

Environmental Sustainability at Capsticks

OUR VISION AND COMMITMENT

Our vision is to be the firm of choice for those who work to make a difference. We also recognise that, as a business, we ourselves have a responsibility to make a difference – that's at the heart of one of our foundational values, doing the right thing.

A key part of this is having a Responsible Business strategy that includes environmental sustainability. Doing the right thing means ensuring we're doing all that we can to reduce our output of greenhouse gases through our infrastructure, processes and systems. We know that with some key changes, we can become a much greener, cleaner firm and in doing so play our part as a responsible business.

IN 2024 WE HAVE OFFSET OUR KNOWN EMISSIONS WHILE SETTING TARGETS TO REDUCE OUR OVERALL EMISSIONS BY 2040

Set out below are some of the key areas we are focusing on to help us to achieve this:



Since 2023, we have encouraged our landlords in all our offices to use 100% renewable sourced energy as this is the single biggest factor in our energy footprint.



We calculate and offset our business emissions that we cannot immediately reduce. For this we partner with [Make it Wild](#), close to our Leeds office, and which is committed to restoring and protecting the natural environment.



We have held and maintained our ISO 14001 – the international standard for environment management systems – since January 2024.



We encourage everyone at Capsticks to reduce their individual carbon footprint both through their individual working practices and in our benefits offering.



In our supply chain we seek to partner with other businesses who are themselves committed to the same goals as we are in relation to environmental sustainability.



We act for clients who work to make a difference and are themselves committed to environmental sustainability.

HOW CAPSTICKS AS A BUSINESS IS WORKING TO REDUCE ITS CARBON FOOTPRINT THROUGH ITS WORKING PRACTICES

As a firm, we already work with a number of our suppliers to put in place energy saving and recycling measures across all our offices to reduce our carbon footprint, including for example:

- we have invested in video-conferencing, e-signature/e-bundle technology and IT equipment to enable us to become paper-lite, help improve connectivity and better support the hybrid working model we have adopted, reducing both our office and carbon footprint and the need for travel to or between our offices and those of our clients.
- working in partnership with Shredit, the recycling of our shredded paper helped produce recycled paper equivalent to that of 1,114 trees in 2024.
- our provider of waste services in Birmingham and Leeds recycles or diverts all residual waste from landfill and where on average our Leeds office recycles 90% of its waste, with 10% being used for refused-derived fuel.
- working in partnership with [First Mile](#) the London and Manchester office recycled 43,150 kilograms of material in 2024, saving 423 trees and 60 tonnes of carbon dioxide.
- we helped produce 7,878 kWh of green energy in 2024 by ensuring our general waste is used to generate green energy rather than going to landfill.

HOW WE HELP EVERYONE AT CAPSTICKS TO MAKE THEIR INDIVIDUAL CONTRIBUTIONS TO CARBON NET ZERO

We want to support everyone at Capsticks to make more sustainable choices at home and at work with a range of incentives to encourage greener living.

Our pension scheme: the pension plan you choose is one of the most significant responsible business steps you can take as an individual in the workplace – that's because the investment choices which pension providers make, are so significant. Our chosen pension provider, Aviva, is "A" rated for its environmental, social and governance (ESG) credentials and has been independently described as the "standout performer" for ESG. However, it has to be a matter for you (with or without independent financial advice) where from Aviva's range of schemes, you choose to invest your pension contributions.

The Capsticks Cycle to Work Scheme: we have had this in place for many years now and the allowance is now £5,000.

The Capsticks Electric Car Scheme: since 2022 we have offered a salary sacrifice scheme to support you if you want to buy an electric car. Further details can be found on the Remuneration and Benefits page on the intranet.

HOW OUR CLIENT BASE MAKES A DIFFERENCE

One of the biggest indirect environmental impacts a professional services business can make, is in the clients it acts for. This is where Capsticks' values serve us so well as the sectors and clients we act for are organisations which themselves work to make a difference. We know that many of our clients put their social value commitments front and centre of their own organisations, and we do everything we can to support them with those commitments.

In addition, many of our clients are in the public sector, often leading the way in their own net zero plans. Take our NHS clients, for example: our Corporate & Commercial team are market leaders in advising on the NHS decarbonisation programme. That's an immense privilege and consistent with our value of doing the right thing.

WHAT WE'RE DOING NEXT

We know there's more we need to do and that it's an ongoing process, so here are our priorities looking ahead:

- As part of our continuing ISO 14001 accreditation, we are reviewing all our environmental sustainability objectives, targets and key performance indicators to ensure they remain both appropriate and ambitious enough.
- We continue to improve our reporting to ensure our relevant secondary emissions, such as emissions from working at home, are now captured in our Streamlined Energy and Carbon Reporting.
- We are taking further steps to maximise the recycling of all the materials we use and waste generated by our offices.

- We're reviewing the carbon footprint of our key suppliers to ensure that, wherever possible, we are partnering with sustainable providers who are committed to the same goals as we are in relation to environmental sustainability. We are making this a key consideration in our own procurement processes.
- We are members of the Legal Sustainability Alliance, the leading sustainability network for law firms and the UK legal sector, to enable us to learn best practice from other leaders in the sector.

HOLDING OURSELVES TO ACCOUNT

Holding ourselves accountable is really important. That's where our ISO 14001 accreditation comes in – it's an independently audited process of certifying that our environmental management systems meet certain key requirements. These help us set and track key performance indicators on our Net Zero journey. Being awarded our ISO 14001 accreditation in January 2024 was a key step to ensuring Capsticks became Carbon Net Neutral and will support us in achieving Net Zero emissions by 2040.

For more information about our plans and how you can get involved in delivering them, please contact:



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