CARBON REDUCTION PLAN

FOR

Prepared by:	net zero. international
Reporting Period:	May 2024 – April 2025
Issued Date:	30th October 2025

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1 Net Zero Commitment

Veale Wasbrough Vizards LLP ('VWV') recognises the importance of making a full and lasting commitment to reducing the greenhouse gas emissions from our activities, in support of the wider commitment of the world to limit global temperature increases and the impact on the planet.

We commit to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e., to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
2. To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

	Year
Commitment to be Net Zero	2050
50% Emissions Reduction	2030

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2 Background Information

2.1 Company

Veale Wasbrough Vizards LLP is a Limited Liability Partnership registered in England & Wales, company number OC384033, with a head office address of Narrow Quay House, Narrow Quay, Bristol, England, BS1 4QA.

We are a full service law firm and we have offices in Bristol, Birmingham, London and Watford. A summary of our headcount and offices is as follows:

Reporting Period	**Benchmark Period** May 2022 – April 2023	**Current Period** May 2024 – April 2025
Industry	**Law Practice**	**Law Practice**
No. of Staff	495*	593*
No. of Premises Owned	0	0
No. of Premises Leased	5	5
No. of Company Vehicles - Owned	0	0
No. of Company Vehicles - Leased	0	0

*Headcount figures are as of 30th April 2023 and 30th April 2025.

The office locations are two in Bristol, London, Birmingham and Watford.

We understand that every business has an important role to play in protecting the environment for future generations and that we have a part to play in helping to secure the long-term sustainability of the legal industry. We recognise that responsible environmental management contributes to the reduction of impact, the success of our business and meets the expectations of our stakeholders both internally and externally. The activities that lead to our main environmental impact include:

- Our commitment to growth and innovation
- Our offices - energy, water and resource use at our offices and when are employees are working elsewhere (at home under our hybrid working policy, with our clients or at court or tribunal).
- Our employees - employee travel conducted during their employment with us and commuting to and from home.
- Our suppliers - the environmental impacts caused by the activities of our suppliers
- Our clients - the environmental impacts of the projects that we advise our clients on

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2.2 Current Reporting Period

May 2024 – April 2025

2.3 Organisational Boundary

There are 3 different approaches to measuring emissions, as defined by the GHG Protocol. This report has been constructed using the **Operational Control Approach**, considering the requirements of each potential approach.

Approach	Description	Approach Taken
Operational Control	The organisation has operational control over an operation if it or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.	✓
Financial Control	The organisation has financial control over the operation if it has the ability to direct the financial and operating policies of the organisation with a view to gaining economic benefits from its activities.	
Equity Share	The organisation accounts for GHG emissions from operations according to its share of equity in the operation.	

2.4 Benchmark Year

The organisation's benchmark year is from May 2022 – April 2023. This is the third time the organisation has measured and reported on its carbon emissions.

2.5 Methodologies Used

Throughout this report all methodologies used are explained within the relevant sections.

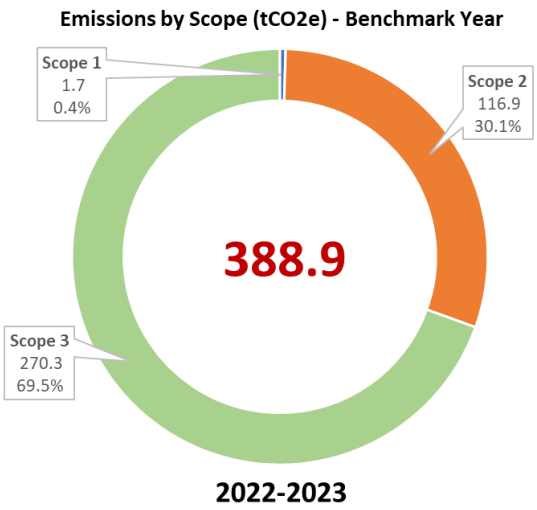
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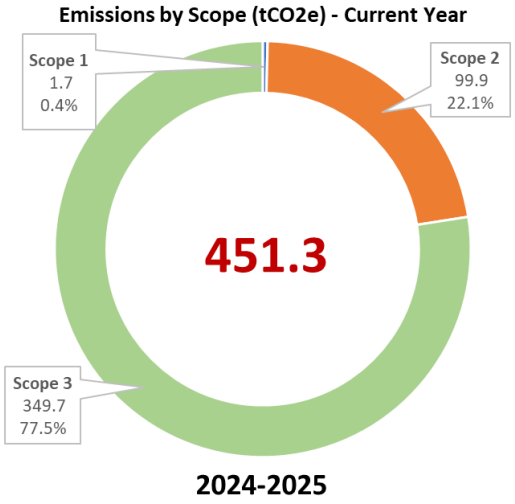
3 Carbon Emissions Overview

