



## Environmental Policy

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Created by:	Group Risk, MLRO and ESG Manager
Reviewed and approved by:	Law Debenture Executive Risk Committee
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Review Date:	Review Completed by:	Reason for change:
May 2022	Group Risk, MLRO and ESG Manager	Policy creation
May 2023	Group Risk, MLRO and ESG Manager	Annual update
January 2024	Group Risk, MLRO and ESG Manager	Annual update
January 2025	Group Risk, MLRO and ESG Manager	Annual update

## Policy Statement

Law Debenture is committed to sustainable development and being a responsible steward of the planet. Concern for the environment is an integral and fundamental part of this commitment. Our aim is to reduce the impact on the environment from our operations.

We will promote responsibility for the environment within the Group by communicating and implementing this policy at all levels within the workforce.

### Environmental laws

We comply with all relevant environmental legislation and regulation.

### Greenhouse gas emission

The Group evaluates its greenhouse gas usage and reviews its usage on an annual basis.

### Conserving water

Office buildings include taps with automatic sensors in order to conserve water.

### Minimising waste

The Group minimises waste by reduction, re-use and recycling methods.

### Sustainable buildings

80% of the Group's staff work in BREEAM Excellent Certificate buildings across the London and Manchester offices. This includes features such as eco light fittings and movement sensor lighting, recycling programs, green and biodiverse eco walls and roof gardens. The London and Manchester offices have indoor plants which help purify the air.

### Travel

We offer the cycle to work scheme as a benefit for staff who have passed their probation periods.

In order to reduce unnecessary travel between office locations, the Group provides virtual meeting facilities.

Where travel to other offices is required, public transport is recommended as the primary option.

### Company cars

Law Debenture offers staff the option to participate in 100% electric salary sacrifice scheme from Octopus Electric Vehicles where the vehicles are leased by staff directly. These are leased by staff directly and do not form part of a group fleet of vehicles

### Awareness and education

We will improve environmental awareness amongst the Group's staff and promote green housekeeping issues.

## Policy Review

This policy will be reviewed on an annual basis or when there is a material change that impacts this policy.