



Winckworth
Sherwood

Our Transition to Net Zero 2026

Foreword

Here at Winckworth Sherwood we are dedicated to operating sustainably, protecting our planet for present and future generations.

Our Partnership Committee (effectively our Board) has overall responsibility for our Environmental Policy. We acknowledge that our activities have an impact on the environment and are fully committed to reducing that impact.

The firm has formally committed to achieving Net Zero emissions by 2035. We have been working with a leading firm of environmental & sustainability consultants to assist in measuring Scope 1, 2 & 3 emissions, and in charting our path to Net Zero.

In this report you will read about our commitment, not only to achieve Net Zero by 2035, but also to a 50% reduction against baseline carbon emissions by 2030. We set out our current Carbon Footprint together with our Carbon Reduction Timeline and the steps we are taking to make our ambitious targets a reality.

You will also read about how we have offset our unabated residual emissions through purchasing a portfolio of carbon credits which combines high integrity avoidance with a growing share of removals, including ARR (Afforestation, Reforestation, Revegetation) and blue carbon credits. This means that today we are taking responsibility for our unabated emissions by funding a portfolio of high-integrity carbon credits. We can genuinely say that our activities are carbon neutral, with all of our Scope 1 and 2 emissions being more than offset by removal credits, and the balance of our Scope 3 emissions being offset by avoidance credits certified as either Gold Standard or Verified Carbon Standard.

We have been members of the Legal Sustainability Alliance (LSA) since 2021. This is a collaborative network providing advice, information, and resources. Run by law firms for law firms, the

LSA leads the legal sector as it transitions to Net Zero working.

In 2023 we moved to a new London office, a move which was planned with a view to minimising emissions. This is a brand new all-electric and fossil fuel-free building powered by 100% renewable energy which has been Net Zero in operation from day one. The building has a BREEAM Excellent rating and achieves an EPC rating of A with 45% fewer CO₂ emissions compared to a typical office building. The design features a triple-skin ventilated façade that reduces the need for artificial cooling and triple-glazed low-iron glass with smart blinds which automatically reduce solar heat gain. Furthermore, there are 327 cycle spaces which encourage more sustainable commuting.

We are proud of having already achieved a relatively very low carbon intensity ratio of only 1.06 tCO₂e per FTE employee, but we are anything but complacent and are working hard to reduce this further. We look forward to sharing future updates on our progress.



