



Carbon Reduction Plan

Supplier name: DWF

Publication date: October 2025

dwfgroup.com

Carbon Reduction Plan

Commitment to achieving Net Zero

DWF is committed to achieving Net Zero emissions by 2045 or earlier, supported by a strategy to reduce emissions across all scopes by at least 90% by this target date. DWF has invested in certified carbon removal activities in respect of any residual emissions at the target date. DWF has near-term targets validated by the Science Based Targets Initiative (SBTi) to reduce Scope 1 and 2 emissions by 50% by 2030, in addition to a 50% reduction target by 2030 across specific categories of Scope 3 emissions.

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

Baseline Year: 2019	
Additional Details relating to the Baseline Emissions calculations.	
DWF's baseline year is 2019. The absolute baseline emissions have been restated in 2025 to reflect both improvements to completeness and accuracy of source data, in addition to M&A activity since the original baseline values were published.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	224
Scope 2	1,429
Scope 3 (Included Sources)	24,622* (<i>Purchased goods and services (PG&S), Capital goods, Fuel and energy related activities, Upstream transportation and distribution (nil), Waste generated in operations, Business travel, Employee Commuting, Downstream transportation and distribution (nil)</i>)
Total Emissions	26,276



Current Emissions Reporting

During the year we achieved a further 40% reduction in our Scope 1 emissions, reflecting the ongoing phase out of natural gas use across our portfolio, and have now delivered a 58% reduction in Scope 1 emissions since the baseline year. Our Scope 2 emissions increased during the year by 11%, as a result of new offices premises being introduced to the portfolio that have not yet been integrated into the broader strategy to maximise the efficiency of our office footprint. We anticipate that this trend will return to a reduction in consumption in the following year. Despite this temporary increase, the overall reduction from the baseline remains ahead of the 50% reduction target at 72% since 2019.

Overall, our Scope 3 emissions increased during the year, however this net position reflects a reduction across some categories being outweighed by increases in others. These increases partly resulted from investments in activity that will drive a reduction in our carbon footprint over the long term. Specifically, there was a significant increase in emissions from capital expenditure, and this related to large-scale office refurbishment activity, particularly in Liverpool which is one of our highest occupancy sites. The investments made in that location have not only enhanced the quality of the space for colleagues and clients, but they incorporated sustainable design principles to reduce the long-term environmental impact of the premises.

The most significant portion of our emissions relate to the category purchased goods and services. Due to the spend-based methodology used in our calculations, these emissions increase in line with growth in our business. During the year we have worked closely with our procurement colleagues to improve processes, policies and procedures with regards to aligning our supply chain with our carbon emissions reduction plan. This work has progressed well, however we anticipate there will be a time lag between implementation and the results being reflected as a reduction in our reported emissions. Similarly in locations that are not yet integrated into our global travel management system we rely on spend-based data, and consequently see business growth reflected as increased emissions. Where we use more accurate activity data to inform our travel emissions calculations, we have delivered a 6% year-on-year reduction. This reflects positive behaviour change amongst our colleague base in response to our 'Travel with purpose' campaign, which educates and supports colleagues to maximise the efficiency and impact of their travel, and to prioritise low carbon modes of transport.

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	93
Scope 2	405
Scope 3 (Included Sources)	34,840* <i>(Purchased goods and services (PG&S), Capital goods, Fuel and energy related activities, Upstream transportation and distribution (nil), Waste generated in operations, Business travel, Employee Commuting, Downstream transportation and distribution (nil))</i>
Total Emissions	35,338

