

Carbon Reduction Plan

Freeths

20th March 2026

Commitment to achieving net zero

Freeths is committed to achieving net zero greenhouse gas (GHG) emissions by 2040, in line with the Science Based Targets initiative (SBTi) Corporate Net Zero Standard.

Freeths' Net Zero Transition Plan has been independently developed and verified in partnership with Planet Mark, and Freeths' near-term and long-term targets were formally approved by the SBTi in January 2026. The commitment applies to Freeths' UK operations and covers Scope 1, Scope 2 and Scope 3 emissions.

Baseline emissions footprint

Baseline emissions are a record of the GHG emissions that have been produced in the past, prior to the introduction of any strategies to reduce emissions. They provide a reference point against which emissions reduction can be measured.

Baseline year: FY2024 (1st April 2023 – 31st March 2024)

Additional details relating to the baseline emissions calculations

FY2024 represents Freeths' first full baseline year covering Scopes 1, 2 and relevant Scope 3 categories, aligned with the GHG Protocol and SBTi requirements.

Emissions data is independently verified annually by Planet Mark.

Scope 3 reporting includes the required subset of categories under PPN 006, with a particular focus on purchased goods and services, business travel and employee commuting, which represent the most material sources of emissions for Freeths.

Baseline year emissions:

Emissions	Total (tCO ₂ e)
Scope 1	313.0
Scope 2 (market-based)	146.5
Cat.1 Purchased goods & services	3,644.9

Cat.2 Capital goods	<i>Included within category 1</i>
Cat.3 Fuel and energy-related activities	104.6
Cat.4 Upstream transport and distribution	63.8
Cat.5 Waste	2.8
Cat.6 Business travel	264.2
Cat.7 Employee commuting	1,037.3
Total Scope 3	5,117.4
Total emissions	5,576.9

Current emissions reporting

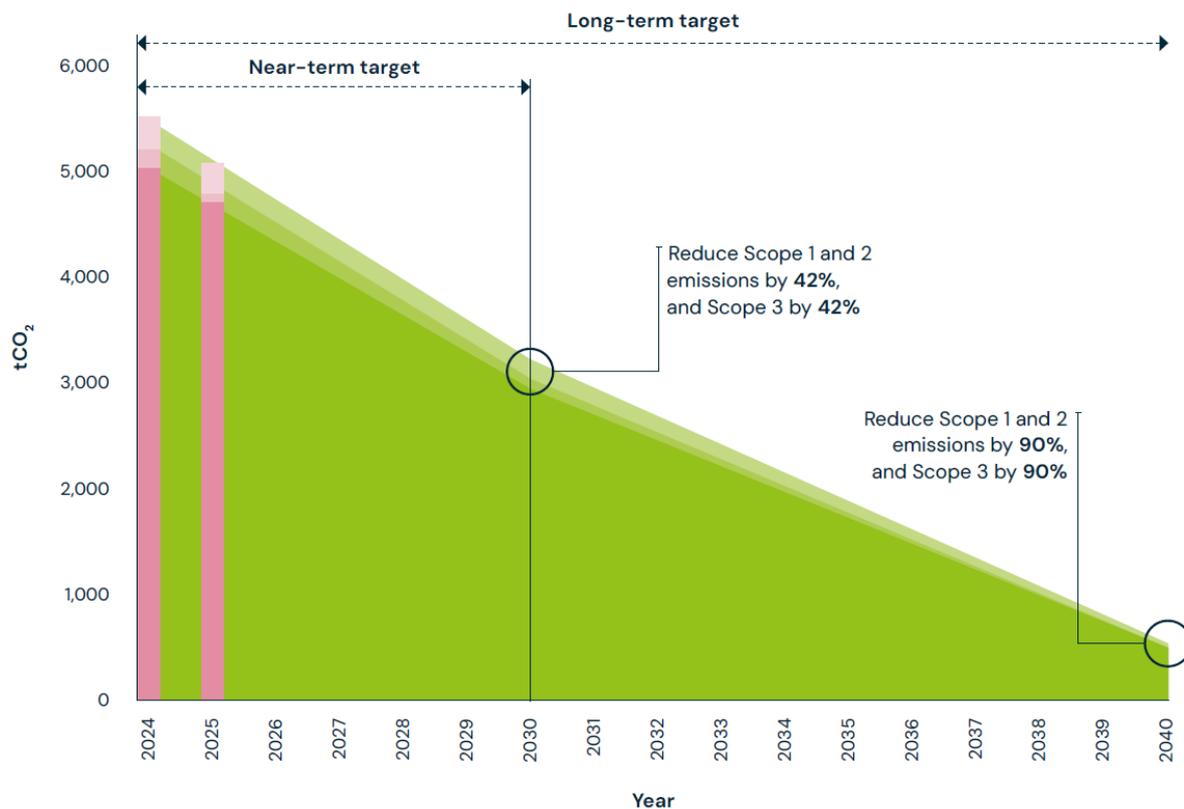
Reporting year: FY2025 (1 st April 2024 – 31 st March 2025)	
Emissions	Total (tCO ₂ e)
Scope 1	270.6
Scope 2 (market-based)	72.3
Cat.1 Purchased goods & services	3,584.8
Cat.2 Capital goods	<i>Included within category 1</i>
Cat.3 Fuel and energy-related activities	89.4
Cat.4 Upstream transport and distribution	11.9
Cat.5 Waste	2.1
Cat.6 Business travel	293.6
Cat.7 Employee commuting	817.7
Total Scope 3	4,799.5
Total emissions	5,142.4