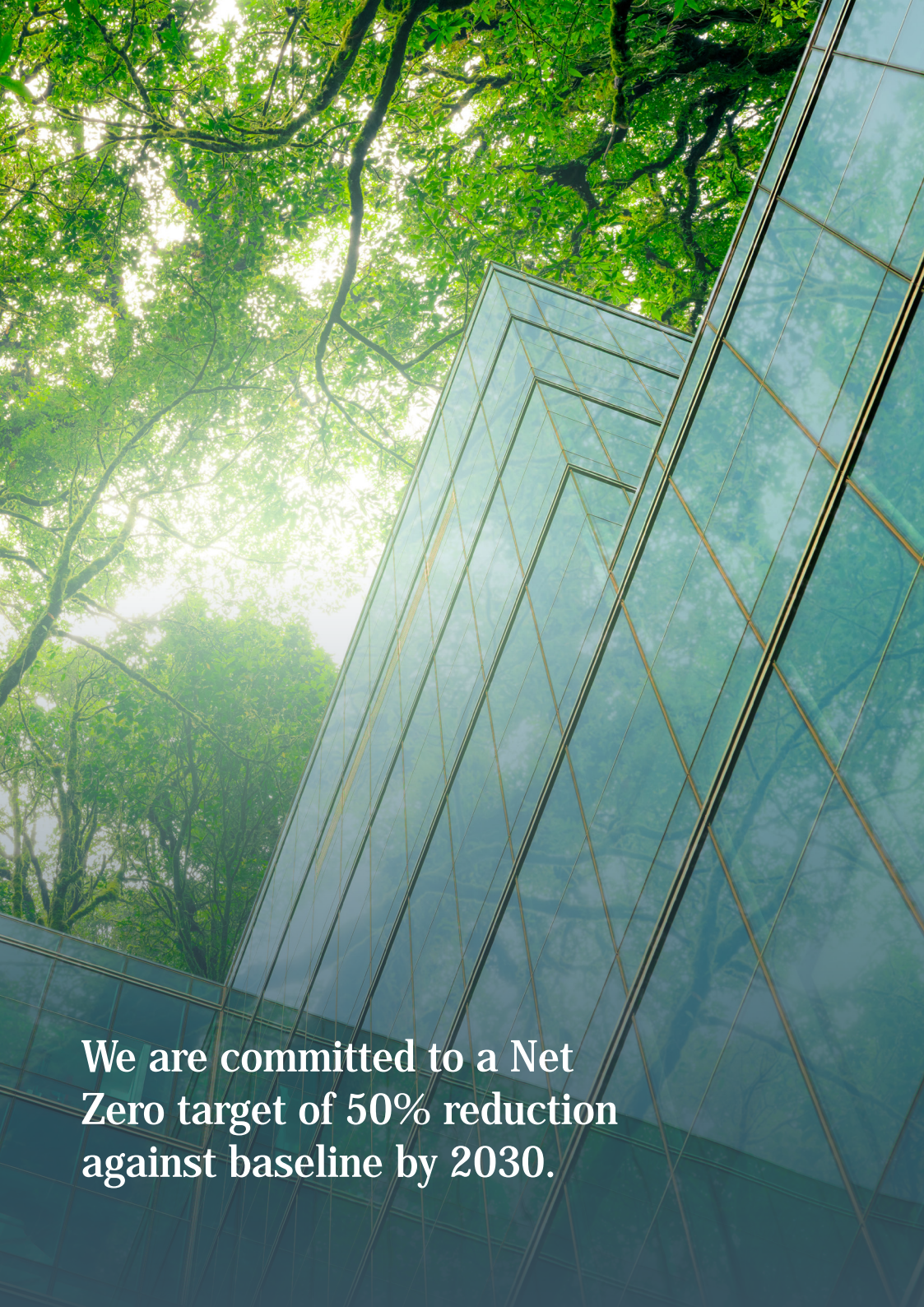
Richard Tinham,
Managing Partner, Winckworth Sherwood



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We are committed to a Net Zero target of 50% reduction against baseline by 2030.

Introduction

Winckworth Sherwood is well on track to achieve (or likely exceed) its ambitious carbon reduction targets, and is already offsetting residual emissions by funding high integrity and low risk carbon avoidance and removal credits.

We are committed to a Net Zero target of 50% reduction against baseline by 2030. This report focuses on the details of our carbon emissions reduction journey, starting with calculations of the firm's footprint from 2019-25, then highlighting our future carbon reduction pathway.

We are committed to engagement across our business, to continually make reductions over an extended period. Our Scope 1 & 2 emissions have already been reduced to only 8% of our 2019/20 baseline.

An improvement in estimation methodology for Scope 3 emissions (indirect emissions associated with our value chain over which we have no direct control) has resulted in a more complete estimation of Scope 3 emissions, and in accordance with guidance in the GHG protocol and ISO14064 (Greenhouse Gas Requirements) we have established a new baseline using 2024/25 results for Scope 3.

Overall, we have already reduced our emissions to 54% of baseline and are currently offsetting the balance via a portfolio which includes both carbon avoidance and removal credits.

Calculating our Carbon Footprint

2.1 METHODOLOGY & CHART 2024-2025

Our footprint calculation measures the 7 greenhouse gases identified in the Greenhouse Gas Protocol and uses the appropriate year's DEFRA / DBEIS emissions factors. These emissions are aggregated and reported as tonnes of CO₂ equivalent (tCO₂e). This method provides accurate verifiable data that is both SBTi and SECR compliant. Carbon footprints are reported using location-based data which does not take account of 100% renewable electricity but instead uses grid average emissions. This is a more accurate representation of actual emissions.

