

Carbon Reduction Plan

Publication date: 30 March 2026



Commitment to achieving net zero

Forsters LLP is committed to achieving net zero emissions by 2050 in line with the Paris Agreement and the UK Government's goals.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: 1 April 2019 – 31 March 2020

Additional details relating to the baseline emissions calculations

- ✔ Our 2019/20 baseline was calculated in 2021.
- ✔ Data collection and analysis has followed the GHG Protocol Corporate Accounting and Reporting Standard (GHGP) across scopes 1, 2 and 3, using the operational control approach.
- ✔ Our emissions are audited and verified by a third party in accordance with ISO14064-1:2018.
- ✔ The audit includes the required elements of our Scope 3 as outlined in the technical requirements of PPN 006.
- ✔ Both market-based and location-based figures have been included.

Baseline year emissions: FY 2019/20

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	67.40
Scope 2	276.77 (market-based) 203.72 (location-based)
Scope 3 (included sources)	<p>There are 15 categories of Scope 3 emissions defined by the GHG Protocol. The PPN 006 Carbon Reduction Plan requires detail of emissions for five of these categories as detailed below.</p> <p>Upstream:</p> <p>Category 4: upstream transportation and distribution - 32.45</p> <p>Category 5: waste generated in operations - 90.10</p> <p>Category 6: business travel - 836.29</p> <p>Category 7: employee commuting - 283.28</p> <p>Downstream:</p> <p>Category 9: downstream transportation and distribution - 0.0 (not applicable – no upstream leased assets*)</p> <p>TOTAL: 1,242.12</p>
Total emissions	1,586.29 tCO ₂ e (market-based) 1,513.24 tCO ₂ e (location-based)

* Forsters provides legal services and does not manufacture products and therefore does not have any downstream transport and distribution activities as defined in the technical standard for completion of Carbon Reduction Plans (PPN 006).

Current emissions reporting

Reporting year: FY 2024/25	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	18.47
Scope 2	0 (market-based) 199.98 (location-based)
Scope 3 (included sources)	<p><i>Upstream:</i></p> <p>Category 4: upstream transportation and distribution – 24.29</p> <p>Category 5: waste generated in operations – 1.55</p> <p>Category 6: business travel – 817.15</p> <p>Category 7: employee commuting – 259.93</p> <p><i>Downstream:</i></p> <p>Category 9: downstream transportation and distribution - 0.0 (not applicable – no upstream leased assets*)</p> <p>TOTAL: 1,102.92</p>
Total emissions	1,121.39 tCO ₂ e (market-based) 1,321.37 tCO ₂ e (location-based)

* Forsters provides legal services and does not manufacture products and therefore does not have any downstream transport and distribution activities as defined in the technical standard for completion of Carbon Reduction Plans (PPN 006).

For further details please also see our SECR reports included in our Companies House accounts and our Responsible Business Review 2024/25.

