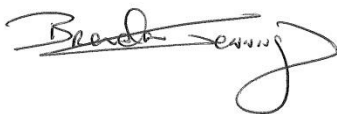


## Environmental Policy Statement

Our policy is to reduce the impact of the firm's operations on the environment, through its Green Agenda initiative. The goal is to promote sustainability and environmental awareness at all levels of the firm by:

- Complying with all applicable environmental legislation and sustainability commitments
- Measuring and analysing the carbon footprint of our business activities in conjunction with other climate change mitigation and adaptation efforts
- Preventing pollution and reducing consumption of resources through waste management strategies that promote waste minimisation re-use, recovery and recycling, as appropriate
- Incorporating energy efficiency measures into the firm's facilities and promoting efficient energy use in all areas of business activity
- Promoting and continuing to invest in technologies that provide alternatives to business travel
- Adopting a procurement programme which takes into account the environmental impact of products and services and supports the purchase of sustainable products
- Ensure our staff are aware of the environmental impacts of their work activities and encourage them through regular awareness and training to minimise those impacts.
- Promoting the protection and enhancement of biodiversity and ecosystems through employee awareness programs and stakeholder engagement
- Pursuing a programme of continuous improvement by reviewing our Environmental Management System and related objectives and targets, policies and practices



Managing Partner

Reviewed: September 2018

This policy will be reviewed on a regular basis to evaluate continued relevance and to monitor compliance.