

Gregg
Latchams
Solicitors & Notaries

Gregg Latchams - environmental report

Interim Report April 2011



Vision

Gregg Latchams LLP is a specialist legal services practice. Our mission is to provide our know-how to the benefit of our clients. Our main activities are providing high quality, personal legal services, using modern technology and communications media. Our business strategy is to attract high net worth individuals and SME business clients to develop an increasingly profitable business. The development of our Green Law practice is a key part of our strategy and our demonstrable reduction of the impact of our activities on the environment a key condition to establishing our credentials in this area.

Introduction to report

Our environmental strategy is part of our social responsibility. We consider climate change to be a substantial challenge affecting our business, staff, clients and the communities to which we belong. It is our role to help inform and promote debate amongst those stakeholders of the issues and opportunities that climate change will create. This report summarises our recent activities. We will prepare a full report in October 2011.

Our environmental strategy

We are committed to:

- having an environmental team which develops the firm's environmental policy and oversees the implementation of this policy;
- taking into account the environmental credentials of our suppliers;
- aiming to reduce the volume of waste generated by the firm and, as far as practicable, to recycle unavoidable waste;
- assessing modes of travel to and from work and encouraging more environmentally friendly travel arrangements;
- exploring how we can measure and reduce the firm's per capita carbon footprint; and
- complying with all applicable environmental legislation and guidelines.

In addition, we have made a Bristol Green Capital Pledge and agreed to take action to help make Bristol a greener, low carbon city and made specific commitments to reduce our greenhouse gas emissions as a participant in the West of England Carbon Challenge.

Our carbon footprint

We started collecting data to measure our carbon footprint in October 2010 using the Legal Sector Alliance measurement protocol. Under this, we measure business activities only. We do not, therefore, include journeys to and from home and work (for full details see www.legalsectoralliance.org.uk/files/LSA-protocol-guidance-dec09.pdf).

The results for the 6 months to 31 March 2011 show that total CO₂ emissions were 74.23 tonnes. As at 31 March 2011, there were 63 employees. Therefore, emissions were an average of 1.18 tonnes of CO₂ per employee. We do not have any direct comparisons yet but, according to the Law Society Gazette (24 March 2011), members of the Legal Sector Alliance reported an average of 5.4 tonnes per employee, with the highest being 8 tonnes (London firm Allen & Overy) and the lowest 0.77 (Scottish firm Morgans). We are, therefore, comfortably below average for our industry. Our commitment is to reduce our carbon footprint by about 0.2 tonnes of CO₂ per employee by December 2012. We will shortly be submitting our carbon footprint data for comparison purposes to West of England Carbon Challenge.

Our green group

The firm's environmental team is made up of an executive committee comprising Paul Hardman, Richard Hill, Phil Brown, Iain McColl and Mike Gupwell and a broader base group of staff members. The broad group provides ideas and feedback on the implementation of environmental initiatives, with the committee having overarching responsibility for development and implementation across the firm.

During the course of the year, the group has:

- formulated guidance to reduce the amount of paper used when printing emails and documents and has begun to measure the amount of paper used by the firm;
- after reviewing the environmental credentials of the firm's paper suppliers, prompted the firm to switch to 100% A4 recycled paper (at reduced cost) and is now considering recycled paper for all the firm's requirements;
- carried out a review of travel to work, which found that most (63%) staff members use mainly low carbon means of transport (walking, train, bus, car share, park and ride, cycling and motorbike);
- made information available to staff about bus and bike schemes and routes to work and put in a bicycle rack in lockable facilities;
- installed separate bins for different waste types.

The goals for the group in the period ahead is to further reduce the amount of paper we use by examining technology-based solutions to the way we communicate bulky reports to clients and to consider the way evidence is submitted to court in addition to ongoing activities to reduce and recycle waste

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Liberty Electric Cars is establishing a leading position in the clean technology sector so it's important we have 'green' partners. We're proud to include Gregg Latchams amongst them.

Gregg Latchams and Paul Hardman have provided us with top quality legal services since we founded Liberty Electric Cars. Paul's clear thinking and commercially intuitive counsel have been invaluable... his ready availability and rapid response to requests for interpretations and supply of documents have been a great competitive boost.

Barry Shrier
CEO
Liberty Electric Cars

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Helping our clients

We recognise that in the new and developing market of environmental technology and renewable energy, outcomes are not always certain. It is part of our policy that we are willing to invest our time and expertise in clients who we believe have relevant technology that can be developed into a profitable business. Clients that we have helped in this way include Liberty Electric Cars Limited, now one of the leading UK companies in electric vehicle technology, and Distributed Generation Limited, a promoter of community-based wind generation technology.

We are also investing in the development of the specialist knowledge of our staff in relation to environmental regulations, including the large number of new carbon reduction schemes and incentives. The green group has produced a number of guidance sheets on the Feed-In Tariff scheme, the Renewable Heating Scheme and the Carbon Reduction Commitment legislation.

Community initiatives

It is not just our activities that we can and want to change. We are a member of a number of communities and we believe we can take an active role in influencing those communities to consider environmental issues and solutions. A recent example involved the Queen Square Association, a group made up of the businesses that are based in and very close to Queen Square in Bristol. Gregg Latchams devised and implemented a group supply policy so that the delivery of supplies, such as paper, is done in a co-ordinated way, thereby reducing the number of journeys to make deliveries. This has now developed into a more ambitious plan, known as the Queen Square Initiative, which again Richard Hill, the firm's managing partner, was instrumental in leading and which aims to make Queen Square the UK's first low carbon area world heritage site.

In similar vein, Paul Hardman has now joined the Institute of Directors' Bristol Committee to champion sustainability issues to IoD members.