

# Energy & Environmental Policy Statement

Weil, Gotshal & Manges (London) LLP recognises that energy efficiency and environmental considerations should be integrated into working practices and embedded into our corporate values.

This policy establishes a framework for the way we manage our energy consumption and environmental impact. Our objectives include increasing energy efficiency, consumption of renewable energy and our investment in clean, energy-efficient technologies; decreasing energy costs, CO2 emissions and our use of fossil fuel; and incorporating environmental commitments and considerations into our internal planning and management strategy.

To manage our impact, we have maintained ISO14001 'Environmental' and ISO50001 'Energy' Management Systems since 2023 and 2019 respectively.

## 1. Commitments:

- 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, feasibility and validation methods for carbon reduction
- To invest in new technology where this meets investment criteria where necessary (including investigating renewable energy sources)
- To purchase energy-efficient services, plant and equipment (including office equipment)
- To comply with applicable legal regulations and other requirements related to energy use, consumption, efficiency and environmental considerations
- To seek to reduce where possible and encourage re-use, recycling and recovery
- To consider the impact of business travel

## 2. We consider energy and environmental efficiency in all areas of our business including:

### Management

- Defining roles and responsibilities from top management down
- Educating and raise awareness among staff
- Encouraging continual professional development (CPD) for technical staff involved in energy and environmental control
- Establishing clear reporting procedures
- Publicising our performance and report areas for improvement
- Ensuring that regular energy and waste audits take place

### Procurement

- Considering life cycle energy costs and environmental implications when procuring new products
- Procuring equipment with low energy ratings and with environmental considerations as far as reasonably practicable
- Considering life-cycle energy costs for new products and modifications to existing equipment
- Establishing technical guidelines and environmental credentials for new projects
- Selecting service providers with likeminded energy and environmental considerations in place

### Technical

- Establishing procedures for operation of plant and equipment
- Establish the ownership of energy costs and the viability of environmental options within our managed demise

### Financial issues

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

### Travel Issues

- Monitoring the Travel Policy to ensure International travel is regulated
- Monitoring greener surface travel options

# Energy & Environmental Policy Statement

We are committed to reviewing and improving our energy and environmental performance through specific strategic action plans which will be reviewed for progress and updated each year. We have defined Energy and Environmental Performance Indicators and set ourselves specific 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:



12th June 2024