

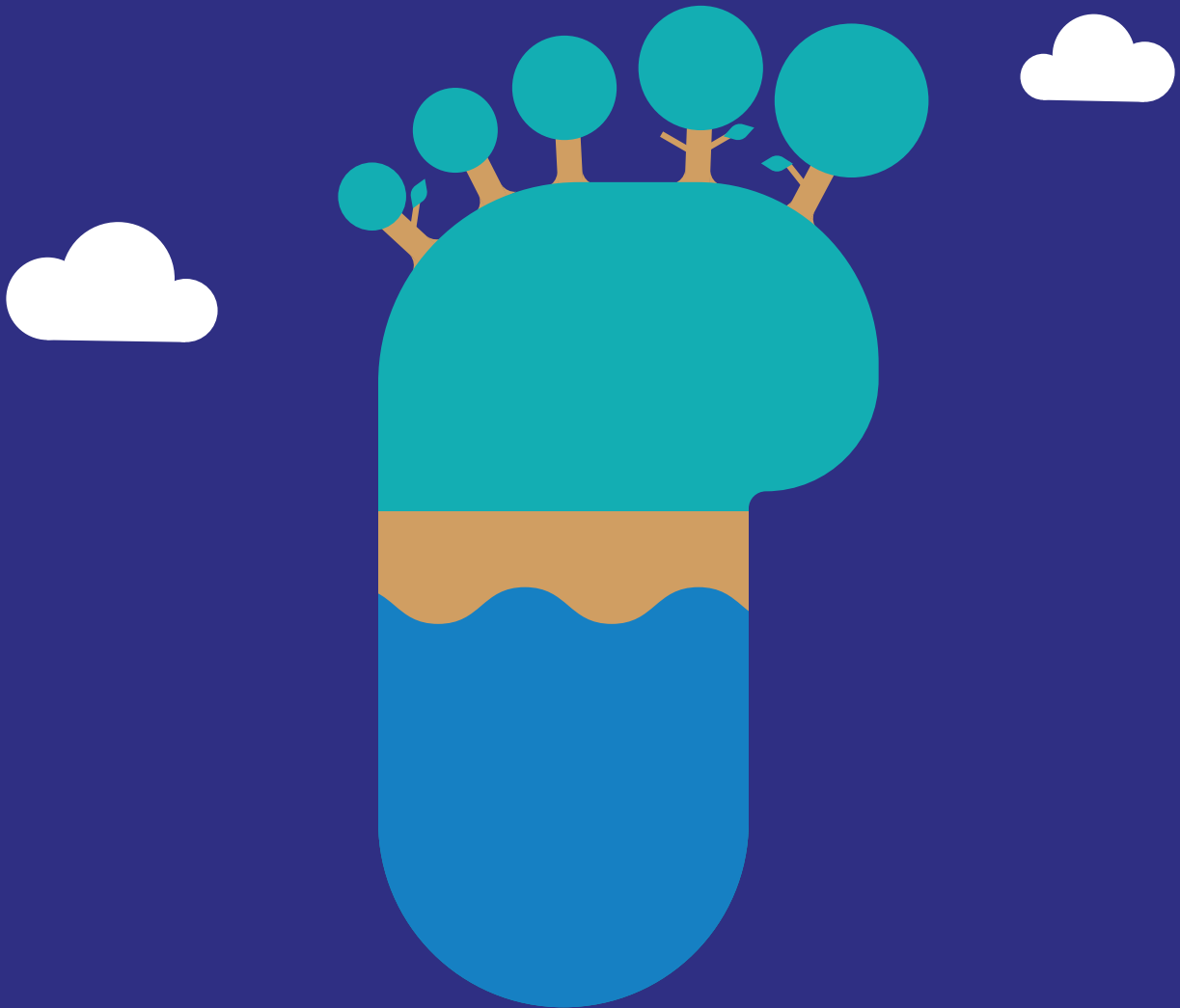
Our sights
are on a
sustainable
future.



Ogier

Ogier's approach to sustainability





Ogier's steps towards a more sustainable footprint

Our focus is on continual improvement through setting challenging targets, allocating the right resources and approaching decisions and activities with a sustainability mindset.

Our group policy focuses on three main areas:

- Limiting emissions to support action on the climate emergency
- Tackling waste and sourcing environmentally friendly products and services
- Educating and inspiring our people, clients and industry partners on sustainability issues

Our goal is for sustainability to be embedded in our culture and permeate our business at every level.

Ogier is committed to being proactive and accountable to reduce our firmwide emissions, targeting key metrics in our energy consumption and in our value chain including: business travel, commuting, waste and purchased goods and services.

