

Environmental Policy

This Environmental Policy addresses Sparke Helmore's commitment to the principles of sustainable development and best practice environmental management.

1. Managing our environmental footprint

Sparke Helmore recognises the importance of environmental responsibility and is committed to a program that encourages and fosters environmental and sustainable awareness across all our stakeholder groups.

We recognise that in the process of carrying on business, certain impacts on the environment will be apparent and, in relation to climate change specifically, the impacts of greenhouse gas (GHG) emissions are central. These impacts will arise from several causes including the use of power and other consumables in our offices, partners and employees getting to and from work, business travel and waste.

We are committed to improving our understanding and minimising our environmental impacts from these and other sources and work to mitigate any existing negative impacts. We also attempt to do no harm to the environment and are proactive in limiting our contribution to climate change.

We recognise that environmental protection is both an individual and shared responsibility of all partners and employees. All partners and employees at Sparke Helmore are responsible for:

- working in a manner that protects the environment
- with relevant stakeholders, working towards climate resilience outcomes for all
- encouraging responsible sourcing of business services and materials and improved environmental performance in our supply chains
- discouraging others from working in a manner that poses risks to the environment
- cooperating with, supporting and promoting environmental protection in the workplace, and
- reporting or rectifying any conditions that pose risks to the environment.

2. Our commitment to minimising environmental impacts

To fully assess our impact and achieve a reduction in emissions, Sparke Helmore regularly undertakes Greenhouse Gas audits. We use the information from the audits to identify emissions reduction activities and scope our path to 'net zero'.

We use our Environmental Management System to actively monitor and measure our efforts to minimise our environmental impacts from sources including:

- **emissions and energy** (using green power where possible, efficient use of energy in our premises, avoidance of non-essential business travel and encouragement of a sustainable commute regimen)
- **natural resources** (sustainable use of natural resources or the use of renewable alternatives)
- **waste and recycling** (minimising the generation of waste and adopting “reduce, re-use, repair, recycle” principles), and
- **supply chain management** (sourcing products that are environmentally sustainable and dealing with suppliers who have made a commitment to sound environmental management).

We ensure that our systems and processes reflect current Australian best practice and comply with all applicable legal and regulatory requirements.

Sparke Helmore is a member of the Australian Legal Sector Alliance (**AusLSA**), an affiliation of Australian law firms dedicated to reducing their environmental impact. We actively participate in this forum by sharing knowledge and experience as well as learning from other law firms around sustainability. We undertake the annual reporting regime of AusLSA, committing to transparency and accountability around the outcomes, including sharing the outcomes with partners and employees through the firm’s intranet.

We work hard to achieve continuous improvement of all our business practices. We set targets and monitor our environmental plan and report on our performance and progress in the AusLSA annual report.

If you require further information about Sparke Helmore’s Environmental Policy, please contact our Director of Office Services and Premises.

Signed



Dated

1 July 2025

Date of next review

1 July 2026