



Carbon Reduction Plan

TITLE (size 24)

May 2026

Month year (size 16)

Kennedys

Carbon Reduction Plan

Supplier name: Kennedys Law LLP

Commitment to achieving net zero

Kennedys Law LLP is committed to achieving net zero emissions by 2040. In 2024, our long-term net zero target was validated by SBTi, committing us to reduce global Scope 1, 2 and 3 greenhouse gas (GHG) emissions by 90% by FY2040 from a FY2020 base year, with any remaining residual emissions addressed through high-quality carbon removal projects. This long-term ambition is supported by near-term science-based targets validated in 2022, which commit us to reducing Scope 1 and 2 emissions by 70% and Scope 3 emissions by 28% by FY2030 from a FY2020 baseline.

This Carbon Reduction Plan is updated at least annually to reflect the most recent year of emissions reporting and carbon reduction activities.

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. Kennedys calculates its emissions in line with the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard.

Baseline year: FY20 (01 May 2019 - 30 April 2020)

Additional details relating to the baseline emissions calculations:

Our emissions baseline is the reference point against which our progress and emissions reduction is measured. This baseline forms the benchmark for assessing progress against our near-term and net zero targets.

A Scope 3 relevance assessment was completed in line with the GHG Protocol Corporate Value Chain (Scope 3) Standard. The following categories are considered material to our operations and are included in our baseline: Purchased Goods & Services, Capital Goods, Fuel- and Energy-Related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting, Upstream Leased Assets, and Franchises.

The following categories were assessed as not relevant or immaterial to our operations and are therefore excluded from our baseline: Downstream Transportation and Distribution, Processing of Sold Products, Use of Sold Products, End-of-Life Treatment of Sold Products, Downstream Leased Assets, and Investments. These categories do not contribute materially to our carbon footprint and will be reassessed annually.

In total, nine Scope 3 categories are relevant to Kennedys' operations, with six categories assessed as not relevant based on the nature of our services and operational boundaries.

In 2024, we updated our FY2020 base year to account for inflation within the Quantis emission factors. Where improvements were made in spend categorisation in FY2023 due to enhanced data granularity, these were also mapped back to FY2020 for consistency.

Baseline year emissions:	
Emissions	Total (tCO ₂ e)
Scope 1	408
Scope 2 (location-based)	1,544
Scope 2 (market-based)	947
Scope 3 (included sources)	50,764 (total)
<i>Purchased goods and services</i>	34,846
<i>Capital goods</i>	2,288
<i>Fuel and energy-related activities</i>	321
<i>Upstream transportation and distribution</i>	641
<i>Waste generated in operations</i>	1,406
<i>Business travel</i>	7,923
<i>Employee commuting</i>	2,173
<i>Upstream leased assets</i>	1,161
<i>Franchises</i>	6
Total emissions (location-based)	52,716
Total emissions (market-based)	52,119

Current emissions reporting

We have measured our Scope 1, Scope 2 and Scope 3 greenhouse gas emissions for the sixth consecutive year. In 2024-25 (FY25), our total reported emissions were 74,625 tCO₂e (market-based), a 20% increase compared with 2023-24.

Scope 1 emissions decreased; however, Scope 3 emissions increased due to improved data quality, expanded reporting coverage, and methodological updates aligned with the GHG Protocol. These changes mean that comparisons with our FY2020 baseline (which show a 43% increase) are not like-for-like, and we are assessing options to rebase to ensure continued accuracy.

Absolute emissions have also risen in line with significant business growth in headcount and revenue. Despite this, we remain committed to our near-term and net-zero targets, and continue to implement evidence-based carbon reduction initiatives to reduce emissions intensity as the business grows.

Reporting year: FY2025 (01 May 2024 - 30 April 2025)	
Emissions	Total (tCO ₂ e)
Scope 1	395
Scope 2 (location-based)	936
Scope 2 (market-based)	736
Scope 3 (included sources)	73,492 (total)
<i>Purchased goods and services</i>	61,797
<i>Capital goods</i>	3,465
<i>Fuel and energy-related activities</i>	284
<i>Upstream transportation and distribution</i>	307
<i>Waste generated in operations</i>	34
<i>Business travel</i>	5,064
<i>Employee commuting</i>	2,555
<i>Upstream leased assets</i>	81
<i>Franchises</i>	7
Total emissions (location-based)	74,823
Total emissions (market-based)	74,625

Emissions reduction targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets. In 2024, the Science Based Targets initiative validated that our science-based greenhouse gas emissions reductions target(s) conform with the SBTi Corporate Net Zero Standard and are in line with a 1.5°C trajectory.

