

TOZERS

Carbon Reduction Plan

Tozers LLP

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Commitment to achieving Net Zero

Tozers LLP is committed to achieving Net Zero emissions by 2030.

Tozers LLP, with roots in Devon since 1785, embodies a blend of historical legacy and developing modern sustainability practices. Originating from a family deeply embedded in the region's wool trade, the firm honours its heritage through branding that nods to this past. Today, Tozers stands as a progressive law firm, renowned for its local expertise and national specialisms. We have committed to being a more Responsible Business and have working committees driving change around our involvement in our environment, communities and people. For example, we have made a significant commitment to diversity, demonstrated by over 40% female partnership; setting up a fund to support colleagues in their community efforts; and a Green Team to drive our environmental initiatives.

The firm's Environmental, Social, and Governance (ESG) commitments, especially its Carbon Reduction Plan, reflects our focus on environmental stewardship. Tozers aims to minimize its impact through sustainable solutions in transport, office management, energy use, and resource conservation. We promote sustainable commuting for our colleagues and have a hybrid working arrangement, a paperless office as far as possible, and our waste is managed so nothing goes to landfill. We are proud of our work supporting local Wildlife and Conservation organisations such as Devon Wildlife Trust. We work with clients to help them meet their carbon reduction targets and to promote awareness of climate change risks and biodiversity loss. We consider that as a firm we have a moral obligation to reduce our own emissions as well as to help our clients to do likewise.

We have decided to formalise our Carbon Reduction Plan using established GHG reporting methodology calculated in line with ISO 14064 principles establishing a 2023 post-covid baseline emissions report to measure and target our activities and progress.

Baseline Emissions Footprint

Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations. Tozers' decision to calculate a carbon baseline against a year marked by significant shifts in working patterns underscores a strategic approach to sustainability. This baseline will inherently reflect the increased adoption of remote work and the resultant changes in commuting habits. By anchoring its carbon reduction targets to this transformative period, Tozers demonstrates adaptability and a forward-thinking commitment to environmental stewardship. This methodology not only provides a realistic snapshot of the firm's current environmental impact but also aligns its sustainability objectives with evolving business practices, setting a precedent for meaningful and measurable carbon reduction initiatives in the legal sector.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	19.23
Scope 2	42.35
Scope 3 (Included Sources)	211.58
Total Emissions	273.16