Winckworth Sherwood's total carbon footprint for 2024 - 2025, has been calculated as **388.13 tCO₂e**. This total carbon figure includes Scope 1, 2, and 3 emissions using both primary data plus estimates based on secondary data and reasonable assumptions where primary data was missing. For example, Working From Home emissions are calculated using average UK domestic energy consumption and a standard working pattern (47 weeks a year and 8 hours a day working 2 days a week at home).

Total Carbon	388.13	tCO ₂ e
Carbon per FTE	1.06	tCO ₂ e
Carbon per m ² floor space	0.132	tCO ₂ e

Figure 1: Winckworth Sherwood Carbon Footprint – FY 2024/25
(Location Based Method - all figures tCO₂e)



2.2 UNDERSTANDING SCOPE 1, 2 and 3 CARBON EMISSIONS

The GHG Protocol identifies three types of carbon emissions resulting from the activities of an organisation:



Scope 1

Direct GHG emissions which occur from sources that are owned or controlled by the company - for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.; emissions from chemical production in owned or controlled process equipment. Direct CO₂ emissions from the combustion of biomass are not to be included in scope 1 but reported separately. Likewise, GHG emissions not covered by the Kyoto Protocol, e.g., CFCs, NO_x, etc are not to be included in Scope 1 but may be reported separately.



Scope 2

Accounts for GHG emissions from the generation of purchased electricity consumed by the company. Purchased electricity is defined as electricity that is purchased or otherwise brought into the organisational boundary of the company. Scope 2 emissions physically occur at the facility where electricity is generated.



Scope 3

Other indirect GHG emissions which are a consequence of the activities of the company but occur from sources not owned or controlled by the company. Some examples of Scope 3 activities are extraction and production of purchased materials; transportation of purchased fuels; and use of sold products and services.

2.3 WHY MIGHT THERE BE FUTURE VARIATIONS IN DATA COLLECTION & MEASUREMENT?

We have used the current available data to calculate both our footprint and our Net Zero transition pathway and associated target reductions, but there will be variations and possible increases in carbon emissions identified as data collection improves over time.

Full carbon accounting necessarily requires a significant amount of data collection. The most challenging area is data associated with Scope 3 carbon emissions – i.e., those which relate to indirect emissions from our value chain – both upstream and downstream.

The nature of shining a spotlight on these areas of carbon emissions is that it is often difficult to accurately gather all the data needed for a complete carbon footprint. Data may be unavailable; or accounting systems may not suit the type of data needed to perform the carbon calculation (e.g., weight of waste generated, or materials purchased). Consequently, as the firm progresses its carbon reduction journey and expands and improves its data gathering, gaps in data will be filled and it is likely that the resultant total carbon footprint will increase.

Examples of Scope 3 carbon emissions include (but are not limited to):



The purchase of goods and services (such as paper, food & drink, data services, couriers etc.)



Business travel (e.g., flights, cars and taxis, rail)



Staff commute and working from home



Hotel stays



Waste generated



Water used



Carbon Reduction Timeline

OUR PATHWAY TO NET ZERO

Winckworth Sherwood has already committed to a Net Zero target of 50% emissions reduction against a baseline set in 2019-20. This reduction is consistent with the Global Goal of 45% reduction in global emissions by 2030 as recommended by the IPCC. By adopting a 50% target by 2030 the firm is aligned to the Paris Agreement target of being on a trajectory to keep global heating at 1.5°C or below, as agreed in 2015 at COP21. Net Zero is based on the firm making a commitment to reduce emissions as far as possible, with the gap between actual emissions and zero accounting for the 'net'. This remaining portion is offset using a credible, verified offset scheme.

