



CARBON REDUCTION PLAN

BRYAN CAVE LEIGHTON PAISNER

10 September 2026

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COMMITMENT TO ACHIEVING NET ZERO

Climate science continues to underscore the need for meaningful action. In key regions where Bryan Cave Leighton Paisner (“BCLP”) operate, particularly the UK, Europe and the Middle East, clients, regulators and stakeholders increasingly expect transparency, credible targets and clear decarbonization pathways.

Our near and long-term Science Based Targets for the UK LLP have been validated by the SBTi as part of our commitment to reach net zero greenhouse gas emissions by 2050. Achieving Net Zero emissions means reducing all greenhouse gas emissions by at least 90%.

Our other EMEA offices, as well as our US offices, do not sit within the same legal structure and therefore the formal SBTi-validated reduction targets do not currently apply to them. However, our environmental ambitions and operational approach remain aligned across the whole of EMEA, and we continue to pursue improvements across all locations.

- We aim to support a more sustainable future while strengthening our resilience. This involves a forward-looking approach to climate risk, reducing greenhouse gas emissions, improving energy efficiency, increasing renewable energy use and embedding sustainable practices across our operations. These efforts are supported by structured environmental management systems, a focus on resource efficiency and responsible approaches to consumption, travel, and procurement, alongside compliance with applicable regulations.
- We also recognize the opportunities created by the transition to a low-carbon economy, including improving efficiency, modernizing our estate and building a more transparent and accountable supply chain. These outcomes support both environmental progress and long-term commercial value.

As a firm delivering legal services, most of the emissions associated with the activities controlled and influenced by BCLP (operational footprint) are generated either by business travel or employee commuting and homeworking. Outside of our operational footprint we also calculate emissions from purchased goods and services, at present this is mainly calculated using spend and sits outside of our verified footprint calculation.

BCLP has for a number of years calculated our Scope 1 and 2 emissions for the UK offices for the purposes of SECR reporting. In 2024 we expanded this approach to include Scope 1, 2 and 3 emissions across our EMEA offices for FY 2023. In 2025, we reached a further milestone by extending our calculating to incorporate FY 2024 Scope 1 and 2 emissions for the US offices. We have also improved data quality, moving to activity-based data for our operational footprint calculation, meaning that 2024 provided a reliable baseline year for our Net Zero Journey (note Scope 1 and 2 for the UK LLP has a 2023 baseline year).

This document contains:

- BCLP’s baseline and current emissions.

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- Reduction targets which are based on science.
- Reduction plans to meet the Net Zero target.

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BASELINE EMISSIONS

The baseline emissions inventory includes all measurable scope 1, 2 and 3 emissions. It includes all seven Kyoto Protocol Greenhouse Gas groups.

BCLP employs Auditel as the consultancy providing carbon accounting services. Auditel undertake a series of quality assurance checks in line with industry best practice to ensure that the Greenhouse Gas statements represent a faithful, true, and fair account of BCLP's GHG emissions from the data available.

The process follows the principles of ISAE3410, Assurance Engagements on Greenhouse Gas Statements standard, but is not a formal assurance to the standard currently. It is carried out to ensure that the statement is considered materially correct, a fair representation of the Greenhouse Gases emitted and is prepared in alignment with the Greenhouse Gas Protocol and the relevant activities of BCLP.

Our baseline operational carbon footprint inventory includes all our measurable scope 1, 2 and 3 emissions. In addition to this we have calculated other carbon impact for embedded carbon in purchased goods and services and capital goods which is included in the baseline numbers below but which sit outside of our verified operational carbon footprint.