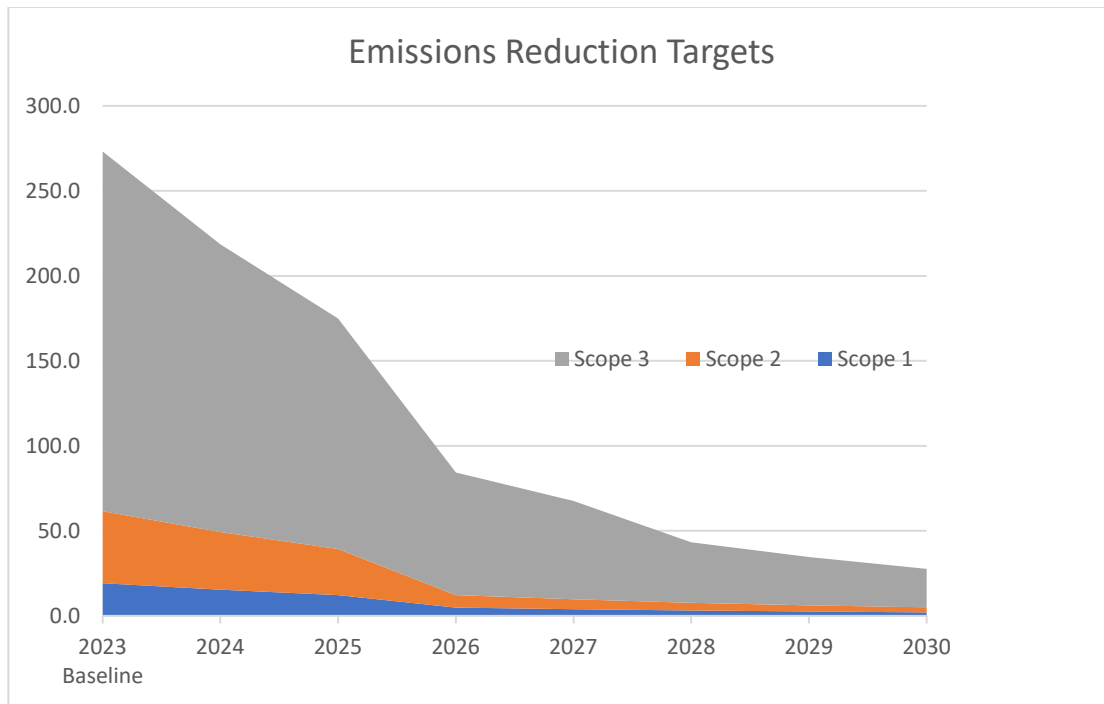
Emissions reduction targets

As part of our commitment to reduce our carbon emissions year on year, we're aiming to reach Net Zero emissions by 2030, a goal set in our first declaration since the pandemic reshaped our working practices. We've partnered with a specialised carbon and energy consultancy to help us navigate our path to Net Zero, with a significant focus on improving our data and inventory management systems. Recognising that 80% of our emissions are Scope 3, we're proactively working with our community and suppliers to drive reductions. This effort is not just about meeting our own targets; it's about investing in community and client projects that align

with our Net Zero ambition, demonstrating our holistic approach to combatting man-made climate change.

We project that carbon emissions will decrease over the next five years to 43 tCO₂e which is a reduction of 84% by 2028.

Proposed Progress against these targets can be seen in the graph below:



	2023 Baseline	2024	2025	2026	2027	2028	2029	2030
Scope 1	19.2	15.4	12.3	4.9	3.9	3.2	2.5	2.0
Scope 2	42.4	33.9	27.1	7.2	5.8	4.6	3.7	3.0
Scope 3	211.6	169.3	135.4	72.2	57.8	35.6	28.4	22.8

Carbon Reduction Projects

In order to reduce our emissions, we have already undertaken a number of projects and have more in the pipeline that are being actioned by the Green Team at Tozers. We set out below examples of some of our projects.

Completed Carbon Reduction Projects

1. Engaged BCR Associates Net Zero to guide our Net Zero Journey.
2. Subscribed to ISO14064 accredited platform for full emissions calculations.

3. Internal governance: we have formed an internal Green Team engaging all colleagues including partners.

Proposed and Ongoing Carbon Reduction Initiatives

1. Implement Energy Efficiency Measures (Scope 2)

- Action: Conduct an energy audit of office spaces to identify opportunities for reducing energy consumption. Upgrade to energy-efficient lighting, heating, ventilation, and air conditioning (HVAC) systems where possible (working with landlords), and implement smart energy management systems to control energy use more effectively.
- Outcome: This will directly reduce Scope 2 emissions associated with the consumption of purchased electricity and potentially some Scope 1 emissions as the firm directly controls fossil fuel heating systems on some sites.

2. Transition to Renewable Energy Sources (Scope 2)

- Action: Shift to renewable energy sources for the firm's electricity needs by purchasing green energy contracts, peer-2-peer renewables or investing in on-site renewable energy generation (e.g. solar panels).
- Outcome: This move will significantly reduce Scope 2 emissions and demonstrate the firm's commitment to sustainable practices.

3. Maintain and Improve Sustainable Transportation Practices (Scope 3)

- Action: Encourage the use of public transportation, cycling, and walking by offering incentives to employees. Implement a policy to prioritise hybrid or electric vehicles for company use and support online meetings to reduce commuting emissions.
- Outcome: These measures will help in reducing Scope 3 emissions from employee commuting and business travel.

4. Engage Suppliers and Partners (Scope 3)

- Action: Conduct a review of the firm's supply chain to identify major sources of Scope 3 emissions. Work with suppliers to encourage or require them to adopt greener practices or select suppliers based on their environmental performance.
- Outcome: This approach aims to reduce Scope 3 emissions associated with purchased goods and services, which can be significant in a law firm's operational footprint.

5. Foster a Culture of Sustainability (Scope 1, 2, and 3)

- Action: Develop and implement a sustainability policy that includes employee engagement programs, sustainability training, and incentives for employees to identify and implement their own carbon reduction ideas. Regularly report on the firm's carbon footprint and progress towards its reduction goals to build accountability and transparency.
- Outcome: Cultivating a sustainability-focused culture will ensure that carbon reduction efforts are ongoing and will contribute to reductions across all scopes by embedding environmental considerations into everyday decisions and practices.

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- **6. Investigate and understand our role in Advised Emissions (Scope 4)**

- Action: Develop and initiate an action plan to understand and measure the environmental impact of our advice
- Outcome: Working with clients to contribute to sustainable practices and mitigate greenhouse gas emissions.

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the Partners.

Signed on behalf of Tozers LLP:



Managing Partner

Date: 23 February 2024

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>