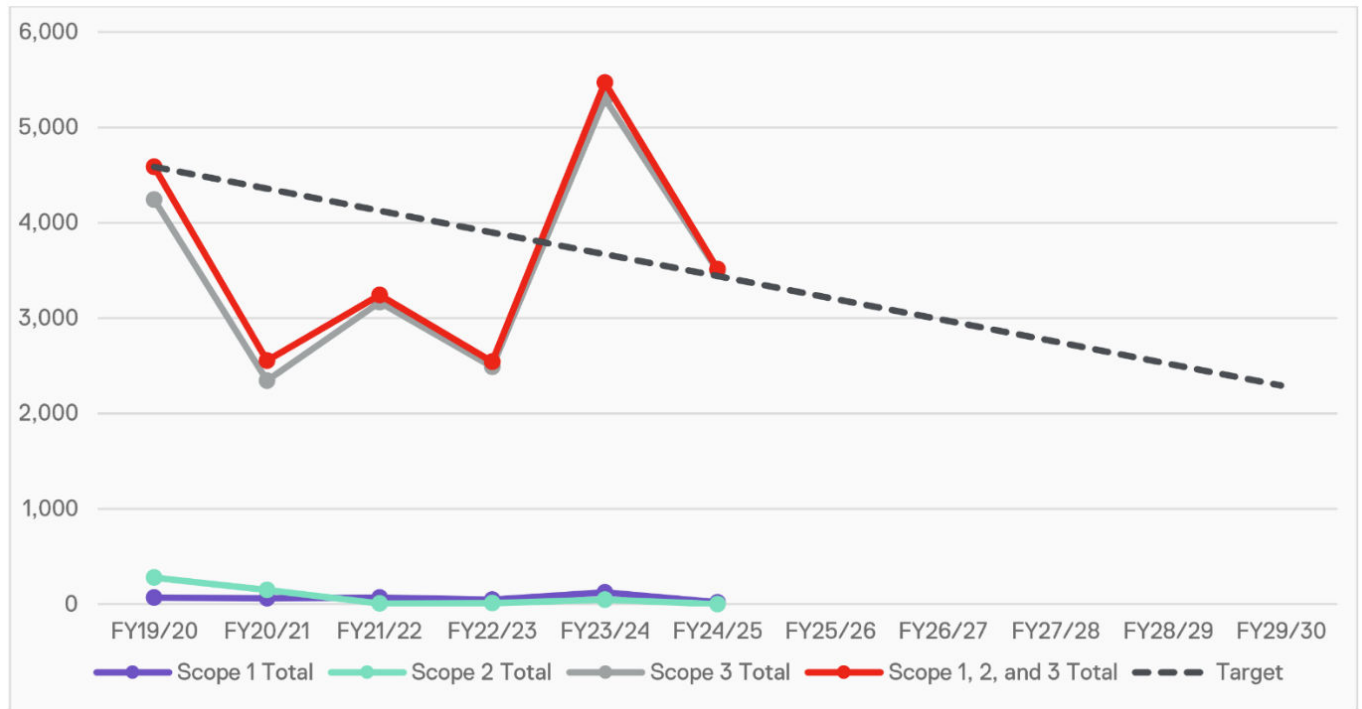
Emissions reduction targets

In order to progress to achieving Net Zero, we have adopted a mid-term target to halve our absolute Scope 1, 2 and 3 greenhouse gas emissions by 2030, from a FY2019/20 baseline, verified by the Science Based Targets Initiative (SBTi).

We project that carbon emissions will decrease over the next five years to 2,293 tCO₂e by 2030 - a reduction of 33%.

Progress against this target can be seen in the graph below.

Total Scope 1,2 and 3 absolute tCO₂e progress towards 2030 target



Notes to chart:

- Total market-based emissions across all measured Scope 1, 2 and 3 sources against target of reducing absolute emissions by 50% by 2030.
- FY2023/24 saw a significant increase in Scope 3 emissions because of our office move and refurbishment which was rewarded with BREEAM Excellent certification.
- FY2024/25 included the completion of our office refit.
- Total emissions, including Scope 3 and using a market-based approach, decreased by 38% compared to FY2023/24 and by 25% from the FY2019/20 baseline year.

Carbon reduction and energy efficiency initiatives

Completed carbon reduction initiatives

The following environmental management measures have been implemented since the 2019/20 baseline. In 2024/25, the carbon emission reduction achieved by these schemes equates to 1,166.98 tCO₂e, a 25.5% reduction against the 2019/20 baseline (using Scope 2 market-based emissions) and the measures will be in effect when performing the contract:

Governance: established a Sustainability Board in 2021 comprising senior leaders to oversee carbon emissions reporting and embed resource efficiency into business planning.

Real estate strategy: consolidated offices into a single, sustainably-refitted location at 22 Baker Street (BREEAM Excellent, autumn 2024) featuring:

- Fully electric systems eliminate stationary combustion emissions.
- HVAC uses natural heat recovery and water-based cooling, reducing energy use and avoiding harmful gases.
- A SMART Building Management System (BMS) provides live data and the capability to isolate and turn off areas of our office when not in use.
- Renewable energy generating photovoltaic panels generating up to 13,000 kWh annually.
- Teams were also asked to review operations with an environmental focus, leading to a digital-first library and 41% fewer printers in the new office.

Travel policy: updated and relaunched in spring 2023, promoting low-carbon travel including train-first for UK and Eurostar routes, and no first class air travel.

Travel emissions data: enhanced expense processes to capture detailed taxi emissions data (car type, distance) for better carbon footprint management.

Supplier engagement: introduced an ESG questionnaire for new suppliers to promote responsible sourcing.

Sustainable commuting: supporting greener commuting via the Cycle to Work Scheme, providing bike storage and showers.

Hybrid working and tech: an agile working policy and tech-enabled office reducing the need for business travel and commuting.

Employee engagement: a 'Green Impact Group' drives awareness and behavioural change around environmental best practice.

Measurement: our emissions are audited and verified by a third party in accordance with ISO14064-1:2018.

Science-based targets: our 2030 absolute reduction target verified by SBTi in 2023.

New and ongoing carbon reduction initiatives

Business travel: improvements to systems and oversight of data to inform travel policy updates and targets.

Sustainable procurement: focussed on emissions data collection and embedding carbon reduction into supplier contracts.

Commuting and working from home: alignment of employee benefits with our carbon reduction goals.

Energy efficiency: Friday floor closures initiative taking advantage of the SMART building technology and low footfall in the office at the end of the week.

Offsetting strategy: developing our approach to offsetting in line with the SBTi's Net Zero Standard and new Ongoing Emissions Responsibility (OER) guidance.

Integrated planning: sustainability integrated into annual business plans and risk register processes.

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 Reporting Protocol corporate standard¹ and uses the appropriate government emission conversion factors for greenhouse gas company reporting.²

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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) Standard.³

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the members of Forsters LLP by:

Kelly Noel-Smith, Responsible Business Partner

Date: 30 March 2026

¹<https://ghgprotocol.org/corporate-standard>

²www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

³<https://ghgprotocol.org/standards/scope-3-standard>