



# Carbon reduction plan

1 May 2024 to 30 April 2025

# An introduction to Ward Hadaway

Ward Hadaway LLP is an independent, full-service law firm providing legal expertise to businesses, public and third sectors, and individuals.

In response to the pressing global challenge of climate change, Ward Hadaway LLP is committed to achieving Net Zero emissions by 2050.

Ward Hadaway is dedicated to reducing its environmental impact and supporting sustainability initiatives. As such, Ward Hadaway has engaged in the following project to calculate, report, and identify opportunities to reduce its greenhouse gas (GHG) emissions.

This report, in accordance with PPN 006, details the results of Ward Hadaway's FYE 2025 GHG inventory, which quantified GHG emissions across the reporting period of 1st May 2024 to 30th April 2025. Also documented is Ward Hadaway's long-term strategy to monitor, manage, and minimise its environmental impact in alignment with achieving its Net Zero commitment.

This report was prepared with the support of Ecologi to ensure that emissions were quantified in alignment with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and supplementary Corporate Value Chain (Scope 3) Standard.

# Ecologi

Ecologi is a leading climate action platform specialising in emissions measurement, reduction, and reporting, as well as helping businesses fund high impact, high integrity climate solutions. Ecologi equips businesses with the expertise and tools to curate and implement emissions reduction strategies on their journey to Net Zero.

# FYE 2025

## Carbon reduction plan

### Methodology

Ward Hadaway LLP was responsible for the internal management controls governing the collection of data for processing, some of which was also entered by Ward Hadaway. The subsequent emissions calculations and this report were generated with the support of Ecologi in accordance with the **Greenhouse Gas Protocol Corporate Accounting and Reporting Standard** and supplementary Corporate Value Chain (Scope 3) Standard.

The GHG inventory assesses emissions for the reporting period 1st May 2024 to 30th April 2025. This constitutes Ward Hadaway's base year - the reference point against which all future emissions reductions will be measured.

Emissions have been calculated using the appropriate UK emission conversion factors published annually by the UK government, Department for Energy Security and Net Zero (DESNZ). These are supplemented by emissions factors from Small World Consulting's environmentally extended MRIO dataset, used for spend-based emissions calculations. The methodology for homeworking emissions aligns with the Anthesis Group Ltd's 2021 **White Paper**. Reported emissions figures are expressed as tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) and include GHG emissions from all seven GHGs named by the Kyoto Protocol: CO<sub>2</sub>, N<sub>2</sub>O, CH<sub>4</sub>, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>.

The boundary of the report includes all UK-based operations during the reporting period. An operational control approach<sup>1</sup> has been adopted, and emissions are categorised within the relevant Scope, as prescribed by the GHG Protocol. Scope 1 and Scope 2 emissions have been reported in accordance with **SECR** requirements, 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.



# Greenhouse gas inventory

## 1 May 2024 to 30 April 2025

Scope	Emissions	Total (tCO <sub>2</sub> e)
<b>Scope 1</b>	Stationary combustion	141.52
	Mobile combustion	N/A
	Process emissions	N/A
	Fugitive emissions	N/A
<b>Total - Scope 1</b>		<b>141.52</b>
<b>Scope 2</b>	Purchased electricity (Location-based)	117.83
	Purchased electricity (Market-based)	204.07
	Purchased steam, heating & cooling	N/A
<b>Total - Scope 2 (Location-based)</b>		<b>117.83</b>

Scope	Emissions	Total (tCO <sub>2</sub> e)
<b>Scope 3<sup>2</sup></b>	Upstream transportation and distribution	0.86
	Waste generated in operations	1.15
	Business travel	80.10
	Employee commuting (including homeworking)	271.85
	Downstream transportation and distribution	N/A
<b>Total - Scope 3</b>		<b>353.96</b>
<b>Total</b>		<b>613.31</b>

