

Carbon Reduction Plan

Commitment to achieving Net Zero

Broadfield Law UK LLP (“Broadfield”) is committed to achieving Net Zero emissions for its UK operations by **2050**, in line with the UK Government target and PPN 06/21 requirements. This commitment applies to all UK operations and covers Scope 1, Scope 2 and all mandatory Scope 3 categories defined within the PPN 06/21 Technical Standard.

Our Net Zero target is supported by a structured and measurable decarbonisation pathway, underpinned by transparent annual reporting and ongoing review.

Carbon Reporting

Methodology

Our organisational greenhouse gas (GHG) emissions have been quantified in accordance with the GHG Protocol Corporate Standard and the Corporate Value Chain (Scope 3) Standard, as required under PPN 06/21.

All emissions have been calculated using the latest UK Government GHG Conversion Factors for company reporting.

The organisational boundary has been defined using the Operational Control approach, consistent with the PPN 06/21 Technical Standard.

Our 2025 reporting baseline includes Scope 1, Scope 2, and all mandatory Scope 3 categories required for compliance:

- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting (including homeworking)
- Category 9: Downstream transportation and distribution

Where primary activity data was available, it has been used directly. Where this was not possible, we have applied reasonable estimates in line with the GHG Protocol hierarchy, ensuring that all calculations remain conservative, transparent, and aligned with government guidance.

Broadfield

This methodology provides a robust and repeatable basis for annual reporting, supports compliance with PPN 06/21, and enables consistent tracking of progress towards our Net Zero target.

Boundary approach

We have chosen to use the Operational Control boundary approach.

Baseline year

FY 2025 has been selected as the baseline reporting year, in line with PPN 06/21 requirements. This baseline incorporates all mandatory reporting categories and provides the reference point against which future emissions reductions will be measured.

Emissions Footprint

Scope	Category		Source Description	Emissions (tCO ₂ e)
				2025 (Baseline Year)
1			Direct emissions from owned or controlled sources (stationary combustion).	0.2
2			Indirect emissions from the generation of purchased electricity and gas.	102.6
3	4	Upstream transportation and distribution		1.0
	5	Waste generated in operations		4.3
	6	Business travel		39,928.1
	7	Employee commuting		73.3
	9	Downstream transportation and distribution		1.0
Total				40,110.4

These emissions equate to a carbon intensity of approximately 107.7 tCO₂e per full-time equivalent (FTE) for the FY 2025 reporting year, based on an average headcount of 372.5 FTEs. This intensity metric supports year-on-year monitoring in accordance with best-practice carbon accounting standards.