Overall Net-Zero Target: Kennedys Law LLP commits to reach net-zero greenhouse gas emissions across the value chain by FY2040.

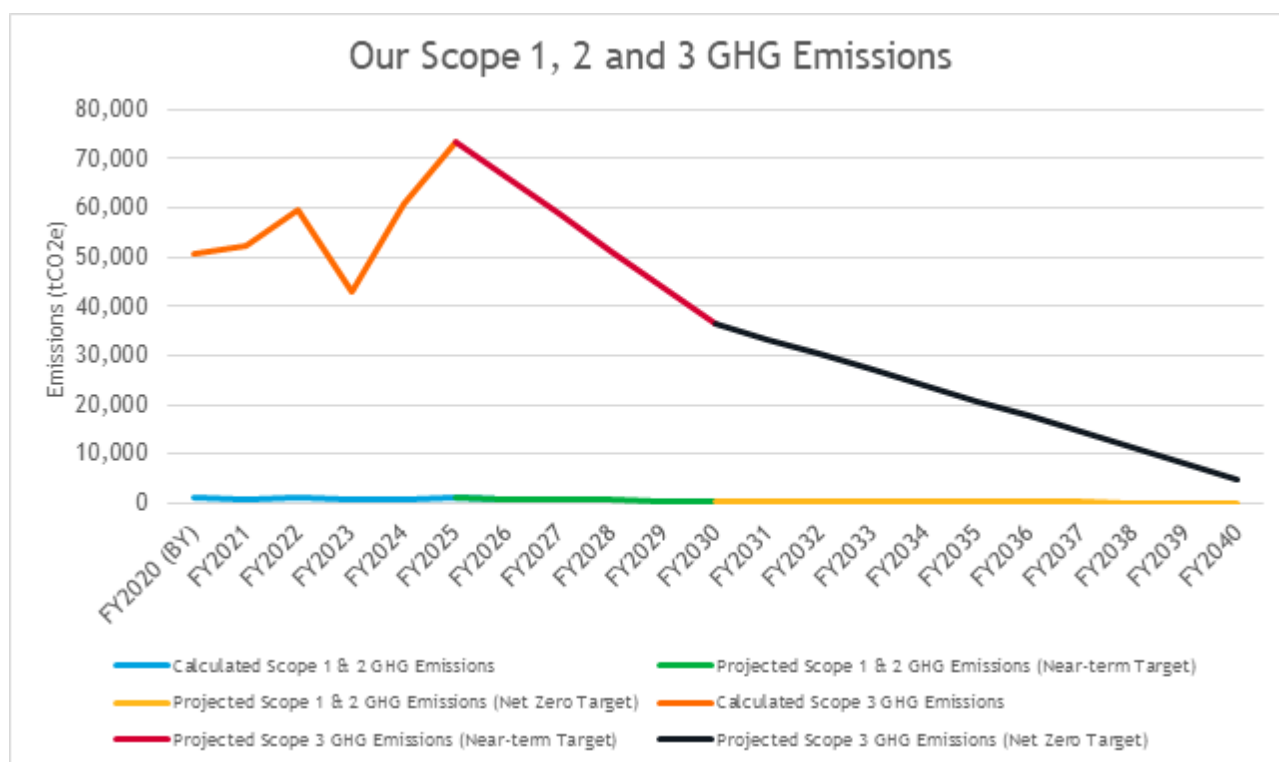
Near-Term Targets: Kennedys Law LLP commits to reduce absolute scope 1 and 2 GHG emissions 70% by FY2030 from a FY2020 base year. Kennedys Law LLP also commits to reduce absolute scope 3 GHG emissions 28% by FY2030 from a FY2020 base year.

Long-Term Targets: Kennedys Law LLP commits to reduce absolute scope 1, 2 and 3 GHG emissions 90% by FY2040 from a FY2020 base year.

