

# Energy & Environmental Policy Statement

**Energy** - Weil, Gotshal & Manges (London) LLP recognise that energy efficiency considerations should be integrated into our everyday working practices and embedded into our corporate values. This policy sets the framework for the way we manage our energy consumption in the area that we manage. In summary, our vision is to reduce energy costs, increase energy efficiency, decrease CO<sub>2</sub> emissions, decrease our use of fossil fuel, increase our consumption of renewable energy and increase our investment in clean, energy-efficient technologies.

**Environmental** - Weil, Gotshal, & Manges (London) LLP understand that we have a responsibility to do our part for the environment. Sustainable thinking and implementation is one of the most important factors to consider with the current challenges the world is facing. To allow us to remain focused and transparent with our approach to doing our part, this Environmental Policy outlines the approach we have adopted to ensure that we remain accountable and effective at managing our environmental aspects and impacts.

Weil seeks to not only meet the environment requirements of our operations, but to go beyond them and truly incorporate environmental protection at the core of our organisation and all levels throughout it. To manage this, Weil has adopted an Environmental Management System in line with ISO 14001 to provide confidence and security.

## In pursuit of this, Weil, Gotshal & Manges (London) LLP are committed to:

- Continuously improve energy efficiency in terms of normalised consumption per sq / ft for our controlled space and improve our environmental management system and performance.
- To identify time frames and feasibility for Net Zero.
- Investing in new technology where this meets investment criteria (including renewable energy sources).
- Considering life cycle energy costs and environmental implications when procuring new products.
- Purchasing energy-efficient services, plant and equipment (including office equipment)
- Legal compliance with applicable regulations and other requirements that apply to us related to energy use, consumption, efficiency and environmental considerations.
- Applying the waste hierarchy to operations, seeking to reduce where possible and encourage re-use, recycling and recovery.
- Considering the impact of business travel.

## We will address energy and environmental efficiency in all areas of our business including:

### Management issues

- Define roles and responsibilities from top management down
- Educate and raise awareness among staff
- Encourage continual professional development (CPD) for technical staff involved in energy
- Establish clear reporting procedures
- Publicise our performance and report areas for improvement
- Ensure that regular energy and waste audits take place

### Procurement issues

- Procure equipment with low energy ratings and with environmental considerations at the forefront.
- Consider life-cycle energy costs for new products and modifications to existing equipment
- Establish technical guidelines and environmental credentials for new projects
- Selection of service providers with like minded energy and environmental considerations at the forefront.

### Financial issues

- Establish the ownership of energy costs and the viability of environmental options within our managed demise

### Technical issues

- Establish procedures for operation of plant and equipment

### Travel Issues

- Establish a Travel Policy to ensure essential International travel is regulated
- Monitor greener surface travel options

Our committed value is to continually improve our energy performance through a strategic action plan which will be reviewed for progress and updated each year. We have defined Energy and Environmental Performance Indicators and set ourselves targets in accordance with ISO 50001 and ISO 14001 certification and we will ensure that the relevant information and resources are available to achieve our objectives and targets. This policy and our energy and environmental performance will be reviewed regularly and at least annually.

Signed:

A handwritten signature in black ink, appearing to read 'Allyson'.

30th January 2023