



POLICY

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# ENVIRONMENTAL POLICY

*August 2024*

LANDER  
& ROGERS

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## POLICY

# OBJECTIVE

*Lander & Rogers aims to be an industry leader in implementing sustainable business practices that minimise harm and maximise benefit to the environment.*

We recognise climate change is impacting our firm, our clients and the communities in which we work.

We are conscious of our place within the broader community and why our business must be authentic, understand its connections and lead and influence innovative responses to climate change. This means not just doing things the way they have always been done but opening our minds and adopting new practices.

We all have an obligation to understand the impact our firm has on the environment and take steps to minimise our environmental footprint, drive behavioural change and increase environmental awareness.

As a provider of professional services our most significant environmental impacts relate to carbon emissions from electricity consumption and business travel, and the effect on natural resources from procuring office supplies and managing waste streams.

This policy sets out a road map for our firm to manage our business in an environmentally responsible manner, to care for the environment in which we live and work, and to sustain its quality for the benefit of future generations.

Finally, it allows us to hold ourselves accountable for our commitment to making positive change.

### Application of policy

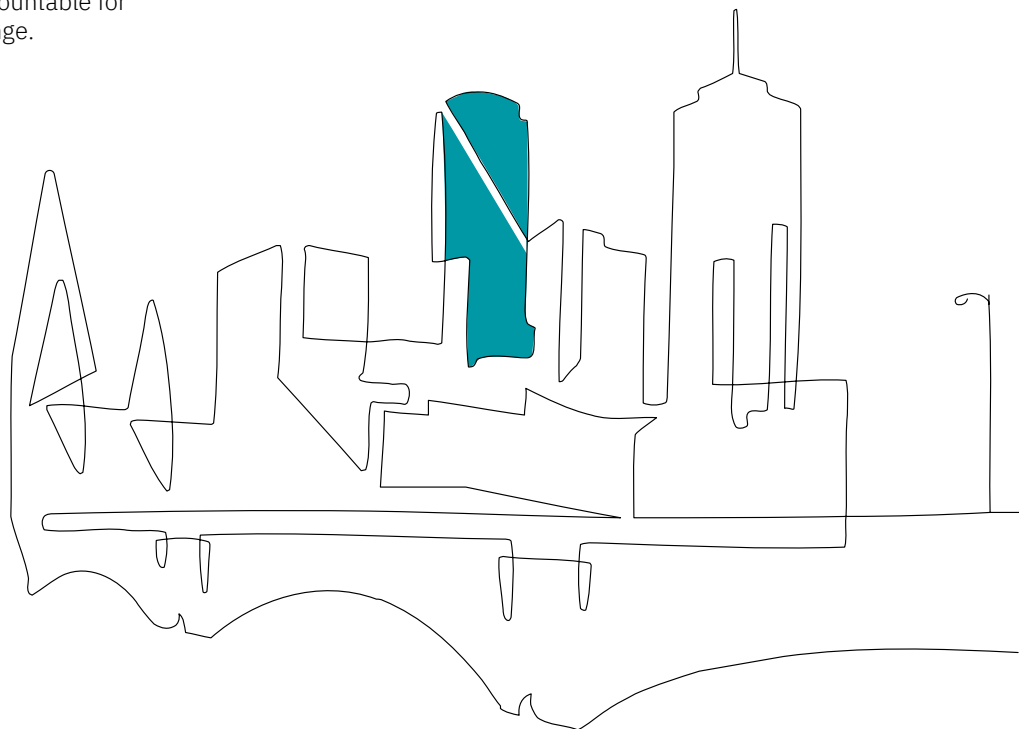
This policy applies to all permanent, part-time and full-time partners and employees and casual employees who have been engaged by Lander & Rogers (our people).

All our people are responsible for ensuring they are aware of how their activities impact the environment, for upholding this policy and for demonstrating respect for the environment in which we live and work.

### Purpose and commitment

Lander & Rogers is committed to:

1. setting clear goals for operating our business in an environmentally responsible manner
2. reviewing our actions and measuring our progress
3. being transparent in our accountability to our people, clients and the community
4. driving and influencing behavioural change.



