

# Tughans

## Carbon Reduction Plan



# Commitment to achieving Net Zero



## **Tughans LLP is committed to achieving Net Zero emissions by 2050**

In 2019 the UK Government amended the Climate Change Act 2008 by introducing a target of a 100% reduction in the net UK carbon account by 2050.

**Tughans LLP** is committed to achieving Net Zero by **2050** as set out in this “Carbon Reduction Plan”. This Carbon Reduction Plan outlines our strategy for achieving Net Zero across our entire value chain [Scope 1, 2 and 3] in line with the governments streamlined energy and Carbon Reporting guidelines.

Tughans engages Climate Essentials to support the measurement, reporting and planning of our operational carbon emissions. Climate Essentials has assessed our activities across energy use, carbon consumption, building operations, processes, vehicles, business travel, distribution, waste and colleague commuting, in line with the GHG Corporate Accounting and Reporting Standard and GHG Scope 3 guidance.

In line with PPN 06/21, this report sets out our baseline year and our most recent financial year. All emissions have been calculated using the Department for Energy Security and Net Zero (DESNZ) conversion factors for corporate GHG reporting.

## About Tughans

Tughans is a leading law firm that has a focus on developing strong relationships with our clients, based on trust and transparency. We provide solutions to complex business challenges, delivering expert professional advice in innovative ways, ensuring our clients' evolving business needs take priority. We are a full-service corporate law firm advising across multiple sectors, with decades of extensive experience advising clients on cross border matters. Our people are identified as market leaders in their chosen fields by Chambers and Partners and Legal 500, and have extensive experience delivering successful transactions, projects and cases.

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# Baseline Emissions Footprint

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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.

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**Baseline Year: 2023/24**

## **Additional Details relating to the Baseline Emissions calculations.**

*Prior to 2023, Tughans did not collate a complete record of scope 3 emissions. However, in recognising the importance in measuring scope 3 emissions, Tughans has made great progress in monitoring and reducing scope 3 emissions.*

*We have expanded the categories of scope three emissions that we monitor and target for emissions such as food waste, employee commuting, air travel, taxi and train travel, how much we spend on electronics, employee food & drink, office furniture and stationery.*

*Tughans downstream emissions are not relevant for our business due to the nature of our operations (law firm).*

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# Baseline Emissions Footprint



**Baseline year emissions:**

<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>25.940 tCO<sub>2</sub>e</b>
<b>Scope 2</b>	<b>26.045 tCO<sub>2</sub>e</b>
<b>Scope 3 (Included Sources)</b>	<b>160.101 tCO<sub>2</sub>e</b>
Purchased goods and services:	15.3 tCO <sub>2</sub> e
Fuel and Energy Related Activities:	2.25 tCO <sub>2</sub> e
Waste:	0.293 tCO <sub>2</sub> e
Business Travel:	13.47 tCO <sub>2</sub> e
Employee Commute/ Homeworking:	128.78 tCO <sub>2</sub> e
<b>Total Emissions</b>	<b>212.086 tCO<sub>2</sub>e</b>

