

Carbon Reduction Plan

July 2025

Commitment to achieving Net Zero

Freshfields’ target to achieve net zero carbon emissions by 2050 was validated by the Science Based Targets initiative (SBTi) in July 2025. The target aligns the firm with the ambition of the Paris Climate Agreement to limit global warming below 2°C compared to pre-industrial levels.

Baseline Emissions Footprint

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

Baseline Year: 2018/19	
<p>We were one of the first law firms to focus on our emissions, reporting our carbon footprint and offsetting since 2007. For the purpose target setting, we have set a baseline year of FY 2018/19.</p> <p>Our global carbon footprint reporting includes all Scope 1 and Scope 2 emissions with no exclusions, and all applicable Scope 3 categories (fuel and energy-related activities, waste generated in operations, business travel, employee commuting and purchased goods and services category). The footprint is generated across all the Firm’s offices globally.</p>	
Baseline year emissions: 2018/19	
EMISSIONS	Total (tCO ₂ e)
Scope 1	2,136.71 tCO ₂ e
Scope 2	8,001.25 tCO ₂ e (location-based), 4,779.52 tCO ₂ e (market-based)
Scope 3 (Included Sources)	80,276 tCO ₂ e: Purchased goods and services, fuel- and energy-related activities, waste generated in operations, business travel, and employee commuting. We include all categories of emissions applicable to our operations.
Total Emissions	87,192 tCO ₂ e

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	Total (tCO ₂ e)
Scope 1	544 tCO ₂ e
Scope 2	5,914 tCO ₂ e (location-based), 2,714 tCO ₂ e (market-based)
Scope 3 (Included Sources)	44,769 tCO ₂ e: Purchased goods and services, fuel- and energy-related activities, waste generated in operations, business travel, and employee commuting. We include all categories of emissions applicable to our operations.
Total Emissions	48,027 tCO ₂ e

Emissions reduction targets

Freshfields is committed to achieving net zero emissions by 2050. We have published near-term science-based targets in line with the Paris ambition to limit global warming well below 2°C. Our near-term targets and 2050 net zero target have been externally validated by the SBTi.

In January 2023, the Firm published near-term science-based targets to align its carbon emissions with the Paris ambition to limit global warming to well below 2°C above pre-industrial levels. Together, these targets are baselined to FY 2018/19:

- 55% combined reduction of Scope 1 and 2 emissions (operational and energy supply) by 2027
- 100% renewable electricity supply to all offices by 2030 (commitment to RE100), with a milestone of 80% by 2025
- 30% reduction in other fuel and energy related emissions by 2027
- 35% reduction in business travel emissions by 2027
- 63% of our suppliers (by emissions) to be committed to SBTs by 2027.

Progress made towards our science-based targets is included in our [responsible business report](#) which, along with carbon assurance statements, can be found in our [responsible business reports](#) pages. We also complete an annual submission to CDP.

We project that carbon emissions will decrease over the next five years to approximately 42,000 tCO₂e by 2030. This is a reduction of 9% versus our 2024 carbon footprint, which builds on progress already made towards our near-term science-based targets, where we have seen a 45% reduction in emissions across scopes 1,2 and 3 since our 2019 baseline. It is currently challenging for the Firm to reduce its business travel emissions due to significant growth in the US where options for active travel and public transport are more limited than in Europe. For this reason, all options will be considered for business travel footprint reduction, including the purchase of sustainable aviation fuels.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2018/19 baseline. The carbon emission reduction achieved by these schemes equates to ~8,500 tCO₂e, a 10% reduction against the 2018/19 baseline, and the measures will be in effect when performing the contract:

- green building guidelines which set out a standard for pursuing high standards of environmental performance in our offices, ensuring every improvement we make to our workspaces reflects this ambition for excellence. For our new offices, this includes LEED Gold in New York and San Francisco, and LEED Platinum in Raleigh. In 2024, 78% of our floorspace was in a building with a BREEAM, LEED or equivalent sustainability rating.
- green office guidelines which are design to support a consistent, high standard of environmental performance across our global network, aligned with our net zero commitments and waste reduction aims.
- global environmental policy outlining our priorities, targets and commitments to help continually improve our environmental performance. The policy also includes the role the Firm, all Freshfields Colleagues and others working on behalf of the Firm play in achieving these priorities, targets and commitments and meeting our regulatory obligations.
- 100% renewable electricity supply in our UK offices, with continued sourcing of renewable energy for our global offices, to achieve 100% renewable electricity by 2030 per our RE100 commitment. In 2024, 78% of our global electricity came from renewable sources. We anticipate this coverage to reach ~95% in 2025.
- ISO14,001 and ISO50,001 certification in our London office (largest by headcount and floorspace).
- implementation of 'device as a service' for our IT hardware (move to life cycle approach, and reduction in waste).
- secure print programme to reduce paper consumption and related waste, implemented in 18 of our offices and supporting a 71% reduction in paper usage versus 2019 levels.
- deliver the projects identified in our action plan for the UK's Energy Savings Opportunities Scheme
- rollout of global mandatory environmental training, including individual responsibilities and expectations for colleagues, promoting actions which support decarbonisation efforts (including adherence to the business travel policy, mindful energy and resource use, and carbon-smart procurement).
- segregated waste streams in offices to promote recycling, with a focus on diverting waste from landfill (95% diversion in 2024).
- supplier engagement on carbon reduction and commitment to the SBTi, which has resulted in 45.6% of suppliers by emissions covered by SBT-alignment. In 2025 we partnered with the UNGC to deliver training to circa. 650 suppliers regarding their sustainability strategy, which includes modules relating to carbon measurement and emissions reduction.
- employee benefits to promote green commuting (cycle to work scheme, e-bike scheme, electric vehicle scheme in the UK).

Future carbon reduction initiatives

A delivery plan is in place, overseen by our Environment team, to continually improve the environmental performance of the Firm, including to support decarbonisation across our operations and value chain:

- maintaining our SBTi commitment by reviewing our near-term target progress and setting new targets for the next commitment period
- continued rollout of secure print across our office network
- following our environmental delivery plan to continuously improve energy performance of our offices and the phase-out of fossil-fuel reliant heating

- increase the proportion of recyclable and compostable waste versus general waste (with a continued effort to divert all waste from landfill)
- continued review of our global business travel policy, with a view to decreasing the footprint per lawyer
- engagement and collaboration with suppliers to a) improve the accuracy of data by moving to product/activity specific footprints, and b) promote carbon reduction through training and guidance
- maintaining our commitment to ISO 14001 certification in our largest office, London, at the same time as delivering high standards of environmental management across our office network.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard.³

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

Signed on behalf of Freshfields:



.....
Director and COO, UK & Ireland
.....

Date: 15.07.2025
.....

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

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

³<https://ghgprotocol.org/standards/scope-3-standard>

Freshfields.com

This material is provided by Freshfields, an international legal practice. We operate across the globe through multiple firms. For more information about our organisation, please see <https://www.freshfields.com/en-gb/footer/legal-notice/>.

Freshfields LLP is a limited liability partnership registered in England and Wales (registered number OC334789). It is authorised and regulated by the Solicitors Regulation Authority (SRA no. 484861).

This material is for general information only. It is not intended to provide legal advice on which you may rely. If you require specific legal advice, you should consult a suitably qualified lawyer.

© 2025 Freshfields LLP, all rights reserved