

# Environmental and Sustainability Policy

Where great relationships yield the best property outcomes

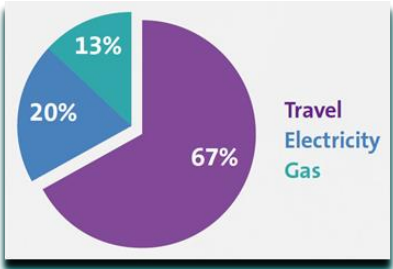
At Vail Williams we recognise and embrace the challenges we all face in dealing with the environmental consequence of our actions.

We believe our responsibility to lead and influence change is wholly aligned with our purpose and that of our values (We Care, We Listen, We Lead, We Innovate), and should lie at the heart of all our business decisions.

Whilst we have already introduced a number of changes which have started to reduce our carbon footprint, we know we can do more. Although we are not yet legally obligated to report our emissions due to the size of our business, we are committed to understanding where we are as a company and what we can do to reduce our carbon emissions.

In order to assess our own carbon output, we have used the Government approved approach for qualifying businesses to demonstrate emissions that come directly from our organisation’s activities (our offices and fleet vehicles). In addition, we have expanded our assessment to include indirect activities (such as supply chain and business travel) to provide a more comprehensive and informed baseline analysis.

Having completed a baseline scoping assessment for 2020/21, we are now working towards an annual target to reduce our emissions by an average of no less than 10% per member of staff per annum.



Baseline Assessment 2020/21	
Total tonnes (firmwide)	150t co2e
Tonnes per staff member	0.88t p/p

Our intention is to achieve net zero carbon by 2030 or earlier. In line with our ethos of transparency, we will publish our results on an annual basis on our website every year.

To achieve this reduction, we will continue to challenge ourselves and our supply chain, and work with our clients to reduce our emissions. We believe our main reductions can be achieved through promotion of more sustainable travel, re-evaluating our operational consumables and embracing new technologies. Where possible we will ensure our offices are as sustainable as possible. In addition, we will aim to increase our recycling and move to a more sustainable consumption of energy where it is in our control to do so.

As our influence extends beyond our operational activities, we will continue to work with our clients and surrounding network across the property cycle through our multi-disciplinary activity and will raise environmental awareness with our staff through training to ensure behavioural change is embedded at a personal as well as corporate level. Our senior management team will be challenged to lead by example, and we will ensure all our principal suppliers have credible ESG policies.

Our expertise in property – a significant carbon producer – gives us a unique opportunity to work with our clients to help us collectively lower our environmental impact, working collaboratively for the benefit of us all and the environment we share. This is our Vail Williams sustainability commitment.

## Responsibilities

This Environmental and Sustainability Policy applies to all of our operations including management, office services, site operations and procurement.

The Managing Partner has overall responsibility for ensuring that sufficient resources are made available to enable the business to achieve our environmental objectives and that the policy is implemented.

Our six Regional Managing Partners have the day-to-day responsibility for ensuring that the requirements of the policy are being followed in their regions.

The ESG Team are responsible for leading on policy and procedural change, raising awareness, and delivering communication plans.

All of our employees share a responsibility to ensure that the aims and objectives of this policy are followed and met.

## Objectives

1. Ensure our main suppliers comply with all relevant environmental laws and regulations, and any applicable environmental industry standards or codes.
2. Make all members of staff aware of our environmental and sustainability objectives and how they can assist in meeting targets.
3. Promote more sustainable travel. This includes EV and cycle to work salary sacrifice schemes, use of public transport, lift sharing, and mandating that all fleet vehicles move to EV only by 2026.
4. Re-evaluate our operational consumables, using recycled materials whenever these can be commercially justified.
5. Embrace new technologies and innovations wherever we can to make operations more environmentally responsible.
6. Meet our duty of care in relation to waste by increasing our level of recycling and ensuring the safe keeping, transportation and subsequent recovery or disposal of waste.
7. Include environmental considerations in investment for equipment, working practices, and business decisions.
8. Where it is in our control to do so, to move green and renewable energy sources.
9. Achieve an annual target of reducing emissions by an average of no less than 10% per member of staff per annum and publish figures on our website.
10. Achieve net zero carbon by 2030.



Matthew Samuel-Camps  
Managing Partner & LLP Member  
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**Appendix 1 – Year on year comparison**

	<b>Year end 2024</b>	<b>Year end 2023</b>	<b>Year end 2022</b>	<b>Year end 2021</b>
Emissions from combustion of gas tCO 2e (Scope 1)	0.341	8.03	7.78	19.59
Emissions from combustion of fuel for transport purposes (Scope 1)	57	68.6	65.44	50.09
Emissions from business travel (Scope 3)	59.9	72.01	61.92	49.78
Emissions from purchased electricity (Scope 2, location-based)	0 [all green or renewable}	20.72	25.46	30.12
<b>Total gross CO 2e based on above</b>	<b>117.24</b>	<b>169.36</b>	<b>160.6</b>	<b>149.58</b>
Intensity ratio: tCO2e gross figure based from mandatory fields above/ tCO2/staff/year	Above no divided by staff number at year end	0.95	0.93	0.88