### Footnotes

1. A company has operational control over an operation if it, or one of its subsidiaries, has the full authority to introduce and implement its operating policies at the operation. Under the operational control approach, a company accounts for 100% of emissions from operations where it has operational control.
2. Scope 3 categories reported on include the required subset of Scope 3 emissions in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

## Total emissions



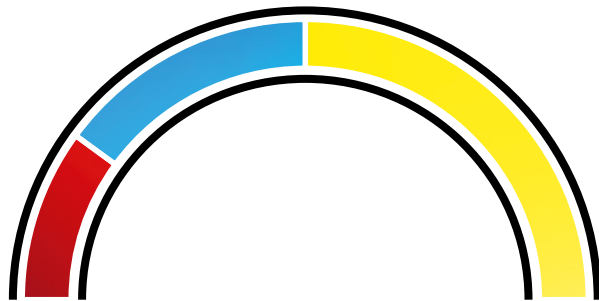
## Emissions intensity per revenue



## Emissions intensity per FTE

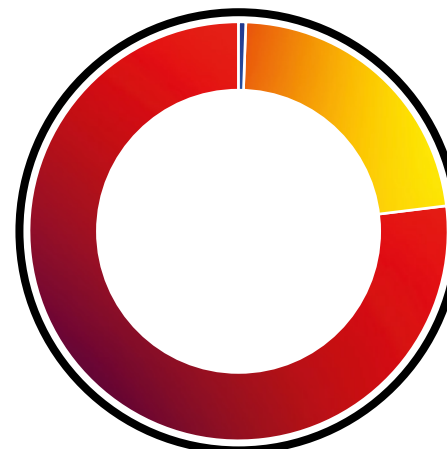


## FY 2025 Scope breakdown



Scope	Total (tCO <sub>2</sub> e)
Scope 1	141.52
Scope 2	117.83
Scope 3	353.96

## Scope 3 emissions by category

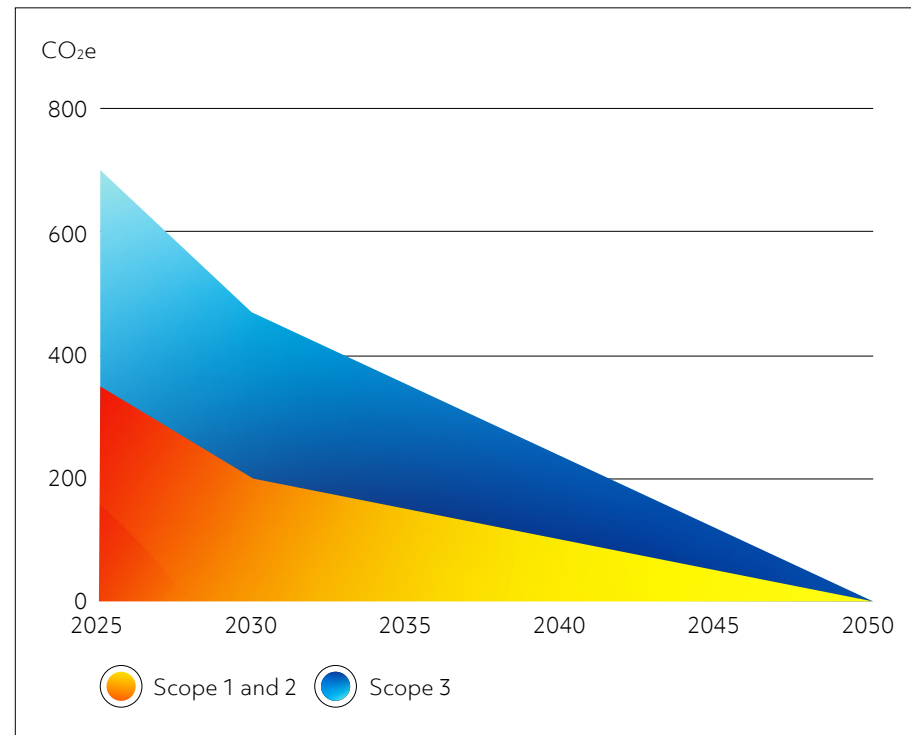


Scope	Total (tCO <sub>2</sub> e)
Upstream transportation and distribution*	0.86 tCO <sub>2</sub> e
Waste generated in operations	1.15 tCO <sub>2</sub> e
Business travel	80.10 tCO <sub>2</sub> e
Employee commuting (including homeworking)	271.85 tCO <sub>2</sub> e
Downstream transportation and distribution	NA tCO <sub>2</sub> e

