



Ashurst

UK Carbon Reduction Plan

October 2025

Outpacing change

Commitment to achieving Net Zero

Ashurst is committed to achieving Net Zero emissions by 2050

Ashurst has committed to near- and long-term science-based targets and intends to disclose its progress against these targets, which have been approved by the Science Based Targets initiative (SBTi).

Ashurst has committed to near-term targets to reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 42% by FY2030 from a FY2023 base year. Ashurst also commits to reduce absolute Scope 3 GHG emissions from business travel by 42% by FY2030 from a FY2023 base year. Ashurst commits that 85% of its supplier emissions covering purchased goods and services will have science-based targets by 2027.

Ashurst commits to reduce absolute Scope 1, 2 and 3 GHG emissions by 90% by FY2050 from a FY2023 base year.



Baseline emissions footprint

May 2022 to April 2023 (FY2023)

Ashurst has submitted Net Zero science-based targets to the SBTi for validation using financial year 2023 as the baseline. FY2023 is Ashurst's baseline year, as the first representation of our typical GHG profile, with the most accurate and verifiable data.

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were provided prior to the introduction of any strategies to reduce emissions. Baseline emissions are a reference point against which emission reduction can be measured.

We are reporting all sources of carbon emissions in the UK over which we have operational control and full authority to introduce and implement our operating policies.

Baseline year	FY2023 (1 May 2022 – 30 April 2023)	
Emissions Total (tCO ₂ e)	Scope 1	263.00*
	Scope 2	647.00
	Scope 3	3,923.83
	Upstream	
	(4) Upstream transportation & distribution**	0.00
	(5) Waste generated in operations	209.93
	(6) Business travel	2,344.14
	(7) Employee commuting	1,369.76
	Downstream	
	(9) Downstream transportation & distribution	n/a
Total emissions		4,833.83

Note: Ashurst is a professional services firm and certain of the five mandatory Scope 3 categories required for CRP reporting to the UK Government have been assessed and are not relevant for our business. We have zero emissions for category (9) Downstream transportation & distribution as we do not sell any products.

* Electricity consumption (kWh) was inclusive of two third-party UK data centres.

** No OpEx spend was recorded for category (4) Upstream transportation & distribution for UK offices in FY2023.

Current emissions reporting

Reporting year	FY2025 (1 May 2024 – 30 April 2025)	
Emissions Total (tCO ₂ e)	Scope 1	0.00
	Scope 2 (Location based)*	728.04
	Scope 2 (Market based)**	166.35
	Scope 3	2,697.74
	Upstream	
	(4) Upstream transportation & distribution	0.00
	(5) Waste generated in operations	5.47
	(6) Business travel	2,172.50
	(7) Employee commuting	519.77
	Downstream	
	(9) Downstream transportation & distribution	n/a
Total emissions		3,592.13

* Electricity certified as 100% renewable. Remaining tCO₂e attributed to energy from gas boiler. Gas use for heating has been re-categorised from Scope 1 to Scope 2 in FY2025 on the basis of feedback provided by BSI during our ISO 14064-1 audit.

** Market based figures were not included in previous reports. To align with current best practice, in FY2025 we are disclosing both market and location based data.

Additional details (relating to the current emissions calculations)

Scope 1, 2 and 3 consumption and CO₂e emission data has been calculated in line with the 2019 UK Government environmental reporting guidance, using the GHG Protocol Corporate Accounting and Reporting Standard. A combination of Defra (BEIS) 2022, AIB (European Residual Mix) 2022, Exiobase (3.8.2) and IEA-Emissions-Factors (2023) have been used as the Emission Factor calculation. Scope 2 electricity data has been created using a combination of actual data and estimate data. Actual data was recorded for the period of May 2024 to March 2024 for Glasgow, and May 2024 to February 2025 for London. For the remaining period, the average daily usage for each location was applied when calculating estimated usage.