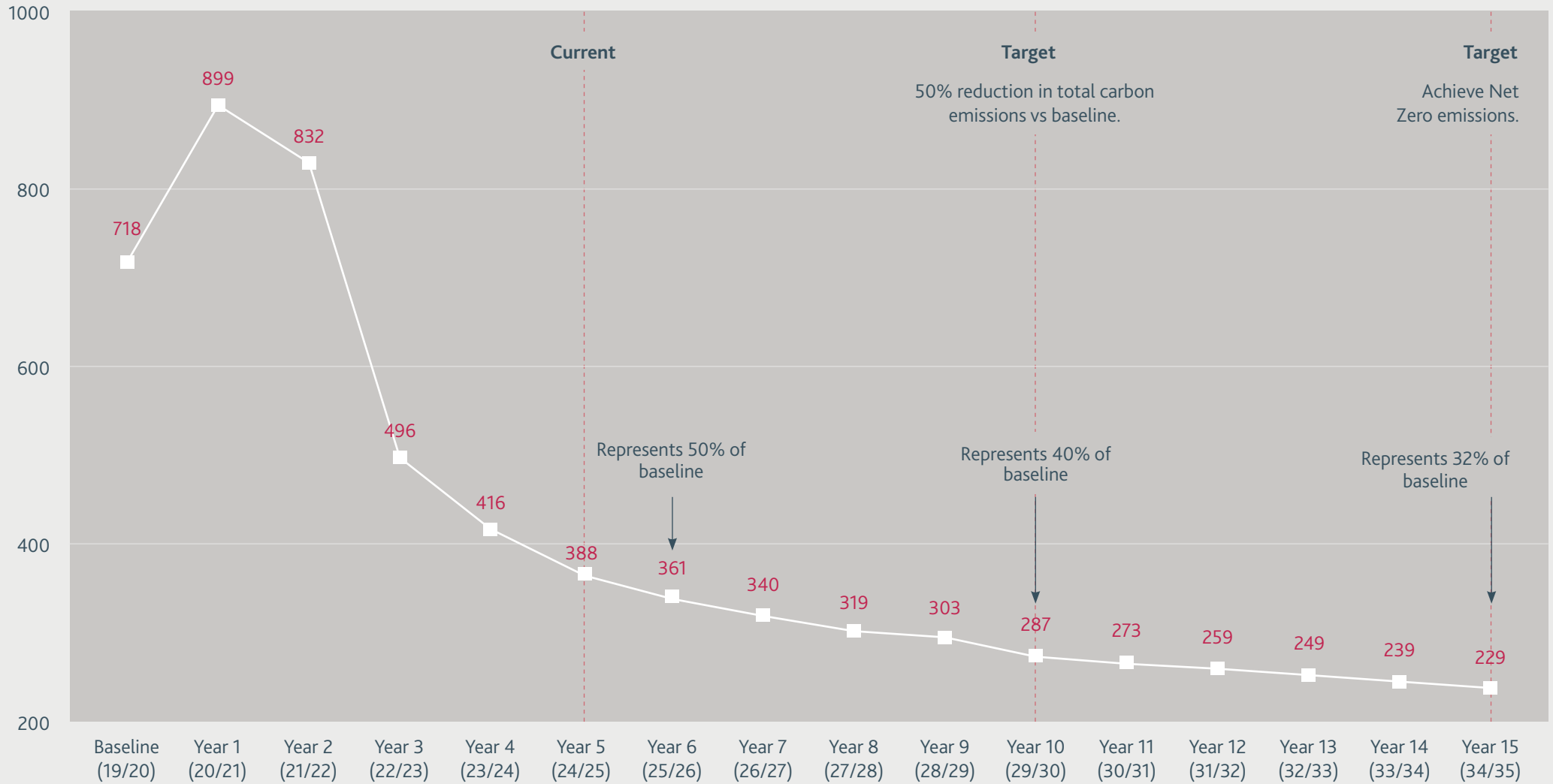
We have mapped in the table opposite a reduction pathway for the whole firm with identified tonnes of CO₂e for each of the years between 2019 and 2035.