Benchmark Period	Current Period	Change
Total Carbon Emissions	Total Carbon Emissions	
388.9	451.3	62.4 ⬆ 13.8% Increase
tonnes CO_2e	tonnes CO_2e	tonnes CO_2e
2022 - 2023	2024 - 2025	

The total calculated emissions for the business for the period 2024-2025 are 451.3 tCO_2e. This is the third year the company has measured its carbon emissions. The breakdown of emissions is analysed throughout this report.

4 Analysis by Scope



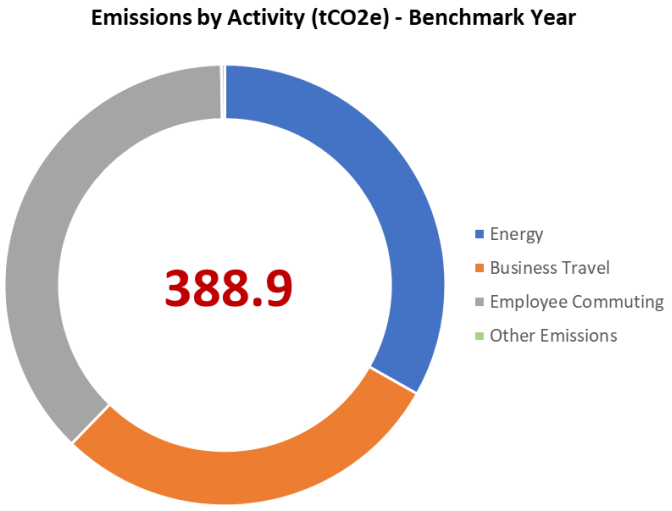


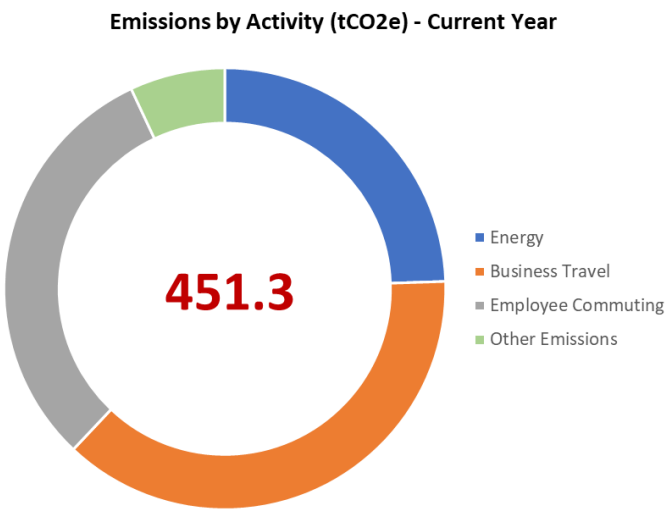
Scope	Description	tCO2e	%
Scope 1	Scope 1 emissions includes fuels used at company premises and company vehicles.	1.7	0.4%
Scope 2	Emissions in scope 2 includes electricity used at the company's premises. The office is not on a renewable tariff.	99.9	22.1%
Scope 3	Scope 3 emissions include: • Business Travel • Employee Commuting • Transmission and Distribution of Electricity • Waste	349.7	77.5%
TOTAL		**451.3**	**100.0%**