These targets include all emissions within Kennedys' emissions inventory, covering Scope 1, 2 and 3 GHG emissions. Scope 3 categories included in the emissions inventory are: Purchased Goods & Services, Capital Goods, Fuel- and Energy-Related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting, Upstream Leased Assets, and Franchises.

We conduct a relevance assessment for all Scope 3 categories annually, and ensure our reporting is in line with the latest Greenhouse Gas (GHG) Protocol and Science Based Target initiative (SBTi) requirements.

The graph below shows our projected carbon emissions trajectory to demonstrate how we expect to meet our near-term and net-zero targets.



Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the FY2020 baseline. The carbon reduction measures implemented to date have contributed to a 16% reduction in our Scope 1 and Scope 2 emissions. While our total emissions have not yet decreased due to increases in Scope 3, we have a defined net-zero roadmap and ongoing programmes that support future reductions in line with our near-term and net-zero targets.

- In November 2025 we published our Net Zero Action Plan (NZAP) which outlines our commitment to rapidly reduce our greenhouse gas (GHG) emissions and achieve deep decarbonisation and net zero emissions by 2040. The NZAP is made up of eleven milestones detailing carbon reduction across our most material emissions categories.
- Global GHG measuring and reporting on an annual, ongoing basis in line with our financial reporting year. This enables us to track emissions and report progress against our carbon reduction targets.
- ISO 14001:2015 certifications are held for 69% of our UK offices. This covers 94% of our UK headcount.
- We have achieved a silver EcoVadis sustainability rating, which assesses 21 ESG indicators including the environment theme.
- We are in the process of embedding the opportunities identified as part of ESOS Phase 3. This includes a BMS and lighting control upgrade at our London offices, also our headquarters.
- We have prioritised several of the United Nations Sustainable Development Goals including Goal 13: Climate Action.
- Participation in the Heart of the City (HotC) programme, which alongside our internal supplier engagement project, has enabled us to obtain footprint data from some of our key suppliers and reduce their collective footprint by 85%.
- Launched our Employee Commuting Survey in 2024. Recognising commuting as a material Scope 3 category, we launched our Employee Commuting Survey to increase the quantity and quality of the commuting data we collect. We have a 26% completion rate in the UK so far. This activity data is now replacing estimated data in our GHG reporting, increasing the overall accuracy of our footprint.
- Introduced a new global travel platform provider. All business travel bookings are now made through a central provider allowing us to use activity data in place of estimated data when calculating emissions against the business travel category within Scope 3, increasing the reliability of our footprint.
- The [Greener Litigation Pledge \(GLP\)](#). We are members of the GLP Steering Committee. As well as leading on the development of the Greener Litigation Toolkit, which supports sustainable conduct and behaviours during the litigation lifecycle, we recently led on a sub-project to determine the maturity of GLP members' emissions data. This has resulted in an update to the GLP Minimum Standards and ultimately increased the reliability and credibility of the GLP.

- We hold an annual Climate Action Week to educate and upskill our staff around the topic of environmental sustainability. In 2025 we launched our Environment Partner Sponsor network, formed of five partners within the firm passionate about and committed to topics of environmental sustainability. These five individuals act as spokespersons and advocates for Kennedys net zero ambitions at Partner level.

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- Maintain ISO14001 certification across our UK estate.
- By 2026, we will establish a global energy procurement plan. Moving to renewable energy use in our offices will help us substantially reduce our emissions to help us achieve our net zero target. We are educating ourselves internally to understand the various forms of renewable energy supply and their credibility.
- By 2026, we will review the environmental criteria for office openings and relocations. A robust set of criteria will be put in place for all proposed office moves and openings. A set of minimum standards around the environmental credentials of our buildings will be established, and will influence decisions around real estate.
- By 2028, we will engage with key barrister's services to improve data quality. A quarter of our FY25 carbon footprint is attributed to the barrister services essential to our work. Such professionals typically lack the dedicated resources to produce detailed carbon footprints, and therefore we are reliant on using spend-based emission factors.
- By 2030, we will establish a longer-term business travel strategy. We will be discussing and considering the themes of carbon budgets for travel, gamifying business travel, and incentivising sustainable travel.

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 supplier:

Name: Olivia Furssedonn

Olivia Furssedonn

Date: 20.05.26

This Carbon Reduction Plan is published on our website at: <https://www.kennedyslaw.com/en/who-we-are/responsible-business/environment/>

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

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>