# Current Emissions Reporting



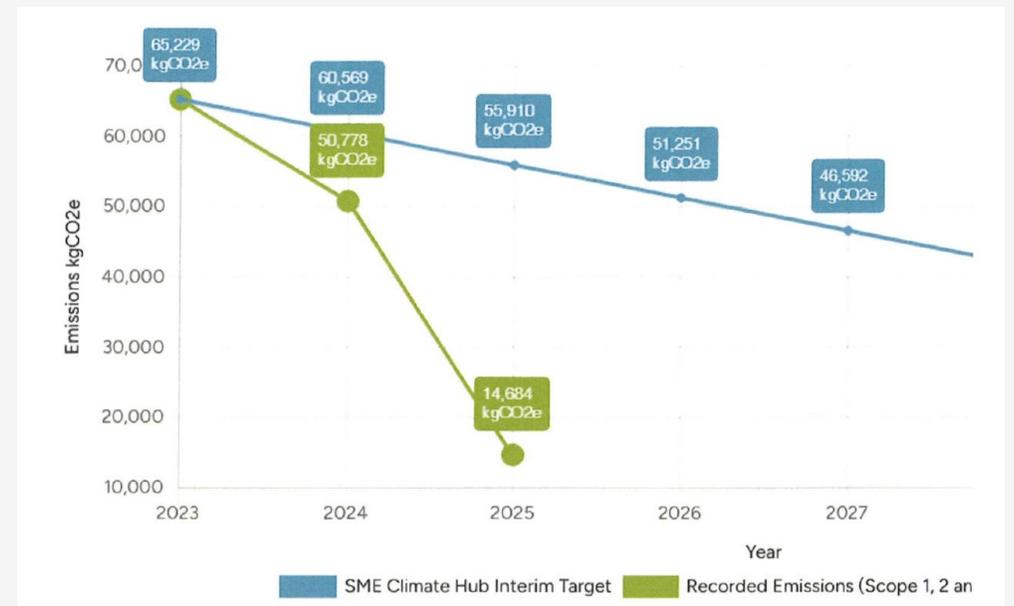
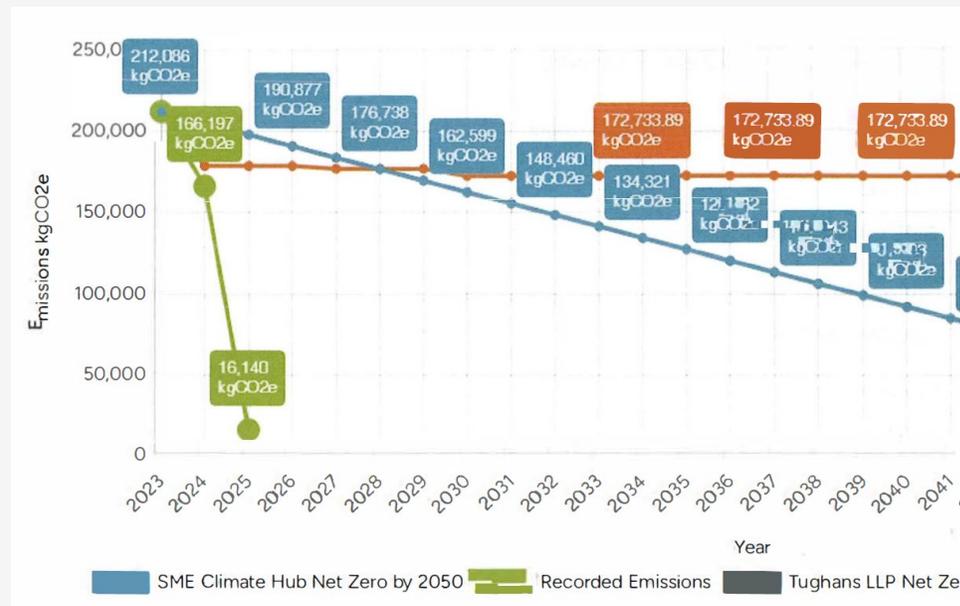
<b>Reporting Year: 2024/25</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>12.93 tCO<sub>2</sub>e</b>
<b>Scope 2</b>	<b>21.368 tCO<sub>2</sub>e</b>
<b>Scope 3 (Included Sources)</b>	<b>131.896 tCO<sub>2</sub>e</b>
Purchased goods and services:	11.11 tCO <sub>2</sub> e
Fuel and Energy Related Activities:	1.89 tCO <sub>2</sub> e
Waste:	0.17 tCO <sub>2</sub> e
Business Travel:	16.91 tCO <sub>2</sub> e
Employee Commute/ Homeworking:	101.8 tCO <sub>2</sub> e
<b>Total Emissions</b>	<b>166.197 tCO<sub>2</sub>e</b>

# Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

Tughans LLP is committed to reducing our Scope 1 and Scope 2 carbon emissions to 25,992.5 kgCO<sub>2</sub>e by 2030. This is a reduction of 50%.

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



# Carbon Reduction Projects

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## Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline.

The carbon emission reduction achieved by these schemes equate to 45.891 tCO<sub>2</sub>e, a 21% reduction against the 2023 baseline.

### **Making our office more sustainable**

In May 2023 Tughans relocated to The Ewart, 3 Bedford Square, Belfast.

The Ewart has achieved several sustainability certifications, including a targeted BREEAM Excellent rating and an EPC rating of A.