## Aims of this policy

This policy will accelerate our understanding of our environmental footprint and ensure we develop systems and/or structures to properly gather information as evidence.

We will continue to benchmark our actions, aligning with UN Sustainable Development Goals, so we have an evidential foundation and clear blueprint for the action we take to tackle sustainable economic growth and climate change.

Structures will be embedded to ensure sustainable practices exist across our business so that we can continually improve and so that the environment sits at the heart of our decision making, integrating the principles of this Environmental Policy and the consideration of the protection of the environment into all business activities.

Understanding of our supply chain will be enhanced and facilitate working to achieve better environmental outcomes through our procurement and actions.

Ensuring we meet and exceed applicable local, state and federal regulatory and legislative requirements and targets will be a priority.

We will focus our actions on these key areas of efficiency:

1. Emissions reduction (electricity consumption and travel)
2. Waste minimisation following the principles of the waste hierarchy
3. Office fit-out and supplies
4. Sustainable supply chain performance.

To demonstrate our commitment in these key areas we will:

1. embed leadership within our business to set, measure and monitor our progress
2. provide on-going staff training and opportunities for engagement, creating a working environment that encourages sustainable practices
3. measure and account for our progress in a transparent manner to our people, clients and community so that we continue to learn and improve our actions
4. connect with other organisations and communities to collectively drive behaviour change and achieve progress towards our goals.

## Influence

It is not enough for us to focus on our own action. We want to influence change, champion sustainability and align ourselves with other leaders, contributing to greater outcomes and a broader impact for all of us.

We can achieve this by connecting with clients, other law firms, organisations and the broader community.

## Accountability

We need to be able to measure and to be transparent about our progress. This includes reviewing and setting objectives and targets in accordance with this policy, monitoring progress and making the necessary changes required for continual improvement.

To do this we must:

1. establish and maintain an Environment Management System (EMS) that identifies our key risks and controls, monitors performance, and provides information to our business
2. undertake to report to the Australian Legal Sector Alliance (AusLSA), an industry-led association working collaboratively to promote best practice sustainability commitments and performance across the legal sector
3. be a participating company with the United Nations Global Compact, which is the world's largest corporate sustainability initiative and requires the completion of an annual Commitment of Progress report.
4. Register and submit our Science Based Target to the Science Based Target Initiative.

We commit to:

1. communicating openly about our policy and our progress towards our goals to our people, clients and our community
2. supporting and maintaining an Environment Advisory Group, whose purpose is to operationalise aspects of the Environment Policy through governance and influencing behaviour change; and an Environment Committee responsible for promoting environmental awareness and social engagement, so our people and communities of influence are properly informed of some of the firm's goals and ethos towards environmental sustainability.

We will ensure our people are aware and are held accountable to their personal responsibilities as members of Lander & Rogers.

## Responsibility

Although we are all responsible for our individual actions, the firm has appointed a partner to lead the firm's action and be accountable for progress and strategic direction.

The partner chairs the Environment Advisory Group, which monitors progress, champions change and action, and assists to lead the firm's policy. The advisory group will meet at least quarterly to review and set objectives and targets in accordance with this policy, monitor progress and make the necessary changes required for continual improvement.

The Committee and partner will review this policy annually to ensure continued relevance.

**Policy owner:** Partner, Pro Bono Community & Environment

**Last updated:** 13 August 2024

# ABOUT US

*Lander & Rogers is a leading independent Australian law firm, comprising over 650 people including 100 partners.*

We have grown organically, resulting in a highly cohesive firm sharing a strong work and client service ethic, as well as high staff and partner retention rates. We believe that legal services involve more than just the law – practical, commercial advice and exceptional client experience are equally important to our clients and to us.

Our firm is global in its approach, but we remain fiercely independent and truly Australian. We work closely with international firms that do not have an Australian presence, and we are the exclusive Australian member of the largest global network of independent law firms, TerraLex.

Consistent with our values and culture, we are strongly committed to pro bono & community work and supporting our environment. We also established Australia's first LawTech Hubs in Melbourne and Sydney. Our key sectors are Government, Insurance & Financial Services, Real Estate, Retail & Supply Chain and Technology.



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