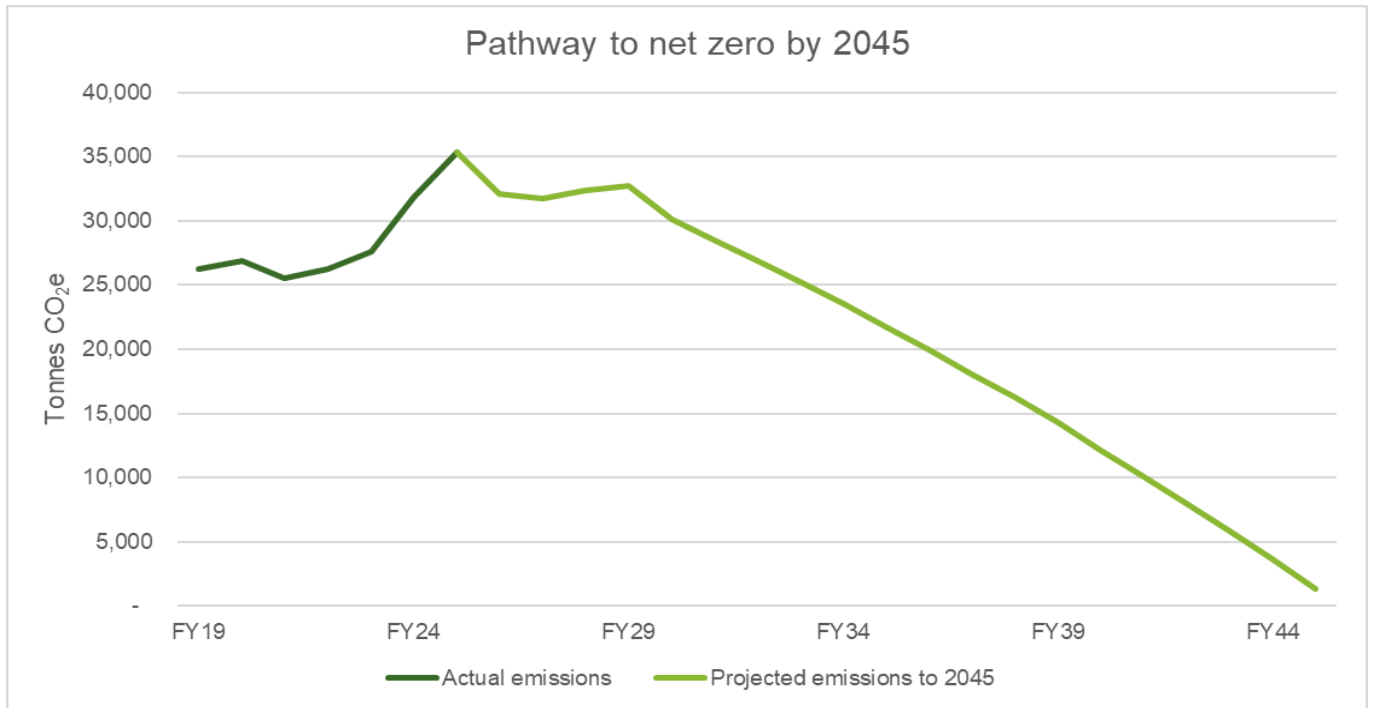
*Scope 3 emissions include: Upstream transportation and distribution (2019:0, 2025: 0 tCO₂e), Waste generated in operations (2019:11 2025:15 tCO₂e), Business travel (2019:1,796 2025:1,599 tCO₂e), Employee commuting (2019: 2,052 2025: 1,862 tCO₂e), Downstream transportation and distribution (2019:0 2025:0 tCO₂e)

Emissions Reduction Targets

Net Zero Target

Our net zero target is to reduce emissions by at least 90% from the 2019 baseline by the financial year ended 30 April 2045. This target includes all emissions within the DWF emissions inventory, covering Scope 1, 2 and 3. Scope 3 categories included in the emissions inventory are: Purchased goods and services, Capital goods, Fuel and energy related activities, Waste generated in operations, Business travel, and Employee Commuting.

