

Environmental and Sustainability Statement

As a firm, we are committed to environmental and sustainability initiatives. We recognise the importance of protecting our planet for current and future generations.

We demonstrate this commitment through several initiatives, such as reducing our carbon footprint by implementing energy-efficient practices and technologies throughout our operations. We aim to minimise waste generation by promoting recycling, reusing materials, reducing single use plastics and reducing amount of paper used. We continuously measure and improve our environmental performance through data supported measures.

Our specific initiatives can be broken down into four main pillars: Carbon, Waste, Water, and Energy, and we detail our current activity and future objectives in these categories below.

Carbon:

- We have partnered with a specialist firm to report on, and help us reduce, our carbon footprint as a business.
- There is an annual SECR report for haysmacintyre that provides our carbon footprint. We strive for energy and carbon reduction arising from activities.
- Our new hybrid working policies provide a framework for most staff to attend the office an average of three days per week, utilising remote access technology and maintaining a reduction in travel between home and office.
- We have reduced the number of suppliers engaged across the facilities department, and wherever possible use a single supplier for a range of products and services.

- We provide incentives for staff to travel by bicycle or on foot, where possible, when attending the office or client sites.
- We are developing a carbon reduction plan to further reduce our carbon footprint.
- As one of the new benefits offered by the firm, a daily fruit basket is available for all, provided by Fruitful Office. Fruitful Office, in collaboration with UK Charity Ripple Africa, plant one fruit tree in Malawi for every basket we purchase. From July to September 2023, 90 trees have been planted. This campaign helps combat deforestation and offset CO2 emissions, it also provides income for the local Malawian families.

Waste:

- Our office operates a 100% zero landfill policy – as well as providing recycling and food waste points, everything put in the 'bin' is sorted at a nearby plant with any recyclables removed; the remaining non-recyclable waste is processed at the plant to make 'RDF Flock' (refuse derived fuel), which is then used as a fossil fuel replacement for energy production.
- We are partnered with [Print Releaf](#) to offset any remaining necessary printing that we do – Print Releaf receive live data from our office printers and offset our paper usage by planting the equivalent number of trees in a certified reforestation project in Madagascar (voted for by staff) which contributes to five of the United Nation's Sustainable Development Goals. Our Lifetime Certificate, since we joined in December 2021, has offset the equivalent of 449,604 total standard pages of paper consumption by reforesting 53.95 standard trees.