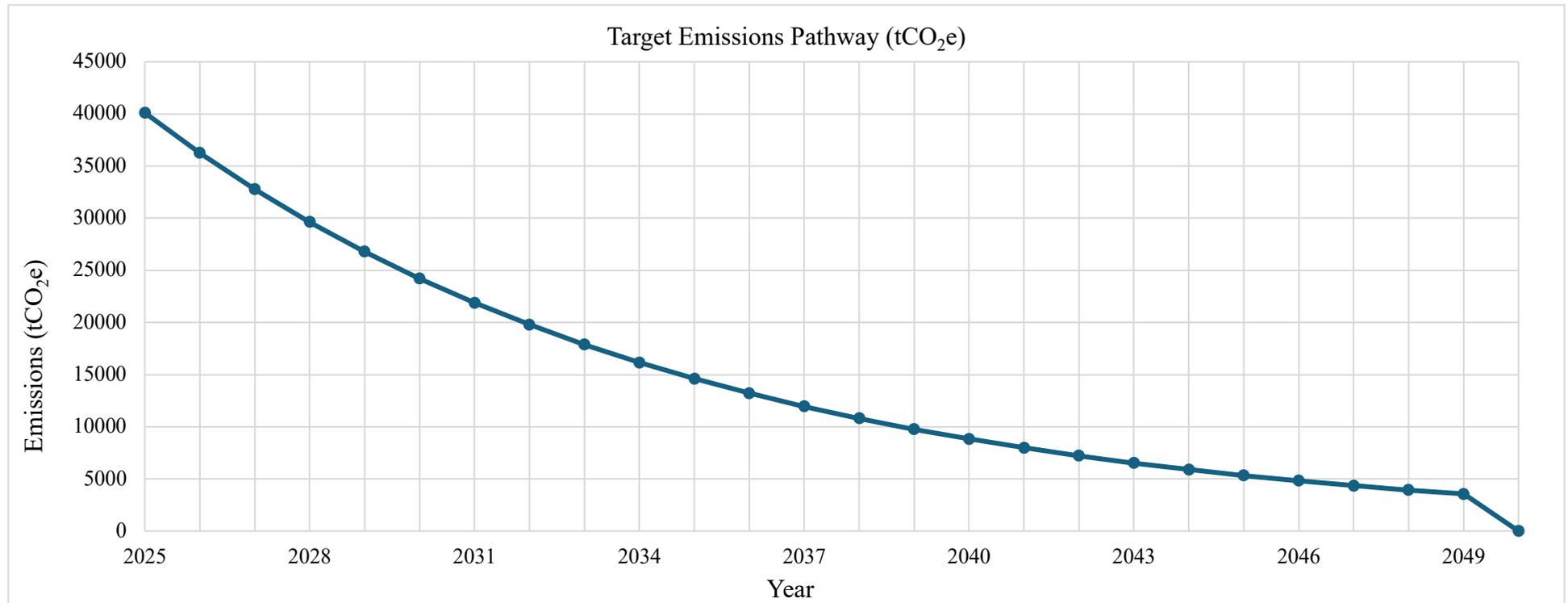
Emissions Reduction Targets

Broadfield is adopting an emissions-reduction pathway consistent with the Science Based Targets initiative (SBTi) definition of Net Zero, requiring at least a 90% absolute reduction in emissions by 2050, before neutralising residual emissions through verified carbon removals. This approach is aligned with PPN 06/21 and the Carbon Reduction Plan guidance for suppliers.

Target	Description
Overall	<ul style="list-style-type: none"> We project a significant reduction in total emissions over the next five years, following a consistent year-on-year reduction trajectory from our 2025 baseline. This reduction pathway underpins our formal commitment to achieve Net Zero emissions for our UK operations by 2050, in alignment with PPN 06/21.
Near-term	<ul style="list-style-type: none"> Maintain Scope 1 and Scope 2 emissions as close as practicably possible to zero through continued energy-efficiency improvements, renewable energy procurement and the phase-out of fossil-fuel-based systems. Reduce measured Scope 3 emissions by approximately 9.6% per year, ensuring Broadfield remains aligned with the year-on-year reduction pathway required to achieve $\geq 90\%$ absolute reduction before 2050.
Long-term	<ul style="list-style-type: none"> Achieve a $\geq 90\%$ absolute reduction in total emissions (Scopes 1, 2 and in-scope Scope 3) by 2050, consistent with the SBTi definition of Net Zero and the UK Government's statutory target under the Climate Change Act. Neutralise any unavoidable residual emissions at the point of Net Zero through independently verified carbon removal or offset schemes.

Target Emissions Reduction Pathway

The figure below illustrates Broadfield's planned emissions-reduction pathway to 2050, based on an average annual reduction of approximately 9.6%. This trajectory brings organisational emissions close to zero by 2050, with any remaining residual emissions mitigated through certified carbon removal or offset schemes in accordance with government guidance.



Current Carbon Reduction Projects

Outlined below is Broadfield’s programme of completed actions to reduce emissions across energy, logistics, waste, business travel and employee commuting.

Reporting Category	Activity	Action	Key Performance Indicator (KPI)	Year Completed
Scope 1 & 2 Emissions	Renewable Energy Transition	Transitioning all office energy contracts to 100% REGO-backed renewable energy tariffs.	100% office energy contracts moved to REGO-backed renewable tariffs.	2024
	Energy Management Policy	Implementing a 'Switch Off' policy for all non-essential IT equipment and lighting outside of core business hours.	Documented reduction in base-load energy consumption.	2024
Category 1: Purchased Goods and Services	Cloud Sustainability	Prioritising IT vendors and data centre providers who have committed to carbon-neutral operations.	Verification of carbon-neutral status for all primary cloud hosts.	2025
Category 4: Upstream Transportation and Distribution	Sustainable Procurement	Updating the supplier code of conduct to include environmental criteria and mandatory Carbon Reduction Plans for key vendors.	50% of supply chain spend covered by Net Zero commitments.	2025
Category 5: Waste Generated in Operations	Zero Waste to Landfill	Implementation of a rigorous recycling programme for all office consumables and the total elimination of single-use plastics.	100% diversion of office waste from landfill.	2024