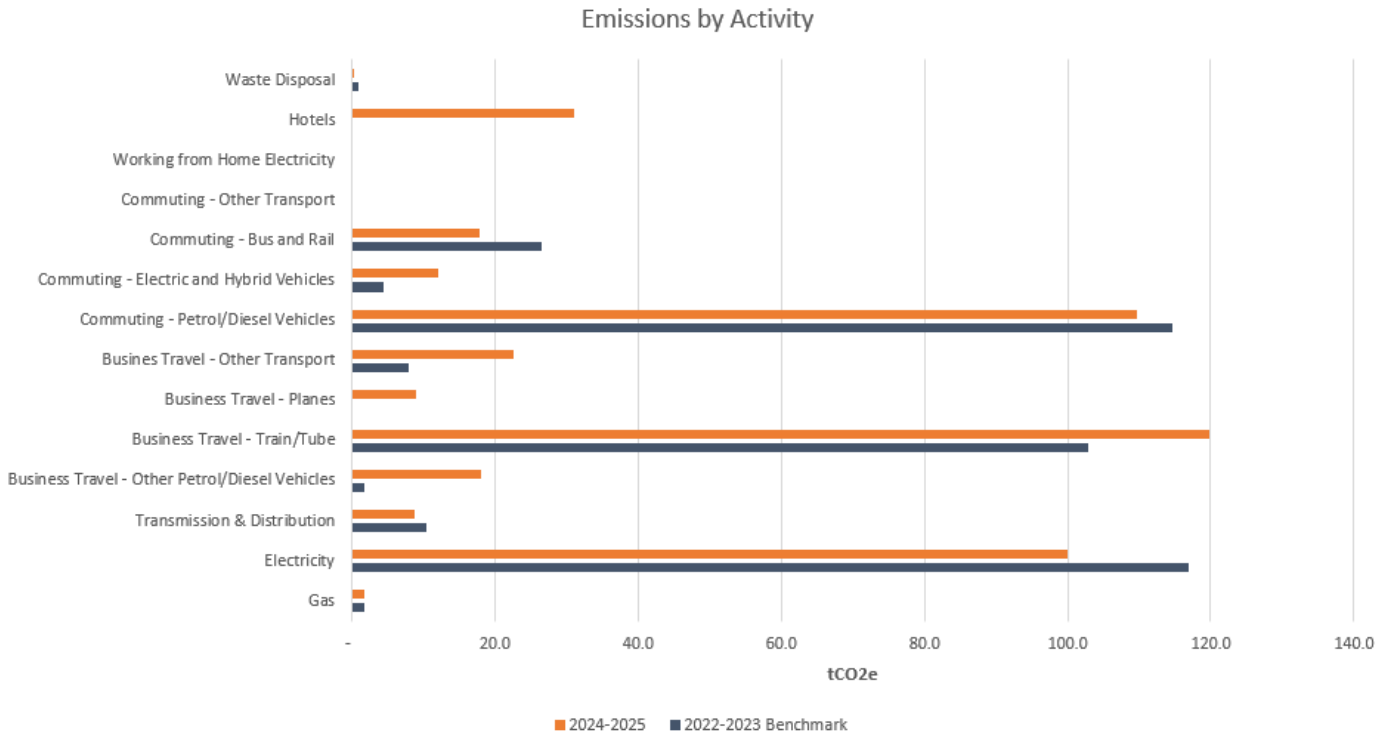
Reported Scope 3 emissions will increase in future years as more detailed data and information become available.

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5 Emissions by Activity







There are no Upstream and Downstream Transportation emissions associated with the business as the organisation does not purchase or sell goods.

