

Global Environmental Sustainability policy

January 2024

As a global firm supporting our clients in multiple jurisdictions, we recognise that the way in which we operate has direct and indirect impact on the environment. We are committed to integrating sustainability best practice into our decision-making and business activities worldwide. We also recognize that our environmental performance is important to our people, our clients, our suppliers and other stakeholders.

Governance

Our actions are overseen by our global Environmental Sustainability Subcommittee, which is governed by our Global Executive Committee.

This policy applies to all partners, employees and contractors of Norton Rose Fulbright.

Our sustainability commitments

We commit to:

- **Complying** with all relevant regulations in the jurisdictions where we operate.
- **Monitoring, recording and managing** our carbon footprint by measuring our emissions across Scope 1, 2 and 3 categories.
- **Monitoring and looking for opportunities to reduce our greenhouse gas emissions** by including environmental considerations in our business decisions and taking reasonable steps to reduce our impacts in key areas including in the following areas:
 - **Real estate** - we will, where reasonable, include environmental considerations such as energy efficiency into the acquisition, design and operations of the buildings we occupy.
 - **Business travel** - we will aim to minimise our impact on the environment by monitoring our business travel emissions and promoting the use of more carbon efficient travel options, or alternatives to travel, where possible.
 - **Supply chain management** - we will develop procurement practices that take into account the environmental credentials of suppliers when awarding contracts. We will consider environmentally responsible alternatives within our supply chain, engage our suppliers and seek to understand their own sustainability journey.
- **Reducing** our environmental impact by minimising our waste generation and maximising the recyclable content of our waste.
- **Supporting** biodiversity and nature in regions local to our offices and proactively engaging with environmental initiatives in support of biodiversity and nature conservation.

- **Engaging** with internal and external stakeholders to build trust towards our environmental initiatives and learn together by:
 - **Communicating** our policy internally and externally.
 - **Encouraging and promoting** environmental awareness amongst our people through sustainability initiatives and through our own local sustainability committees and management programs.
 - **Encouraging** our suppliers and contractors to improve their environmental performance in light with our expectations and those of our clients.
 - **Facilitating** dialogues with internal and external stakeholders to identify opportunities to improve our environmental strategy.
 - **Engaging** with our clients about their environmental sustainability journey and strategies.

Global Management Committee

Brent Botha

Chief Executive Officer, Norton Rose Fulbright South Africa Inc.

Jeff Cody

Managing Partner, Norton Rose Fulbright US LLP

Alison Deitz

Chief Executive Partner, Norton Rose Fulbright Australia

Jennifer Teskey

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