aims to align to a sustainable future. This policy outlines how, as a Firm, we tackle our impact on the environment, as well as our accountability and transparency.

It applies globally and includes people working at all levels, including partners, chief officers, employees, consultants, contractors, work experience students, casual workers, and agency workers (collectively referred to as 'you' in this policy). It is available to all our people on the Firm's intranet.

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PURPOSE AND SCOPE

This policy sets out the commitments and approach the Firm takes in relation to the shared environment. It covers how we measure and track our carbon emissions, our carbon reduction targets, our practices to reduce resource consumption, and our work to engage our people and our clients in our environmental agenda.

OVERVIEW

As a global law firm, we recognise the impact of our activities on the environment and understand the significance of a changing climate. We are committed to reducing emissions and improving our environmental performance.

We are a member of the United Nations Global Compact (UNGC) and have prioritised five of the UN's Sustainable Development Goals (SDGs). One of our priority goals is SDG 13: Climate Action. To help us address this goal, we have set emissions reduction targets in line with the latest climate science, and are engaging our people and our clients throughout our carbon reduction activities.

In the UK we are accredited to ISO 14001, which provides a framework for organisations to set up an effective environmental management system. We aim to uphold similar standards across all of our global offices.

CARBON REDUCTION COMMITMENTS

In 2022, our near-term carbon reduction targets were validated by the Science Based Targets initiative (SBTi), to which we committed to reducing:

- Scope 1 and 2 emissions, such as those produced through heating our buildings and purchasing electricity, by 70% by FY2030 from a FY2020 base year.
- Scope 3 emissions, such as those produced through business travel and across our supply chain, by 28% by FY2030 relative to a FY2020 base year.

In 2024, our net zero target was validated by the SBTi, which commits the Firm to reducing its emissions by 90% by the year 2040 relative to a FY2020 base year.

To meet these targets, we are focusing our efforts on our emission hotspots, which include emissions derived from our supply chain, business travel, employee commuting, and purchased electricity.

We are taking action in these areas by:

- Having a dedicated Head of Sustainable Procurement who is responsible for managing and reducing emissions derived from our suppliers.
- Revising our Business Travel policy to align with our emission reduction targets.
- Collecting quantitative and qualitative employee commuting data and encouraging our employees to travel to work via sustainable means.
- Procuring renewable electricity.

We measure our carbon footprint annually and track progress against our carbon reduction commitments. Each year we publish a carbon footprint as a representation of the Firm's total greenhouse gas emissions.

LOOKING AHEAD

Our priorities for 2025 - 2028 include:

- Increasing the percentage of emissions data received from the supply chain through 1:1 engagement with suppliers, moving away from reliance on spend-based data to calculate Scope 3 emissions, therefore improving the overall accuracy of our carbon footprint.
- Engaging suppliers in our decarbonisation journey to encourage them to reduce their emissions.
- Implementing a global business travel platform, incentivising fewer journeys and where journeys are necessary, encouraging travel via the most sustainable means.
- Increasing our employee commuting survey completion rate to 60%.
- Working with our Procurement and Facility teams, where feasible, sourcing all global electricity via renewable means. Additionally encouraging responsible energy consumption.
- Working to reduce, reuse and recycle so that we minimise waste from our operations that goes to landfill and incineration.
- Continue to educate and upskill our people on environmental matters through training, our annual Climate Action Campaign, and the recruitment of Climate Champions.

MONITORING

This policy is reviewed annually (or when there is a significant change to our processes or compliance obligations within the workplace) by our Sustainability and Environmental manager and HR.

OTHER RELATED POLICIES

This policy is supported by other policies, including but not limited to:

- [Global Responsible Business policy](#)
- [Global Responsible Procurement policy](#)
- [Global Business Travel policy](#)