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VWV
Carbon Emissions Report

Data Details		Benchmark Year 2022-2023	2023-2024	Current Year 2024-2025			
Emission Type	**Scope**	**tCO2e**	**tCO2e**	**tCO2e**	**Difference**	**Data Source**	**Data Confidence**
Energy							
Gas	1	1.7	1.5	1.7	0.0	Gas Bills	High
Electricity	2	116.9	98.1	99.9	-17.0	Electricity Bills	High
Transmission & Distribution	3	10.5	8.5	8.8	-1.7	Electricity Bills	High
		129.1	**108.1**	**110.4**	**-18.7**		
Business Travel							
Business Travel - Other Petrol/Diesel Vehicles	3	1.8	10.1	18.1	16.3	Spend Analysis	Medium
Business Travel - Train/Tube	3	102.9	117.4	119.8	16.9	Spend Analysis	Medium
Business Travel - Planes	3	0.2	2.0	9.0	8.8	Spend Analysis	Medium
Busines Travel - Other Transport	3	8.0	4.8	22.6	14.6	Spend Analysis	Medium
		112.9	**134.3**	**169.5**	**56.6**		
Employee Commuting							
Commuting - Petrol/Diesel Vehicles	3	114.6	95.7	109.7	-4.9	Employee Survey	Medium
Commuting - Electric and Hybrid Vehicles	3	4.5	10.8	12.1	7.6	Employee Survey	Medium
Commuting - Bus and Rail	3	26.6	15.2	17.9	-8.7	Employee Survey	Medium
Commuting - Other Transport	3	0.2	0.1	0.1	-0.1	Employee Survey	Medium
Working from Home Electricity	3	-	-	-	0.0	Employee Survey	Medium
		145.9	**121.8**	**139.9**	**-6.0**		
Other Emissions Calculated							
Water and Wastewater	3	-	-	-	0.0		
Upstream Transportation and Distribution	3	-	-	-	0.0		
Downstream Transportation and Distribution	3	-	-	-	0.0		
Hotels	3	-	3.6	31.2	31.2	Spend Analysis	Medium
Waste Disposal	3	1.0	0.8	0.3	-0.7	Company Records	Medium
		1.0	**4.4**	**31.5**	**30.5**		
TOTAL		**388.9**	**368.6**	**451.3**	**62.4**		

** Please note that numbers are rounded to one decimal place; therefore, totals may not precisely match the sum of individual items.

Emissions have increased since the benchmark period due to the following:

- Rationalisation of office space in Bristol resulting in reduced electricity usage
- Increased business travel resulting due to increased headcount and business growth

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6 Intensity Metric Analysis

Intensity metrics help normalise emissions data, taking into account variations in production levels or activity volumes. This allows for a more accurate assessment of emission trends over time, regardless of changes in business operations. The initial intensity metrics for the company are below and will be used for comparative purposes in following years.

Intensity Metrics (tonnes CO_2e)

Per Employee

	Benchmark Year 2022-2023	Current Year 2024-2025	Change	Decrease
Scopes 1, 2 and 3	0.8	0.8	0.0	-1%

Per £000'000 Turnover

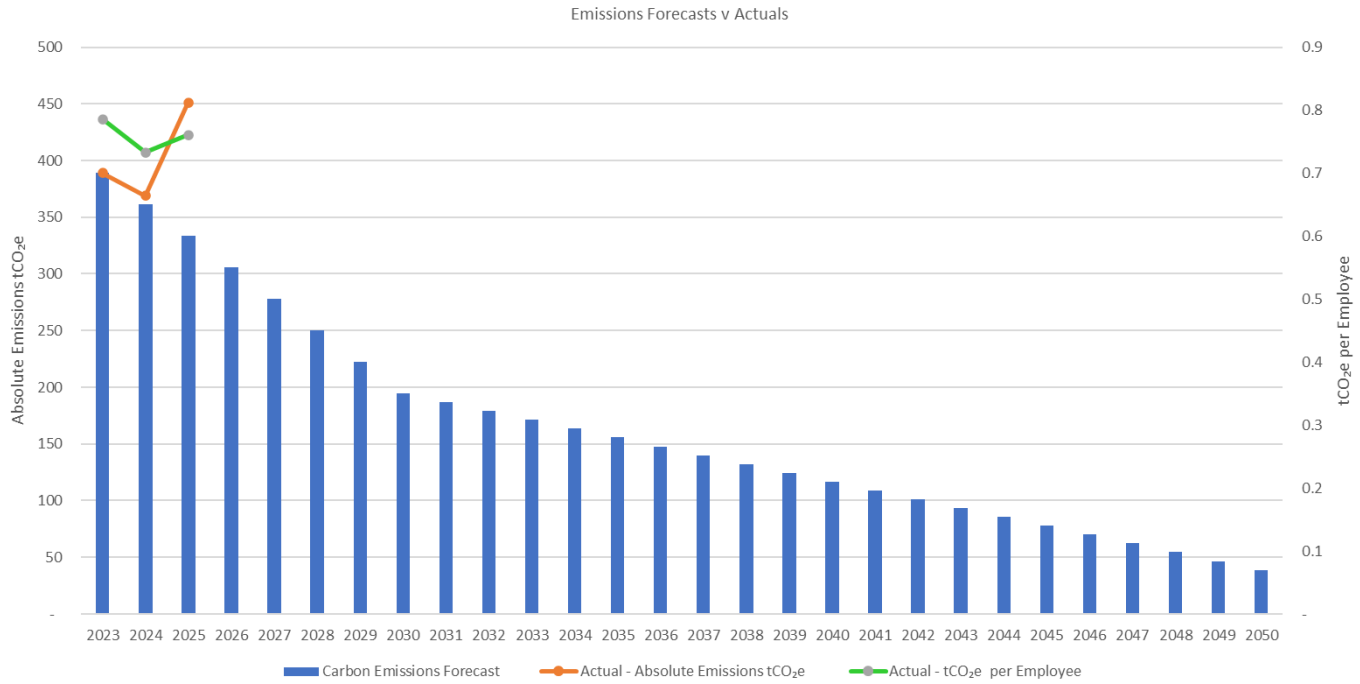
	Benchmark Year 2022-2023	Current Year 2024-2025	Change	Decrease
Scopes 1, 2 and 3	8.9	8.3	-0.6	-6%