Figure 3: Winckworth Sherwood Carbon Reduction Timeline:

	Total Carbon (tCO ₂ e) - 50% of baseline by 2030	Required Reduction to meet target (tCO ₂ e)	% of baseline
Baseline (19/20)	718		
Year 1 (20/21)	899		125
Year 2 (21/22)	832		116
Year 3 (22/23)	496*		69
Year 4 (23/24)	416*		58
Year 5 (24/25)	388		54
Year 6 (25/26)	361	27	50
Year 7 (26/27)	340	21	47
Year 8 (27/28)	319	21	44
Year 9 (28/29)	303	16	42
Year 10 (29/30)	287	16	40
Year 11 (30/31)	273	14	38
Year 12 (31/32)	259	14	36
Year 13 (32/33)	249	10	35
Year 14 (33/34)	239	10	33
Year 15 (34/35)	229	10	32

* Adjusted totals to account for unmeasured supply chain (scope 3) emissions (assume 1.5 times the estimate from existing available data).

Figure 4: Winckworth Sherwood Carbon Reduction Timeline (figures in tCO₂e)



Opportunities for Carbon Reduction

The reduction since the Baseline year (2019/20) of 330 tonnes of carbon (from 718 tCO₂e to 388 tCO₂e) is largely accounted for by our move to a highly energy-efficient new London office, plus other operational reductions. Recent improvements to the mechanical and electrical systems in our Oxford office should further reduce our carbon footprint in the current year. We are constantly monitoring our Building Management Systems with a view to optimising settings to minimise emissions.



We already use PIR lighting controls and LED lighting throughout our offices. While our offices are supplied by 100% renewable energy, the 'location based' emissions method of calculation and the fact that the firm continues to take electricity from the National Grid means we show grid average emissions to accurately reflect our overall emissions.

A key challenge that we now face as a firm is that the largest portion of our carbon footprint is caused by Scope 3 emissions such as purchased goods and services, employee commuting and working from home (WFH) emissions.

Since 2020 we have reduced business travel and commuting costs by promoting hybrid working arrangements and investing in videoconferencing software. We will continue to focus on reducing business travel by air and encouraging use of more sustainable modes of travel as well as attempting to more accurately measure the carbon associated with staff working from home and commuting (currently estimated).

We have asked all providers of data services (e.g. data centres and cloud storage) to provide us with a carbon total (tCO₂e) in relation to the service they provide to us (a Scope 3 emission) and will continue to monitor this in order to reduce as far as possible.

Other measures, while seeming small scale, are an important part of the behaviour change that goes alongside a Net Zero journey.

These include:



Not using lights in unoccupied rooms



Encouraging staff not to adjust heating / cooling locally but to keep to building settings



Turning off monitors and equipment when not in use



Not leaving equipment on to charge (laptops, phones) unnecessarily



Green champions help to encourage staff participation and generate extra ideas for savings.

Offsetting

A Net Zero commitment requires the firm to do all it can to reduce emissions and continue to drive these down as low as possible. However, some emissions are unavoidable and we offset those which remain.

Carbon Credits fall into two broad groups – carbon avoidance and carbon removal. Examples of Nature-based Removals (Oxford Category IV) include afforestation, reforestation and revegetation (ARR) and blue carbon credits such as mangrove, seagrass and salt marsh restoration and regeneration. Examples of carbon removal credits include Biochar (turning plant waste into a long-lasting carbon sponge which improves soils while removing CO₂ from the atmosphere), technology-based solutions such as direct carbon capture, or mineralising CO₂ into building materials. Each type has advantages and disadvantages.

To take responsibility for our unabated emissions, Winckworth Sherwood has partnered with Ecologi to fund a high-integrity portfolio of carbon credits. This portfolio is strategically aligned with the Oxford Principles, currently featuring a 36% share of carbon removals, including high-durability solutions like Biochar. Each project is rigorously vetted through Ecologi’s Carbon Project Assessment Framework (CPAF), which synthesises data from leading ratings agencies to ensure every credit represents verified, additional, and permanent climate action.

Our offsetting strategy is based on:

- Continued annual measurement of our baseline GHG emissions
- Taking active steps to reduce avoidable GHG emissions as far as reasonably practicable
- Reviewing which GHG emissions to offset. These will include unavoidable Scope 3 emissions, such as essential business travel, purchased material, staff commuting and working from home
- Determining which offsets to use
- Purchasing offsets and monitoring performance
- Continuing to reduce GHG emissions and revise offsetting strategy as best practice evolves – avoiding over-reliance on offsets.



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