As part of the fit out of our offices we installed low energy PIR lighting, which is set on timers and sensors, so lighting is switched off when the office is unoccupied. In the fit out and design of our offices, we provided more centralised printing areas which reduced the number of printers in the office and has led to a reduction in our paper usage.

The building has a secure cycle store of 124 racks and bike repair stations, as well as 13 showers, changing rooms and lockers to facilitate active travel to the office. Electric car charging points are available in the building. The building is located a short walk from the Belfast Grand Central Station transport hub providing easy access to all major public transport routes.

# Carbon Reduction Projects

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## **Improvements in business travel data**

Tughans recognises the importance of reducing the impact of business travel.

We successfully launched our new business travel booking system, which requires that business travel is booked centrally.

This will enable us to better understand our travel decisions and more accurately record the impact of business travel. Using this information, we hope to further incorporate sustainability into our travel policy and ultimately influence changes in travel habits.

# Carbon Reduction Projects

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## Colleague engagement: Environmental and Social Governance Committee

Our commitment to reducing emissions is underpinned by empowering our colleagues and embedding a culture of sustainability. We run a comprehensive engagement programme to build awareness and highlight the role each colleague plays in our net-zero journey. Our ESG Committee, with membership drawn from all levels and departments, helps to guide and champion this work.

Our ESG Committee has championed a series of initiatives including:

- Delivered an in-house bicycle maintenance programme;
- International Women’s Day Clothes Drive for Dress for Success – collecting gently used women’s professional clothing to help women returning to work;
- Participated in and promoted the Active Transport Challenge month;
- Participated in and promoted “step challenges” for various charities to encourage walking to work and active travel;
- Promoted “meat free” days; and
- Implemented an employee travel survey to identify and quantify uptake of cycle to work and active travel measures.

In recognition of her work chairing our ESG Committee, Maria O’Loan has been shortlisted in the Legal500 ESG Awards 2026 in the category of Environmental/Sustainability: Champion of the Year.

# Carbon Reduction Projects

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## Operational measures and policies

The following measures and projects have been implemented since the FY2023/4 baseline and were either completed or well progressed by the end of FY2024/5:

- Food and general waste management – implemented the weighing of waste to accurately track reductions in waste and identify areas for improvement.
- All waste is now recycled, composted or recovered.
- Introduction of composting bins to reduce food waste.
- Implemented heating and air conditioning timers to ensure that the office is not heated or cooled when vacant or at times of low occupancy.
- Installation of PIR lighting to minimise lighting of parts of the office that are not occupied.
- Provision of subsidised public transport cards to colleagues.
- Cycle to Work Scheme to subsidise the purchase of bicycles and cycling equipment.
- We no longer provide carparking spaces to newly appointed directors and new starts to encourage public transport use.
- Increase in provision of vegetarian and vegan foods at corporate events.
- Providing dairy free milk in all office kitchens.
- Removal of single use plastics.
- Reusable cups/water bottles supplied to all colleagues as well as reusable crockery and cutlery to remove single use plastics.
- Paper reduction measures including: Moving to paperless billing, encouraging the use of electronic files only, use of electronic trial bundles and counsels' papers and reducing the number of printers to reduce paper usage.
- Engaged with Climate Essentials to help us on our pathway to Net-Zero.
- Moved more IT to the Cloud to be more energy efficient.
- Electronic waste is recycled.
- Use of more local suppliers for stationery and food supplies (milk, fruit, sandwiches)

# Carbon Reduction Projects

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## **External verification and certification: ISO 14001:2015**

Tughans has attained ISO 14001:2015 certification underscoring our systematic approach to environmental management, confirming that we have appropriate policies in place that protect the environment and respond to changing environmental conditions.

## Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as:

- Review our data management system on an ongoing basis to improve the quality and quantity of environmental data collected, to ensure we can accurately report, track, and measure our performance against our baseline emissions and carbon reduction targets.
- Procure all electricity via renewable means by the year 2030.
- Continue our Supplier Engagement Programme to integrate sustainability criteria into procurement and onboarding.
- Revise our Business Travel Policy to encourage responsible travel, as well as the introduction of carbon budgets for teams and individuals.

## Declaration and Sign-off

# Tughans

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, 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 Tughans

Name: Patrick Brown

Position: Managing Partner

Signature:

<https://ghgprotocol.org/corporate-standard>

<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<https://ghgprotocol.org/standards/scope-3-standard>