The chosen intensity metrics show a carbon emissions value of 0.8 tCO_2e per employee and 8.3 tCO_2e per £1,000,000 of turnover. The business headcount was 593 on 30th April 2025. The headcount intensity for 2022-2023 is different to previous reports due to the fact that the headcount for 2022-2023 is now based on the headcount on 30th April 2023 to ensure consistency of reporting.

7 Emissions Reductions Targets

Science Based Targets (SBTs) specify the need to target emissions reductions by 50% by 2030 and 90% by 2050. In some circumstances, countries and companies may set emissions targets for different dates.

The following chart provides a forecasted view of the emissions targets for the organisation. These targets will be mapped against actual emissions year by year to support ongoing strategies and decision making to achieve the SBTs.



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8 Carbon Reduction Actions

VWV aims to develop the following initiatives that will support the company's strategies to meet Science Based Targets:

- VWV will explore the use of energy from renewable sources by:
  - Assessing renewable energy options when entering into direct energy use contracts and arrangements.
  - Working with and encouraging VWV's facility and office providers to use renewable energy where practicable; and
  - Encouraging suppliers and other third parties that work with us to adopt the use of renewable energy sources where reasonable.
- VWV will regularly examine our activities and look for ways to reduce energy by:
  - Committing the necessary organisational resources both internally and through the use of advisors on energy management.
  - Regularly examining the firm's use of technology within our office-based activities for energy saving opportunities.
  - Working with suppliers and service providers to reduce VWV's energy use intensity within our offices.
  - Fostering a culture of energy use awareness through internal communications and initiatives to reduce energy use; and
  - Using internet technology e.g. Microsoft Teams to reduce the need for travelling particularly over long distances.
- VWV will be open and transparent about our energy use with stakeholders by:
  - Engaging with internal and external stakeholders about our energy use management and performance.
  - Regularly reporting and communicating our energy management approach, use.
- Governance
  - Establish Board level ESG owner established
  - Create ESG team, clarify terms of reference and create annual plan
  - Establish Responsible Business Strategy including sustainability
- Sustainable Travel Policy
  - Create and roll out a Sustainable Travel Policy
- Employee Engagement
  - Colleague road shows on Responsible Business Strategy
- Sustainable Supplier Policy
  - To create a framework to launch a sustainable procurement strategy and policy.
- Data Quality
  - To improve the quality and accuracy of data to ensure more accurate measurement of our emissions.

Completed:

- Achieved ISO 14001 accreditation including a thorough environmental policy
- Bristol office footprint reduction and refurbishment including increased facilities to encourage cycling, walking and running to work. This included a reduction in parking facilities to reflect and encourage an increase homeworking.

Signed on behalf of Veale Wasbrough Vizards LLP

Name: **Gareth Edwards**



Position: **Partner**

Date: **30th October 2025**

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9 Emissions Data

The data contained in the table below represents total emissions calculated and is consistent with SECR requirements. All sources of emissions that have been measured are included in the totals below. Emissions from key activities are summarised in the previous sections.

