KINGSLEY NAPLEY

CARBON REDUCTION PLAN

Kingsley Napley LLP

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Commitment to Carbon Reduction

Kingsley Napley is committed to driving positive impact by actively reducing our environmental footprint, in line with the latest climate science and the UK's transition to a net zero economy. As a professional services firm, our carbon footprint is largely driven by Scope 3 emissions, particularly purchased goods and services, and business travel. We are embedding carbon reduction considerations into our operational decision-making, procurement practices, and travel policies, and will continue to identify opportunities to measure, manage, and reduce our emissions.

Organisational Boundaries

Kingsley Napley's organisational boundaries are set according to the control approach, under which Kingsley Napley accounts for GHG (greenhouse gas) emissions from operations over which we have control. In this way, we have control over the reduction efforts we put in place. Our organisational boundaries cover our single site located in Central London:

- Kingsley Napley LLP
- 20 Bonhill Street, London, EC2A 4DN

Operational Boundaries

Our operational boundaries consist of the following:

Scope 1 emissions from the consumption of static combustion (gas & fuels) and air conditioning & fire suppressants (refrigerants);

Scope 2 emissions from the generation of purchased electricity by Kingsley Napley;

Scope 3 emissions generated from activities associated with:

- Category 1 - Purchased goods and services;

- Category 2 - Capital goods;

- Category 3 - Fuel and energy related activities;

- Category 4 - Upstream transportation and distribution;

- Category 5 - Waste generated in operations;

- Category 6 - Business travel;

- Category 7 - Employee commuting;

- Category 15 - Investments

Baseline Emissions Footprint

Baseline emissions are a record of the GHGs that have been produced in the past and are the reference point against which emissions reductions can be measured. The baseline period for the quantification of GHG emissions is from 1 April 2025 – 31 March 2026. This period will serve as the base year until a review is required. For the purpose of our carbon emission reduction targets, FY 2026 will form our baseline year.

Carbon Emissions Reporting

FY 2026 Carbon Emissions (tCO2e)

FY 2026 CARBON EMISSIONS (tCO2e)	
Scope 1	
Stationary combustion	139.19
Scope 2	
Purchased electricity (Market-based)	0
Scope 3	3,296.76
(Included Sources)	
Purchased goods and services	2,043.18
Capital goods	31.68
Fuel- and energy-related activities	81.26
Upstream transportation and distribution	35.74
Waste generated in operations	17.37
Business travel	555.24
Employee commuting (including homeworking)	363.22
Investments	169.07
Total emissions	**3,435.94**

**Emissions calculations and this report were generated by Ecologi in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and supplementary Corporate Value Chain (Scope 3) Standard. Emissions have been calculated using appropriate emission conversion factors from government sources, reputable third party research, and proprietary modelling. Reported emissions figures are expressed as tonnes of carbon dioxide equivalent (tCO2e) and include GHG emissions from all seven GHGs named by the Kyoto Protocol: CO2, N2O, CH4, HFCs, PFCs, SF6 and NF3. This inventory assesses emissions for the reporting period 01/04/2025 - 31/03/2026.*

Completed Carbon Reduction Projects

We have taken proactive steps to reduce our GHG emissions, exemplified by our initiative “The Building That Shrinks & Grows”. Launched in July 2023, this initiative involves closing certain floors in our offices every Friday, capitalising on low office occupancy rates and allowing staff to work from home, thereby reducing energy usage. The initiative has led to significant reductions in energy consumption and GHG emissions, achieving an 11.09% decrease in total emissions from our offices, equivalent to a total reduction of 22.86 tCO2e.

We have also taken a range of other steps to reduce our emissions, including installing motion sensitive LED lighting throughout our offices to reduce energy consumption, and our office building has received a BREEAM rating of excellent. Furthermore, staff utilise a hybrid working model to reduce levels of commuting business travel.

We are ISO 14001:2015 certified. By maintaining our ISO 14001:2015 certification, we will be able to continually improve environmental performance and ensure our operations are aligned with the relevant environmental legislation. An Emissions Monitoring System has been created to facilitate the continual monitoring of emissions through future reporting periods.

We produce annual energy and carbon reports in line with our annual Directors’ Reports under the Companies (Directors’ Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations and comply with the Energy Saving Opportunities Scheme (ESOS).

We operate a sustainable travel policy which promotes greener travel habits and encourage suppliers to provide us with carbon footprint data and details of their environmental initiatives.

In addition, Kingsley Napley is a signatory and active member of the following climate action related initiatives:

- City of London Law Society’s ESG Committee
- Environmental Law Foundation
- Greener Litigation
- Legal Sustainability Alliance

Carbon Reduction Projects

ISO14001

All activities at our London office are carried out in line with our Environmental Management System (EMS), which is certified to the ISO 14001:2015 standard. The EMS focuses on improving energy efficiency, minimising waste, and ensuring effective resource management, helping to reduce our carbon footprint and overall environmental impact.

We regularly review our EMS to identify and drive continuous improvements, while also encouraging employee engagement and supporting a broader cultural shift towards sustainability throughout the business.

Energy Consumption

We will continue to monitor and reduce our energy consumption across our office space. Although we procure renewable energy, we will continue to optimise lighting and HVAC systems to reduce energy demand, alongside engaging with our landlord to advocate transitioning away from fossil fuel-based heating by exploring low-carbon, energy-efficient alternatives. By prioritising both energy efficiency and cleaner energy sources, we aim to significantly reduce our operational emissions.

Suppliers

Over 95% of our emissions come from our supply chain. Our primary strategy for reducing emissions associated with our supply chain will prioritise the use of primary data provided directly from our suppliers over spend based data, ensuring the most precise representation of data. This year, we updated our Suppliers Code of Conduct, and Suppliers ESG questionnaire to ensure more robust environmental and sustainability requirements in line with our commitments. In addition to ensuring accurate data capture and recording, we will work collaboratively with our key suppliers to align on shared climate action initiatives and carbon reduction priorities, supporting collective progress towards net zero across our value chain.

Travel

We have recently updated our travel policy to actively promote greener travel habits and reduce our environmental footprint. The revised policy prioritise minimising non-essential travel and encourages more sustainable alternatives, such as choosing rail over short-haul flights and partnering with lower-carbon transport providers. It also reinforces the use of virtual meetings and teleconferencing to avoid unnecessary travel, while encouraging employees to adopt low-carbon transport options including public transport, electric vehicles, and cycling.

Carbon Emission Reduction Targets

Kingsley Napley is in the process of developing its short term and net zero targets, aligned with the latest climate science. We are working together with the climate action platform, Ecologi, in establishing a credible pathway to net zero, with interim targets, in line with best practice.

Governance and Review

Progress against this Carbon Reduction Plan is reviewed internally on a regular basis. Emissions data and targets will be updated as data quality improves and as, regulatory and best-practice expectations evolve.

Declaration and Sign Off

Emissions have been reported and recorded in accordance with the GHG Protocol and uses the appropriate emission conversion factors for greenhouse gas company reporting. This Carbon Reduction Plan has been reviewed and signed by Matt Meyer, Managing Partner at Kingsley Napley.

Matt Meyer

Managing Partner

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