# Emissions reduction targets

In alignment with the UK Government's 2050 Net Zero targets and global efforts to limit global warming and the worst effects of climate change, Ward Hadaway is committed to achieving Net Zero emissions across the entire value chain (Scopes 1, 2, and 3) by 2050. Where possible, ambitious emissions reduction actions will be implemented to advance the achievement of Net Zero.

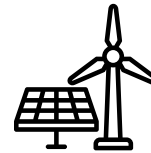
Ward Hadaway's projected emissions reductions are charted to illustrate how progression towards these targets may look.





# Emissions management

The following emissions management measures are already in place as Ward Hadaway works towards Net Zero.



## Energy efficiency measures & renewable energy adoption

Ward Hadaway has implemented energy efficiency savings in the course of refurbishing its Newcastle office. These measures include the utilisation of zip-taps in place of kettles and water coolers as well as the decommissioning of water heaters. We will also seek incremental emissions savings through behavioural changes and minor improvements in controls over heating and lighting. Small savings in power consumption are also available through updated equipment, such as screens with integrated docks). We are estimating a 5% annual saving in electricity and gas usage by 2030.

In addition, Ward Hadaway is in the processing of procuring renewable energy for each office once old contracts expire. In shared leasehold premises (such as Leeds, Manchester and Birmingham) we will engaged with our landlords and seek their collaboration and co-operation in ensuring that the meters that they control are supported by valid REGO certificates. By 2050, the firm anticipates that 100% of purchased electricity for offices and 80% of homeworking energy supplied by certified renewables.

# Emissions management



## Hybrid working policy

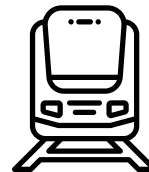
Ward Hadaway operates a hybrid-working structure, reducing its Scope 1 and 2 greenhouse gas emissions. By decreasing the need for centralised office spaces, the firm reduces energy consumption related to heating, cooling, and powering facilities. Additionally, hybrid work decreases employee commuting, reducing Scope 3 emissions associated with transportation to and from the office.

While hybrid working results in an increase in domestic energy consumption within employees' homes, given the reduced need for office energy and commuting, hybrid working is likely to result in a net reduction in overall emissions.



## Sustainable procurement policy

Ward Hadaway has a target of procuring 100% from Net Zero suppliers by 2050. As a part of the supply chain onboarding process, Ward Hadaway is implementing a sustainable procurement policy. This will improve the firm's understanding of the environmental and sustainable performance of suppliers. Such engagements can not only significantly increase the accuracy of data, but reduce Scope 3 emissions.



## Use of public transport

Whilst operating a hybrid-working structure to ensure flexibility for staff, Ward Hadaway recognises the social value of in-person collaboration. To balance these needs with environmental responsibility, Ward Hadaway has implemented a salary sacrifice scheme to encourage and facilitate the use of public transport. This approach ensures that team gatherings remain both sustainable and purposeful.



# Climate action plan

Ward Hadaway is committed to embedding practices within its business to mitigate environmental impact. The following strategy outlines further decarbonisation interventions contributing to Ward Hadaway's roadmap for achieving Net Zero across the entire value chain. Specific reference is given to emissions hotspots and priority areas identified within the emissions inventory published above. Interventions include both short and long-term actions dedicated to the pursuit of the overarching Net Zero ambition.