	Benchmark Year 2022-2023	**Current Reporting Year 2024-2025**
Energy consumption used to calculate emissions Electricity Scope 2 - UK and Offshore (kWh)	590,668	482,519
Energy consumption used to calculate emissions – Global, excluding UK and Offshore (kWh)	N/A	N/A
Basis of Energy reporting (Location or Market)*	Location	Location
% of total energy sourced from certified renewable sources	0%	0%
Emissions associated with energy consumption - UK, Offshore and Global (tCO_2e)	116.9	99.9
Emissions from activities for which the company is responsible including combustion of fuel and operation of facilities - **Scope 1** (tCO_2e)	1.7	1.7
Emissions from purchase of electricity, heat, steam and cooling purchased for own use - **Scope 2** (tCO_2e)	116.9	99.9
Total Scope 1 and 2 Emissions (tCO_2e)	**118.6**	**101.6**
Emissions from upstream activities out of operational control - Scope 3 (tCO_2e)	270.3	349.7
Emissions from use of sold products and services out of operational control - **Scope 3** (tCO_2e)	None included	None included
Total Gross Scope 3 Emissions (tCO_2e)	**270.3**	**349.7**
Total Scope 1, 2 and 3 Emissions (tCO_2e)	**388.9**	**451.3**
Intensity ratio tCO_2e (gross Scope 1, 2 and 3) per employee	0.8	0.8
Carbon offsets (tCO_2e)	-	-
Total Annual Net Emissions (tCO_2e)	**388.9**	**451.3**

* A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen.

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10 Standard and Methodology Used

VWV categorises its Greenhouse Gas (GHG) Emissions as Scope 1, 2 or 3 as referred to in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO_2e) for all scopes are calculated using the conversion factors listed in DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the carbon emissions are calculated. Procured renewable electricity and gas is calculated in accordance with the WBCSD – WSI Scope 2 Guidance on procured renewable energy (2015).

11 Data Quality / Confidence

The data used to generate this report has been collected from various sources from both within the company and using assumptions gathered by Net Zero International. These emissions have been converted to CO_2e using GHG Protocol and DESNZ frameworks and conversion factors for the relevant period.

12 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with SECR, 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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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) Standard.

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

Signed on behalf of Net Zero International

Name: **David Hawes**



Position: **Chief Executive Officer**

Date: **30th October 2025**

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13 Glossary

Benchmark Data	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
Carbon Reduction	Reduction in measured CO_2e emissions
Carbon Reduction Plan	Plan to reduce CO_2e emissions over a period of time, updated annually
Carbon Emissions (Gross)	CO_2e emissions from Company activities
Carbon Emissions (Net)	CO_2e emissions from Company activities minus verified carbon offsets the Company purchases
Carbon Neutral	When emissions are fully offset including those emissions that could be mitigated.
Carbon Offsets	A removal or reduction of carbon emissions through a verified scheme.
CO_2e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO_2e) for consistency of reporting.
DESNZ	Department of Energy Security and Net Zero (https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting)
EEIO	Environmentally Extended Input Output – Emissions estimated on spend https://ghgprotocol.org/
Organisational Boundaries	GHG Protocol Organisational Boundaries https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf
GHG Protocol	Greenhouse Gas Protocol https://ghgprotocol.org/
Greenhouse Gases	Carbon Dioxide (CO_2), Methane (CH_4), Nitrous Oxide (N_2O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF_6)
Greenhouse Gas Conversion Factors	Annually published conversion factors normally published by relevant government departments. Converts activity into CO_2e emissions.
Greenhouse Gas Emissions (GHG)	Gases in the atmosphere that absorb and radiate heat
Intensity Metric/Ratio	A metric that measures carbon emissions per relevant unit of activity in a business.
Market Reporting v Location Reporting	Market is based on specific tariffs. Location is based on the country from which you are reporting.
Net Zero	GHG emissions are mitigated and those that cannot are offset
Renewable Tariff	An energy tariff that is 100% powered by renewable energy and is certified.
SBT	Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
Scope 1	The fuels that are burnt (gas, transport the company owns, refrigerant gases)
Scope 2	The energy that is bought (electricity from the grid, purchased heat)
Scope 3	Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells.
SECR	Streamlined Energy and Carbon Reporting
tCO_2e	Metric tonnes of CO_2 equivalent emitted.
WBCSD	World Business Council for Sustainable Development https://www.wbcsd.org/
WRI	World Resource Institute https://www.wri.org/

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