Scope	Subject	Inc / Exc	Items Included
1	Fleet fuel	Inc	Generator fuel top ups, company vehicles
	HVAC	Inc	Refrigerant leaks, F-Gas top ups
	Gas for heating	Inc	Gas used for heating
2	Electricity	Inc	Electricity usage at all sites
3	Purchased Goods & Services	Inc	Water supply, Other carbon impact for embedded carbon in purchased goods and services with operational carbon footprint emissions covered under upstream T&D.
	Capital Goods	Inc	Other carbon impact for embedded carbon with operational carbon footprint emissions covered under upstream T&D
	Fuel and Energy Related Activities	Inc	All WTT, T&D Losses for EMEAA sites Scope 1 and Scope 2
	Upstream Transport & Distribution	Inc	Upstream T&D relating to goods and services purchased.
	Waste Generated from Operations	Inc	Waste generated at offices, Water treatment
	Business Travel	Inc	Firmwide expenses, travel agencies, taxi bookings, accommodation bookings
	Employee Commuting & Homeworking	Inc	Employee commuting and homeworking survey
	Upstream Leased Assets	Exc	None within the operational boundary
	Downstream Transport & Distribution	Inc	Downstream T&D - couriers and postage (note included in upstream T&D for SBTi reporting purposes)
	Processing of Sold Products	Exc	Service business and therefore no sold products
	Use of Sold Products	Exc	Service business and therefore no sold products
	End of Life Treatment of Sold Products	Exc	Service business and therefore no sold products
	Downstream Leased Assets	Inc	Paris sub-leased electricity usage
	Franchises	Exc	None associated with the business
	Investments	Exc	None associated with the business

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Carbon inventory breakdown by scope category 2024 base year (note figures are 2023 base year for UK LLP Scope 1 and 2, 2024 for all other numbers).

UK LLP - Market Based			EMEAA - Market Based		
Scope	Subject	tCO ₂ e	Scope	Subject	tCO ₂ e
1	Gas for heating	74.31	1	Gas for heating	63.33
	HVAC	77.34		HVAC	41.6
	Fleet and Fuel	-		Fleet and Fuel	-
2	Electricity	69.4	2	Electricity	143.15
3	PG&S - Water Supply	1.31	3	PG&S - Water Supply	1.31
	F&E Related Activities (S1 & S2)	63.3		F&E Related Activities (S1 & S2)	91.71
	Upstream Transport	137.61		Upstream Transport	154.97
	Waste and Water	12.86		Waste and Water	25.01
	Business Travel and Accommodation	3,179.05		Business Travel and Accommodation	3,545.71
	Employee Commuting and Homeworking	556.4		Employee Commuting and Homeworking	645.8
	Downstream Transport	47.52		Downstream Transport	53.56
	Downstream Leased Assets	-		Downstream Leased Assets	-
	Other Carbon Impact	1,707.88		Other Carbon Impact	2,199.63
Total tCO ₂ e		5,926.98	Total tCO ₂ e		6,965.78

EMISSION REDUCTION TARGETS

Our near and long-term Science Based Targets for the UK LLP have been validated by the SBTi. Our other EMEA offices, as well as our US offices, do not sit within the same legal structure and therefore the formal SBTi-validated reduction targets do not currently apply to them. However, our environmental ambitions and operational approach remain aligned across the whole of EMEA and therefore the below targets apply to both the UK LLP and EMEA (with the EMEA targets from a 2024 base year across all three scopes).

Target 1: Net Zero Target – Bryan Cave Leighton Paisner LLP commits to achieve net-zero greenhouse gas emissions across the value chain by 2050.

Target 2: Near Term Targets – Bryan Cave Leighton Paisner LLP commits to reduce absolute Scope 1 and 2 GHG emissions 55% by 2033 from a 2023 base year. Bryan Cave Leighton Paisner LLP also commits to reduce absolute Scope 3 GHG emissions by 33% by 2033 from a 2024 base year.

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CARBON REDUCTION INITIATIVES

Carbon Reduction Targets (UK LLP)

Scope Category	2023 Emissions (tCO2e)	2024 Emissions (tCO2e)	2025 Emissions (tCO2e)	Targeted Reduction (tCO2e)	Proposed Reduction Measures
1	151.65 LB and MB	117.92 LB 57.96 MB (biogas contract)	111.72 LB 35.42 (MB biogas contract)	Further 54 near-term Further 77 required to meet long term target	Updating HVAC systems within the London office to use lower emitting HFCs. Considering heating method as part of future office moves to transition away from gas.
2	69.4	43.03	41.45		Closure of Singapore office (occurred at end of 2025, with 2026 the first full year of impact). Move to renewable energy by 2030 of remaining offices (where BCLP does not directly purchase electricity).
3		5,705.22	4,330.69	Further 508 reduction to achieve near-term target. Further 3,252 required to meet long term target	In the near-term reduction to be achieved through the full year impact of the Singapore office closure, implementation of new business travel policy, 33% reduction in air travel, moving the EV taxi providers, promoting EV salary sacrifice and cycle to work schemes and new procurement framework encompassing ESG criteria. Long term target to be achieved through a continued focus on energy efficiency measures in offices, eliminating waste to landfill and ongoing engagement with suppliers.
Total		5,806.21	4,407.56	562 near-term 3,329 long-term	

