

ENVIRONMENTAL POLICY

Policy Document Owner – Claire Hunt

These policies apply to employees of Barker Brettell LLP and its UK subsidiaries and UK affiliated entities, including Barker Brettell Services Limited. References within the policies to the “Firm” or “firm” or to “Barker Brettell” or “Barker Brettell LLP” or “Barker Brettell Services Limited” shall, where the context permits, include Barker Brettell LLP, Barker Brettell Services Limited and other UK subsidiaries and UK affiliated entities of Barker Brettell LLP.

Contents

1. Introduction.....	3
2. Aims of Policy	3
3. List of Policies	3
3.1 Recycling and use of Recycling Materials	3
3.2 Carbon footprint	3
3.3 Energy Conservation	4
3.4 Environmental Management Awareness	4
4. Review	4

1. Introduction

Barker Brettell (BB) consists of Barker Brettell LLP and all of its subsidiaries including Barker Brettell Services Limited. BB acknowledges its responsibility to, and the commercial advantages of, maintaining a sound environment.

As a business, we recognise the importance no matter how small, of the impact of our activities on the local and regional environment. We acknowledge that there is a responsibility to constantly consider ways in which we can conserve energy and minimise waste in all activities that we undertake. As part of this, we will encourage the co-operation and involvement of staff in environmental management.

2. Aims of Policy

The aims of BB's Environmental Policy are:

- To promote the importance and value of a quality environment
- To carry out our work in an efficient way that minimises or eliminates its adverse impact on our environment.
- To promote the development of a Circular Economy

Specifically, we remain committed to reducing our impact upon the environment by providing appropriate resources for the implementation of this policy in the following ways:

3. List of Policies

3.1 Recycling and use of Recycling Materials

BB will wherever possible, seek to purchase products that are environmentally friendly, re-usable, and recyclable and that do not damage the environment.

It is our aim to manage waste generated from our business operations incorporating reduction, re-use and recycling and whenever possible, we will ensure that materials are disposed of in an environmentally safe manner at the end of their useful life.

As you would expect, we recycle paper (shredding it first for confidentiality reasons), cardboard, cans and plastic, and have separate recycling bins for these materials in our kitchens and car park. In addition, we will strive to reduce our consumption of resource and improve the efficient use of those resources. As part of this, we will perform business electronically, to reduce paper usage.

Old computers are sent to recycling companies, printer toner cartridges are recycled, and we have even been known to buy second-hand furniture (reducing the need to manufacture new ones).

Our office furniture, when no longer required, is sold back to the supplier in order that they may refurbish and sell on 'second hand'.

3.2 Carbon footprint

We encourage staff to use alternative transport to cars by providing a covered, lit,

spacious bicycle store that can accommodate 40 bicycles, and by having showers in the building. We give loans to staff to cover bus and train passes.

We have offered the Cycle to Work Scheme for all our permanent staff which by definition encourages cycling to work at least 50% of the time.

Staff are encouraged to travel by train, rather than by car, whenever it is convenient, and not to travel at all if it is possible to do so. We have video conferencing facilities between our London, Southampton and Birmingham offices in order to avoid the need to travel between them where possible.

We are currently trialling a 'Hybrid' work ethic to actively support our staff in working from home up to 3 days per week, shortening their in-office time and therefore travel.

3.3 Energy Conservation

To manage electricity, water and gas supplies to ensure minimum consumption through energy efficient initiatives. The building has tap filters to discourage the use of bottled water by our staff. Dishwashers on each floor that are used once per day only in an effort to reduce water wastage.

When we moved to our current building in 2010 we specifically looked for an environmentally sound building. The BREEAM standard is used to rate the green credentials of buildings and our current building achieved the very creditable rating of "very good". Our office has double glazing, tinted glass to keep out excess heat, louvres over the windows to shade them and motion activated lights that switch off when no movement is detected after a period time. Our office building boilers have a gross seasonal efficiency of 96.9% and NOx level of 39 mg/kWh which complies with the future Ecodesign Class 6 requirements.

In addition, we will give due consideration to environmental issues and energy performance in the acquisition, refurbishment, location and use of any of our offices.

3.4 Environmental Management Awareness

Given a choice that is otherwise finely balanced, we prefer to work with other firms who also look after the environment. We aim to raise and maintain a high level of understanding of, and participation in, environmental best practices by staff and suppliers.

This environmental policy represents our general position on environmental issues, and the policies and practices we will apply in conducting our business.

4. Review

This policy and its application will be subject to regular review to ensure that it continues to reflect the aims and objectives of BB and promotes continuous environmental improvement throughout our operations.