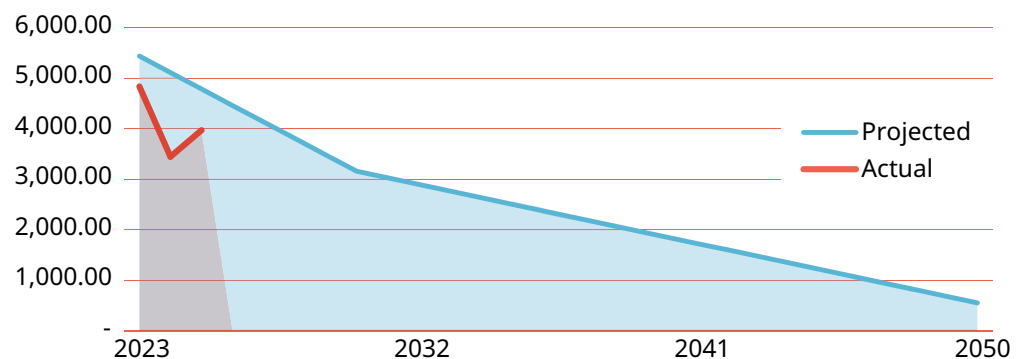
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have approved science-based targets in place and a Net Zero goal of 2050.

In relation to Ashurst's UK emissions, we project that they will decrease to 1,298 tCO₂e by 2030. This is a reduction of 42% and is aligned to our near-term science-based targets.

As depicted in the graph below, Ashurst's UK emissions increased this financial year, predominantly due to an increase in emissions associated with business travel. This reflects the reality of many global businesses, balancing decarbonisation with allowing conscious travel that complements our virtual interactions. Through implementing one global travel system and policy, we have been able to develop granular insights into travel patterns and the behaviours driving this increase. These insights will inform future, evidence-based reduction campaigns.

Carbon reduction Projected vs. Actual*



Additional details

(relating to carbon reduction: projected vs. actual)

Ashurst is a global organisation and is pursuing Net Zero emissions across the entirety of emissions within its operational control. We are awaiting verification of our science-based targets on this basis. This projection for the UK only portion of our business (referable to this contract) has been made using our best efforts. As we mature in our emissions data capture and forecasting, this projection may change to more effectively reflect our actual emissions.

Carbon emissions reduction activity to date

The following environmental management measures and projects have been completed or implemented since our baseline year and the measures will be in effect when fulfilling the contract.

- Completion of our Global Greenhouse Gas Inventory with support from third-party carbon accountants, Normative.
- Validation of our near-term and Net Zero targets by the SBTi.
- Replaced our Travel Management System with a new global provider, allowing us to calculate business travel emissions globally.
- Updated our Conscious Travel policy to encourage virtual collaboration, ensuring travel is reserved for in-person experiences with the greatest impact.
- Launched an inaugural employee commuting survey to more accurately assess emissions in this category.
- Developed a simple workbook to allow teams to forecast their travel emissions for the year, and providing quarterly updates to our Executive Team on global business travel emissions against our target.
- Expanded our supplier engagement programme with select suppliers within our upstream value chain. Although the Purchased Goods & Services emissions category is not captured in this report, Ashurst understands this to be a material emissions source for our operations. 96 of our suppliers already have science-based targets in place.
- Completed ESOS Phase 3 to identify additional energy savings that could be made across our UK offices. So far, we have implemented one measure, turning off IT display monitors rather than leaving on standby, projected to yield annual energy savings of 563 kWh.
- Implementation of an Environmental Management System (EMS) in preparation for the ISO 14001 audit.

In the future, we hope to implement further measures such as:

- Achieve ISO 14001 certification.
- Implement further energy efficiency recommendations identified during ESOS Phase 3.
- Develop campaigns to improve the use of rail for business travel between our London and Glasgow offices and increase the proportion of trips taken by rail.
- Maintain our practice of procuring renewable energy in our UK premises. Ashurst relies on a blend of contractual instruments to procure renewable energy, including Renewable Energy Certificates (RECs) and supplier emissions rates.
- Continue to optimise the space we occupy through expanding our agile working strategy. We also intend to develop energy intensity dashboards to develop a data-led approach to space optimisation to reduce our absolute energy consumption.
- Expand our supplier engagement activities with our most emissions intense suppliers, ensuring we are reducing absolute emissions across our entire value chain.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate and uses the appropriate Government emission conversion factors for greenhouse gas company .

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3).

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body). Signed on behalf of the Supplier:



Name: Karen Davies

Title: Global Chair

09/10/25

Ashurst LLP

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¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>

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