

Carbon Reduction Plan

September 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	
Additional Details relating to the Baseline Emissions calculations.	
<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:	
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: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	556 tCO ₂ e
Scope 2	5,794 tCO ₂ e (location-based), 767 tCO ₂ e (market-based)
Scope 3	52,471 tCO ₂ e: Purchased goods and services, fuel- and energy-related activities, waste generated in operations, business travel, and employee commuting. Optional emissions

(Included Sources)	for hotels and homeworking are also included. We include all categories of emissions applicable to our operations.
Total Emissions	53,794 tCO ₂ e

Scope 3 emissions breakdown

Category	Emissions (tCO ₂ e)	Notes
1 Purchased goods and services	30,203	Production of products purchased or acquired by the reporting company in the reporting year. Products include both goods (tangible products) and services (intangible products).
1. Paper and water	172.7	As above, reported separately.
2. Capital goods	Not applicable: Freshfields does not purchase capital goods.	Upstream (cradle-to-gate) emissions from the production of capital goods purchased or acquired by the reporting company in the reporting year. Emissions from the use of capital goods by the reporting company are accounted for in either scope 1 (e.g., for fuel use) or scope 2 (e.g., for electricity use), rather than in scope 3.
3. Fuel- and energy-related emissions	2,406.8	Production of fuels and energy purchased and consumed by the reporting company in the reporting year that are not included in scope 1 or scope 2.
4. Upstream transportation and distribution	Not applicable: as a professional services firm, Freshfields' core product is legal advice. It does not require transported physical goods for the delivery of its services other than for the upkeep and operation of its buildings covered in scope 3 category 1.	Transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles and facilities not owned or controlled by the reporting company) Transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by the reporting company).
5. Waste generated in operations	27.0	Disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company).
6. Business travel	16,619.3	Transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company). Total includes optional hotel emissions.
7. Employee commuting	3,040.8	Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company).
8. Upstream leased assets	Not applicable: Freshfields does not manage upstream leased assets. Buildings included in Scope 1 and 2 inventories.	Operation of assets that are leased by the reporting company in the reporting year and not already included in the reporting company's scope 1 or scope 2 inventories.

Category	Emissions (tCO ₂ e)	Notes
9. Downstream transportation and distribution	Not applicable: as a professional services firm, Freshfields' core product is legal advice. It does not manufacture, trade, retail, transport or otherwise distribute physical goods to its clients.	Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company).

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 48,000 tCO₂e by 2030. This is a reduction of 10% versus our 2025 carbon footprint, which builds on progress already made towards our near-term science-based targets, where we have seen a 38% reduction in emissions across scopes 1, 2 and 3 since our 2019 baseline. Although we have made significant gains and exceeded our Scope 1 and 2 reduction target (81% reduction achieved to date versus a 55% reduction target), we have recently seen growth in our Scope 3 emissions. It is currently challenging for the Firm to reduce its business travel emissions due to significant expansion in the USA where options for active travel and public transport are more limited than in Europe. We plan to review of our science-based targets in 2025/26 with a view to identifying targets that better accommodate underlying business growth (eg intensity-based targets).

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 DGNB Platinum in Frankfurt. In 2025, 78% of our floorspace was in a building with a BREEAM, LEED or equivalent sustainability rating. Upcoming office moves in Bratislava, Dusseldorf and Washington will also follow these guidelines.
- 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 2025, 99% of our global electricity came from renewable sources.
- 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 61% reduction in paper usage versus 2019 levels.
- deliver the projects identified in our action plan for the UK's Energy Savings Opportunities Scheme
- 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 (97% diversion in 2025, up from 95% in 2024).
- supplier engagement on carbon reduction and commitment to the SBTi, which has resulted in 46% 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 14,001 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 the Supplier:



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Date: 30.09.2025

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>

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