## Committed to measuring and iterating on emissions data

Ward Hadaway is committed to furthering its collaboration with Ecologi, utilising the Ecologi Zero platform to measure its emissions and progress. This process has already enhanced Ward Hadaway's understanding of its environmental impact, allowing the firm to identify areas for emissions reductions and operational efficiency improvements. These insights will enable Ward Hadaway to implement the progress necessary to monitor performance and assess the effectiveness of emissions reduction initiatives moving forward.

# Climate action plan



## Introduce sustainable travel policies

Ward Hadaway aims to be proactive in prioritising the use of public transport when business travel is required. Formalising this behaviour within a corporate travel policy will ensure that it remains common practice as the firm scales and the requirement for travel increases. Third-party vehicle and taxi use contributed to over 50% of business travel emissions. Formalising the firm's approach and prescribing circumstances in which these options are deemed appropriate, or alternatives should be prioritised, will also help maintain best practices as the firm grows.



## Electric vehicle scheme

Employee commuting emissions are a significant proportion of Ward Hadaway's emissions. In 2026, we will review the ability to offer an EV Salary Sacrifice Scheme for employed staff. There was a very strong appetite indicated for this in our 2025 climate literacy workshops and staff survey, so we expect take-up to be significant and to further increase over time as public charging infrastructure improves. The scheme reduces employee commuting emissions by incentivising the lease of low carbon vehicles. Currently 7% of vehicle use is electric. This is expected to increase to 15% by 2030. By 2050, Ward Hadaway aims to have 80% electric vehicle adoption.



## IT sustainable procurement policy

While no emissions from IT goods have been accounted for in this report, Ward Hadaway recognises the importance of measuring and tracking supply chain emissions.

Our procurement policy for IT hardware, software and services is being updated to reflect sustainable procurement practices.

We rely on the larger brands for our IT supply chains (Microsoft, Dell, IBM), which all have ambitious net zero targets in place (by 2030 to 2050) through building or sourcing renewable energy for their facilities. We will report our purchases and use of services with these brands more accurately in future years and anticipate our associated emissions to drop steeply in line with each company progressing towards net zero.

# Climate action plan



## Waste reductions

Though emissions related to waste make up a small portion of Ward Hadaway's total footprint the firm has set a goal to make reductions in this category to meet its 2050 Net Zero targets. Initiatives may include, going paperlite, eliminating single-use products, food waste collection, and employee education.



## Continued energy efficiency improvements

From 2030 to 2050 we anticipate gradual upgrades to our leased estate. Where practical and financially sensible to do so, we will move away from gas boilers to heat pumps to further reduce our reliance on fossil fuels. In all future decisions around premises and refurbishment, the environmental impact of all decisions will be carefully taken into account, and where financially prudent to do so, we will take decisions that improve energy efficiency and lower our emissions.

By 2050, Ward Hadaway anticipates that its offices will no longer use gas for heating, but all electric heat pumps.

# 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 standard and use 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, 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.

\*\* To help clients roughly calculate their carbon footprint based on spend, a specific emissions intensity ratio for revenue, expressed in tCO<sub>2</sub>e per £100,000 of our turnover (1.144 tCO<sub>2</sub>e) is included. This is based on the Scope 1, Scope 2 and the limited set of Scope 3 emissions in this Carbon Reduction Plan. A fuller (but not complete) set of Scope 3 emissions may be found in our annual report on Companies House.

This Carbon Reduction Plan has been reviewed and signed off by the management board.

Signed on behalf of Ward Hadaway LLP



**Steven Petrie**  
Managing Partner, Ward Hadaway LLP

May 2026

Ward Hadaway LLP is a limited liability partnership registered in England and Wales under number OC430614. Registered office: Sandgate House, 102 Quayside, Newcastle upon Tyne, NE1 3DX where a list of members' names is available for inspection. We use the word "partner" to refer to a member of Ward Hadaway LLP. Authorised and regulated by the Solicitors Regulation Authority (No.817773).

Sandgate House, 102 Quayside  
Newcastle upon Tyne  
NE1 3DX  
UK  
DX: 730360 Newcastle upon Tyne 30