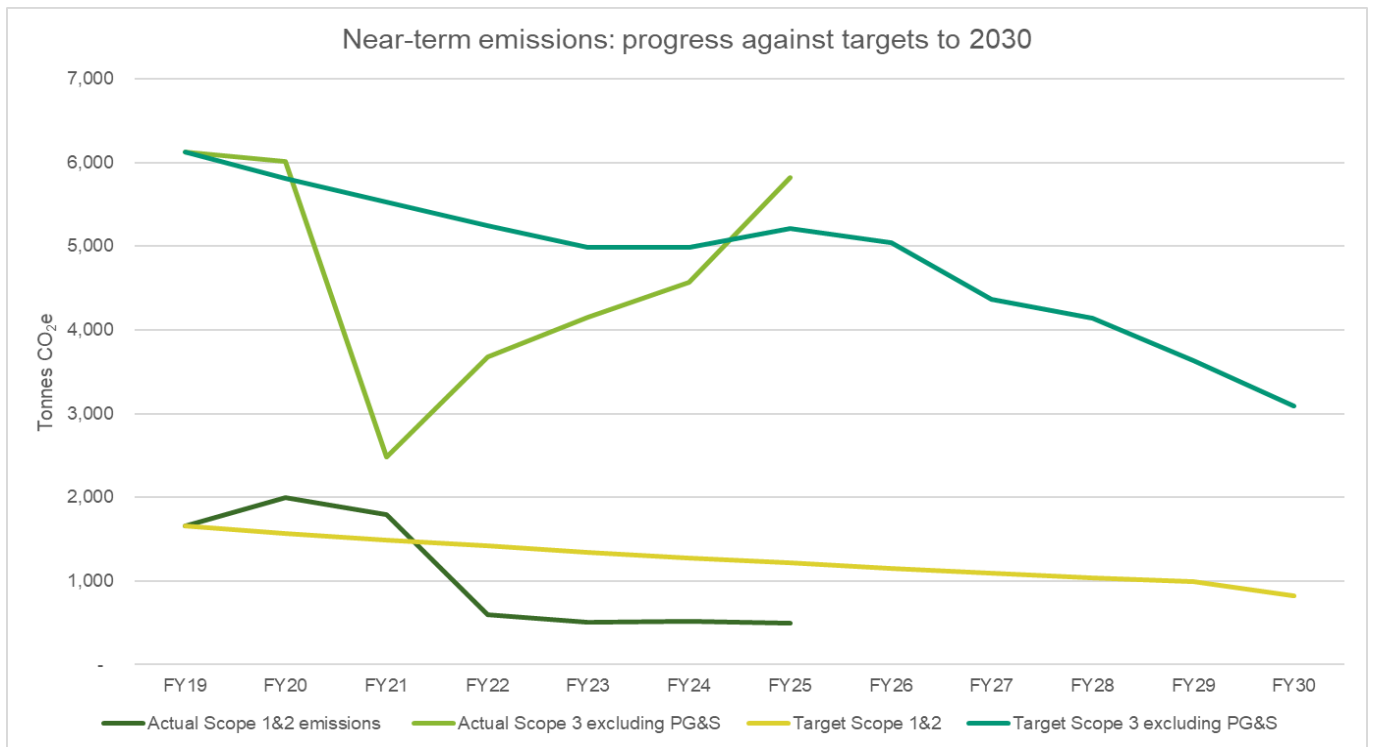
The emission reduction pathway is illustrated in the graph below:



Near-term targets

Our near-term targets approved by the SBTi are to reduce emissions by 50% by 2030 from a 2019 baseline. These targets were set before the GHG protocol Scope 3 standard was published, and therefore due to changes in calculation methodology and management of Scope 3 emissions since 2019, the near-term target excludes category 1: purchased goods and services. The variance to target in the year reflects the impact of using a spend-based methodology to calculate emissions from capital expenditure during the year which was significant as a result of ongoing office refurbishment projects. We continue to work on improving the accuracy of this methodology to reflect the positive impact of using the suppliers we select to complete this work, on the basis of their strong environmental credentials.

Progress against these targets can be seen in the graph below.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline, in respect of Scope 1 and 2 emissions, and Scope 3 emissions excluding Category 1: purchased goods and services. The carbon emission reduction achieved by these schemes equate to 1,452 tCO₂e, a 19 percent reduction against the 2019 baseline and the measures will be in effect when performing the contract.