As a business Ogier commits to reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2019 base year. We also commit to reduce absolute scope 3 GHG emissions 46.2% within the same timeframe.

Ogier's Environmental Impact Policy

Ogier is committed to reducing greenhouse gas emissions as our first priority. We will:



Take practical steps to reduce our carbon footprint, sourcing renewable energy for our electricity requirements where possible, investing resources and leveraging our expertise to explore innovative solutions and to educate, encourage and support an acceleration of the global transition to net-zero.



Actively contribute to the global net-zero goal by investing in permanent emission reduction projects, such as renewable energy solutions, where possible, while continuing to decarbonise our own activities.

50% ↓
by 2030

Continue our public commitment to support the Net Zero Lawyers Alliance and Science Based Targets initiative (SBTi). We have committed to reducing absolute Scope 1 and 2 Greenhouse Gas emissions 50% by 2030 and reducing our absolute Scope 3 emissions 46.2% by 2030, both from a 2019 base year. We are also committing to set a net-zero target as a business globally and committing to targets locally where relevant.

Where we have control and influence, we will minimise the negative impact of our business and our personal activity on the environment. We will:



Procure environmentally friendly products and services and develop a Sustainable Procurement Policy, to ensure best practice procurement principles are adopted, where possible. We will work with suppliers, in line with our scope 3 targets and Supplier Code of Conduct.



Dispose of waste responsibly and reduce waste generation through prevention, reuse and recycling.



Minimise pollution arising from our activities where possible.

As a business we will embrace the challenge of making positive change and inspiring our people, clients, business and industry partners to do the same. We will:



Raise awareness, empower and inspire our people and communities to take action through education, knowledge sharing and pro bono work.



Monitor our performance, frequently review our approach and commit to publishing our progress annually.



Develop and deliver impact based client services, to support our clients in addressing a range of double materiality based impact challenges and opportunities.

Environmental Roadmap

2021

- Environmental Impact Policy was launched in September
- Became a member of Net Zero Lawyers Alliance – October
- Signed up to Science Based Targets initiative
- Ogier Forest launched with EcoMatcher - October



2022

- Internal Environmental Hub launched
- Energy Strategy launched into the business
- Carbon emissions footprint data validation and refinement carried out
- Hong Kong office refurbishment

2023

- Guernsey office refurbished with electrical heating, materially reducing Scope 1 emissions
- Dublin office moved to 100% renewable energy supply
- SBTi Near Term Target verified by the SBTi in September



2024

- Review and update of Environmental Impact Policy
- Inaugural SBTi Progress Report published in September
- Business Travel Policy updated
- Waste audits carried out and Waste Strategy launched
- Commuting survey carried out and Commuting Strategy launched
- Energy audits carried out and Energy Strategy updated
- Introduced a hybrid fleet car in BVI



2025

And so far this year....

- Investment and data migration to Greenly carbon management platform
- Waste, Energy and Commuting strategies implemented

We plan to deliver by end 2025:

- Second SBTi Progress Report to be issued in September
- Revalidation of 2019 SBTi baseline
- Set a validated SBTi NZ pathway

Ogier's Environmental Impact Policy

Ogier's environmental programme is based on continual improvement year-on-year. In 2024, we created two new strategies focusing on waste reduction and reducing commuting emissions, and updated our energy strategy and business travel policy.

Key highlights include:



Ogier's energy strategy: focuses on reducing carbon emissions and increasing energy efficiency across all offices through premises improvements, behavioural change, and sourcing renewable energy. The approach includes regular energy audits, technological upgrades, and education, supporting a firmwide transition to sustainable and resilient operations.



Ogier's commuting strategy: encourages employees to adopt more sustainable ways of getting to and from work, such as walking, cycling, public transport, and car sharing. Annual commuting surveys help track progress, reduce emissions from commuting, and promote wellbeing and sustainable development in the communities where Ogier operates.



Ogier's waste strategy: prioritises waste prevention, reduction, reuse, and recycling, aiming to minimise the use of natural resources and reduce the environmental impact of business operations. The strategy includes regular waste audits, staff education, and targeted actions to support a circular economy and drive down carbon emissions.



Ogier's business travel policy: emphasises that travel should only occur when essential. When it is necessary, prioritising low-carbon options and combining multiple objectives or meetings into a single, longer trip instead of making several separate trips, ensures lower carbon emissions.

Ogier Forest*

3285



trees planted in Ecuador

231,400kg

estimated CO2 sequestered to date

821,200kg

CO2 estimated to be sequestered during the Forest's lifetime

*As of July 2025. Ogier Forest trees are gifts used to raise awareness and not as part of a carbon reduction strategy.

For more information visit ogier.com/about-us/sustainability or contact our team directly at sustainability@ogier.com