Emissions reduction targets

To support delivery of its net zero commitment, Freeths has validated science-based emissions targets aligned with the SBTi and set out in the firm's Net Zero Transition Plan.

Freeths is committed to achieving net zero GHG emissions across its value chain by 2040 from a FY2024 baseline, with interim targets to reduce absolute Scope 1 and 2 emissions by 42% by 2030, and absolute Scope 3 emissions by 42% within the same timeframe.

Progress against these targets is monitored annually through independently verified emissions reporting and can be seen in the graph below:



Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the FY2024 baseline. The carbon emission reduction achieved by these schemes equates to 434.5 tCO₂e, a 7.8% reduction against the FY2024 baseline.

- ISO 14001-certified Environmental Management System in place since 2015, providing a structured framework for continual environmental improvement.
- SBTi-approved near-term and long-term GHG emissions reduction targets, approved in 2026 and aligned with the SBTi Corporate Net Zero Standard.

- Development and implementation of a Net Zero Transition Plan setting out Freeths' pathway to achieve net zero by 2040, including targets, priority reduction actions and governance.
- Established a Net Zero Action Group to oversee delivery of operational emissions reductions and strengthen governance and accountability.
- 12 out of the firm's 13 UK offices now operate on renewable electricity tariffs, contributing to significant Scope 2 reductions.
- Ongoing energy efficiency improvements across office buildings, including optimisation of building management systems through adjusted heating and cooling set times and temperature controls.
- Introduced a Green Car Benefit Scheme supporting lower-emission vehicle choices through employee uptake of lower-carbon transport options.
- Enhanced travel policies prioritising virtual meetings and lower-carbon travel options.
- Improved waste segregation, recycling infrastructure and reduced single-use plastics across offices.
- Delivery of the Freeths Pledge, engaging colleagues to support carbon reduction through everyday actions.

Future carbon reduction initiatives

Freeths' Net Zero Transition Plan sets out a clear, phased approach to further emissions reduction, centred on the firm's most material emission sources and the greatest opportunities for near-term and long-term reduction.

- Continue office energy audits to identify efficiency opportunities and deliver targeted upgrades to heating, cooling and lighting systems, including planned system improvements within Freeths' largest office in Nottingham.
- Sustainability considerations will continue to be embedded in premises' decision-making through the firm's premises policy and future refurbishment activity.
- Support lower-carbon commuting and business travel through improved cycle storage and shower facilities where feasible, continued promotion of lower-emission travel choices and implementation of updated business travel guidance.
- Improve the granularity of waste data across offices to support targeted reduction activity, reduce overall waste volumes through operational controls and review procurement practices to prioritise lower waste purchasing decisions.
- Introduce minimum environmental expectations for key suppliers, including commitments to emissions reduction and environmental stewardship, strengthen sustainability criteria within procurement processes and improve supplier emissions data to support more targeted engagement over time.

- Deliver targeted training and awareness activity for roles identified in Freeths' Net Zero Transition Plan as having responsibility for implementation, supporting consistent application of carbon reduction measures across the firm.

Declaration and sign off

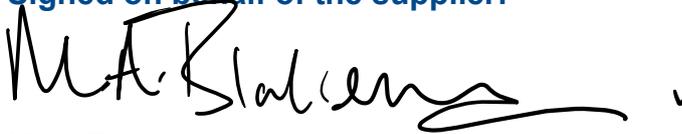
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG 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) Standard³.

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:



Mark Blakemore

Chief Operating Officer

20 March 2026

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>