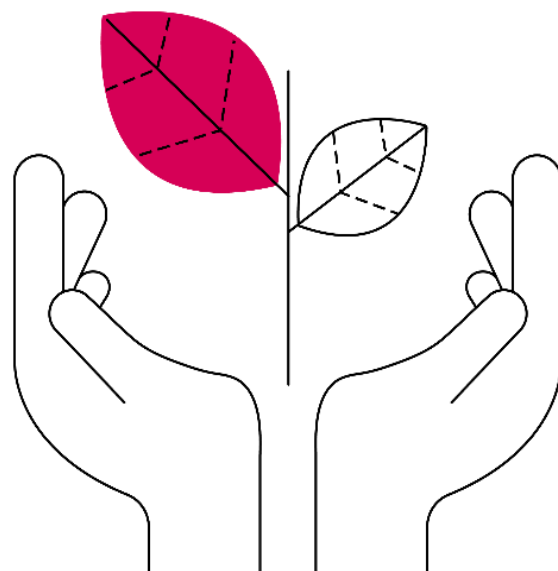
- Reduced overall office footprint and increased efficiency of office premises across the global office portfolio.
- Relocated to new office premises with higher building efficiency in key locations, and refurbished existing premises to a higher standard of efficiency.
- Engaged with landlords of office premises to reduce the use of gas in offices.
- Transitioned to renewable energy tariffs supplying 100% of UK office premises.
- Established digital transformation program and transition to cloud-based services across global portfolio.
- Implemented a new travel policy to encourage low carbon modes of transport and reduced journeys.
- Embedded hybrid working policies and a culture of efficient working practices to reduce resource use and commuting impact.
- Developed and rolled out carbon literacy training for colleagues.
- Developed and rolled out global ESG and Sustainability engagement campaigns.

- Further developed our environmental management system and maintained certification a compliant with the ISO 14001:2015 Standard.
- Initiated our ESG procurement programme, part of which will focus on scope 3 and supply chain environmental impact and emissions.
- Initiated and engaged with key sector collaborations including Legal Charter 1.5, Legal Sustainability alliance and Net Zero Lawyers Alliance.
- Established ESG and Sustainability leadership and operations committees to improve accountability and accelerate progress.

Future Reduction Initiatives

Our future plans are designed to sustain and accelerate reduction of emissions across all categories, and include but are not limited to:

- Increase percentage of global premises supplied with renewable energy.
- Collaborate with landlords and building management teams in all locations to improve resource efficiency and building performance credentials.
- Complete office refurbishment program aligned to sustainable property management principles.
- Maintain ISO14001 certification.
- Develop initiatives to increase efficiency of business travel and increase the uptake of low-carbon transport.
- Complete global roll out of digital transformation program.
- Further develop our ESG procurement programme and engage with supply chain to support reduction of emissions related to Scope 3 Category 1: Purchased goods and services.
- Further develop procurement policies and procedures to align supply chain activity to delivery of carbon reduction targets.
- Develop carbon budgets to support targeted reduction strategies.
- Continue employee education programs specifically focused on climate change and carbon reduction activity.
- Develop and deliver employee engagement programs to encourage behaviours that support the delivery of carbon reduction targets.
- Contribute to both industry-wide and cross-sector collaboration activities to develop best practice in respect of carbon reduction methodologies.



Investment in the DWF Forest

To support our ambitions to deliver our 2045 net zero target, DWF has invested in a high quality carbon removal project to address any residual emissions at our target date. The DWF forest is an innovative land use change project on the Broadmeadows Estate in the Scottish Borders. Covering over 650 acres, more than half a million trees have been planted since 2018 including a mix of conifers and native broadleaves. The valuable carbon sequestration potential of the project sits alongside a multitude of cobenefits for nature and the local community.

Declaration

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 standard and uses the appropriate government emission conversion factors for greenhouse gas company reporting.

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.

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:

Kirsty Rogers

Chief Sustainability Officer

Date: October 2025



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