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Carbon Reduction Targets (EMEA – excluding UK LLP which is covered above)

Scope Category	2024 Emissions (tCO2e)	2025 Emissions (tCO2e)	Targeted Reduction (tCO2e)	Proposed Reduction Measures
1	46.97	49.08	Further 72 required to meet near-term target	Reduction in gas usage/move to green gas as part of Frankfurt office move.
2	100.12	89.13	Further 51 to meet long-term target	Closure of HK office and move to renewable energy in buildings where BCLP directly contract.
3	1,102.49	704.7	Further 34 required to meet near-term target. Further 560 required to meet long-term target.	In the near-term reduction to be achieved through the full year impact of the Hong Kong office closure, implementation of new business travel policy, 33% reduction in air travel, moving the EV taxi providers and new procurement framework encompassing ESG criteria. Long term target to be achieved through a continued focus on energy efficiency measures in offices and ongoing engagement with suppliers.
Total	1,249.58	842.91	106 near-term 611 long-term	

Significant progress has already been made to reduce our emissions with the main reductions resulting from:

- A reduction in market-based gas emissions due mainly to the flow-through of the London biogas contract which came into effect on the 1st February 2024
- Reduction in electricity emissions as further offices moved to renewable sources of electricity, closure of the Singapore and Hong Kong offices and as a result of continued focus on energy efficiency measures (driving a 6% reduction in electricity use in the London office YoY0)
- Conversion factors for air travel being lower in 2025 than in 2024
- Reduction in amount of downstream transportation and distribution via air freight.

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To reduce our carbon impact further, we have identified the following carbon reduction initiatives in the short (priorities for the next 5 years) and long term:

1 SHORT TERM PRIORITIES

- **Procurement of Renewable Electricity:** We will aim to switch to a 100% renewable electricity supply at our locations where we directly purchase electricity and start to engage with our landlords/building managers on their plans to transition to renewable sources of electricity.
- **Sustainable travel and events:** In 2026 we moved to a new global business travel provider to help improve reporting of our business travel and help implement our new business travel policy. We have also developed and are implementing a Sustainable Events Policy, and continue to look at events to determine the right locations/frequency/number of attendees and will move taxi providers to EV (as this becomes an available option in each market).
- **Sustainable procurement:** We have put in place a new framework for onboarding new suppliers which include ESG criteria in the decision matrix and for engagement with existing suppliers. Supplier engagement through this new framework will help inform next steps in terms of reducing emissions from our supply chain.
- **Promoting EV salary sacrifice and cycle to work schemes:** Where available and applicable in the relevant jurisdiction, we will look to promote EV salary sacrifice and cycle to work schemes as employee benefits that may support the uptake of lower-carbon forms of transport and contribute to reducing business travel and commuting emissions.
- **Reducing gas usage and transitioning away from gas for heating:** To be added into the decision matrix for office moves/lease renewals.

2 MEDIUM/LONG TERM

- **Updating HVAC systems within the London office:** When the current system comes to end of life the systems will be replaced to use lower emitting HFCs.
- **Energy efficiency measures:** Including lowering energy use on weekends by putting in place weekend working operations, closing office spaces on low occupancy days/periods.
- **Eliminating waste to landfill:** Diverting waste from landfill in the UK and in other offices and adding this into the decision matrix for office moves/lease renewals and working with building managers/landlords/tenant groups.
- **Transition to renewable energy source for electricity where BCLP doesn't contract directly** We will continue to engage with building manager/landlords on their plans to transition to renewables. We will also add this into the decision matrix for office moves/lease renewals.

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 standard and uses the appropriate [Government emission conversion factors for greenhouse gas company reporting](#)

This Carbon Reduction Plan has been reviewed and signed off by Anne Avery, Responsible Business Director.

Signed on behalf of BCLP by:



10/09/2026

Getting in touch

Please don't hesitate to get in touch if you would like to discuss anything covered or raised within this document.

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