		Ensure 100% paper is disposed of responsibly through certified recycling and waste management providers (using Restore).	100% paper disposed of responsibly.	2024
		Provision of recycling bins in all UK offices.	100% offices equipped with recycling bins.	2024
Category 6: Business Travel	Sustainable Travel Policy	Implementing a travel hierarchy that prioritises virtual meetings (Teams/Zoom) and mandates rail over domestic flights within the UK mainland.	20% reduction in tCO ₂ e from domestic business travel.	2024
Category 7: Employee Commuting	Commuter Support Programme	Providing a Cycle to Work scheme and formalising hybrid working patterns to decrease weekly commute frequency.	Reduction in average weekly commuting miles per FTE.	2024
Category 9: Downstream Transportation and Distribution	Digital First Delivery	Moving to secure cloud-based document sharing for all client outputs to replace physical document couriers.	Significant reduction in courier-related transport emissions.	2024

Future Carbon Reduction Initiatives

The following environmental management measures and projects are planned for implementation, to further the carbon reduction measures currently in place. The measures outlined below are designed to achieve significant carbon emission reductions, in line with Broadfield's target emissions projections:

Reporting Category	Activity	Action	Key Performance Indicator (KPI)	Target Year
Scope 1 & 2 Emissions	Smart Building Integration	Collaborate with landlords to install motion-sensor LED lighting and optimise HVAC systems via smart Building Management Systems (BMS).	15% reduction in annual electricity consumption (kWh).	2027
	Green Energy Expansion	Increase the total proportion of electricity procured from renewable sources to 90% across all offices.	% total electricity from renewable sources.	2028
Category 4: Upstream Transportation and Distribution	Sustainable Courier Policy	Mandate the use of zero-emission courier services for all remaining physical deliveries.	80% upstream delivery services to be zero-emission.	2027
	Supply Chain Maturity	Implement a 'Carbon Scorecard' for all top-tier suppliers, requiring them to report their annual emissions to Broadfield (e.g. using the EcoVadis platform).	75% supply chain to have set Net Zero targets.	2027
Category 5: Waste Generated in Operations	Waste Reduction	Implementation of a rigorous recycling programme for all office consumables and the total elimination of single-use plastics.	50% diversion of office waste from landfill.	2028
	Staff Education	Train staff on Broadfield's recycling and waste management policies to ensure recycling and responsible waste disposal.	100% staff trained on Broadfield Law UK LLP's recycling and waste management policies annually.	2027

Category 6: Business Travel	Low-Carbon Accommodation	Update travel policy to mandate that staff book hotels with recognised green certifications (e.g. Green Key, LEED), where possible.	75% business stays in accommodation backed with green certifications.	2027
Category 7: Employee Commuting	EV Salary Sacrifice Scheme	Launch an EV Salary Sacrifice scheme to make electric vehicle ownership more accessible to all employees.	5% Staff uptake of EV salary sacrifice scheme.	2027
	EV Infrastructure Expansion	Installation of EV charging points at UK office locations.	Provision of EV charging ports at 75% UK office locations.	2028
	Active Travel Incentivisation	Provide secure bike storage and lockers at all offices; launch 'Daily Step' and cycling competitions to encourage walking and running.	25% Reduction in kilometres travelled by staff cars.	2027
	Commuter Survey	Implement an annual commuter survey to better-understand employee commuting modes and distances.	90% Annual employee commuter survey completion.	2026
Category 9: Downstream Transportation and Distribution	Digital Onboarding Mandate	Mandate digital-only onboarding and electronic bundles for all new client matters to eliminate document courier requirements.	75% reduction in courier-related transport emissions.	2028
	Sustainable Courier Policy	Mandate the use of zero-emission courier services for all remaining physical deliveries.	80% upstream delivery services to be zero-emission.	2027
Other	Ecologi Promotion	Promote employees to sign up to Ecologi (carbon removal platform) via quarterly update meetings and regular Company emails.	25% uptake of monthly employee contributions to Ecologi.	2026

Declaration and Sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the accompanying Technical Standard for Carbon Reduction Plans. All emissions have been calculated and reported using the GHG Protocol Corporate Standard, the Corporate Value Chain (Scope 3) Standard, and the UK Government's GHG Conversion Factors for company reporting, and verified by an expert third-party, Transformacy Group Ltd.

This Carbon Reduction Plan will be reviewed and updated annually.

Signed on behalf of Broadfield Law UK LLP:

Vicki O'Neill-King

Vicki O'Neill-King, Chief Operating Officer

Date: 19 March 2026