

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.
- We have a paperless audit package and have utilised the collaboration tool within our cloud-based software to transmit data and information for audit purposes, which has significantly reduced the use of paper during our audits. All audit files are saved electronically and supporting documentation attached to the audit file in PDF format.

- We clear and donate all old IT equipment to charitable causes or sell the equipment and donate the proceeds. Most recently we assisted community schools to provide students with laptops.
- We provide all staff with reusable water bottles to discourage the use of single use plastic.
- We provide dishes and cutlery to all staff to reduce plastic use.
- We only use Sustainable Forestry Initiative (SFI) or Forest Stewardship Council (FSC) paper.
- We now recycle all used coffee granules from the office using our cleaning company, Peartree, which also achieves a removal of additional carbon, energy and transportation of using our own contractor.
- Where possible, we have removed all single use sugar, salt and pepper packages from the office
- Our office uses motion-detecting PIR and energy efficient lighting, and our IT equipment is programmed to prompt shut down after hours, ensuring that computers and monitors are not using energy overnight.
- As part of our carbon reduction plan, we are exploring options with our Net Zero Consultant to help develop further efficiencies to assist in reducing our energy consumption.

Looking forward

Through our achievements thus far and our future plans, we aim to remain committed to our environmental sustainability goals and will continue to review and challenge what our firm can do to minimise impact and make positive contributions to the environment, and a more sustainable future.

Approved on behalf of the Partners

This statement was approved by the Designated Members of Haysmacintyre LLP on behalf of its members, and is signed by Natasha Frangos, Managing Partner on 1 December 2023 and is reviewed annually.



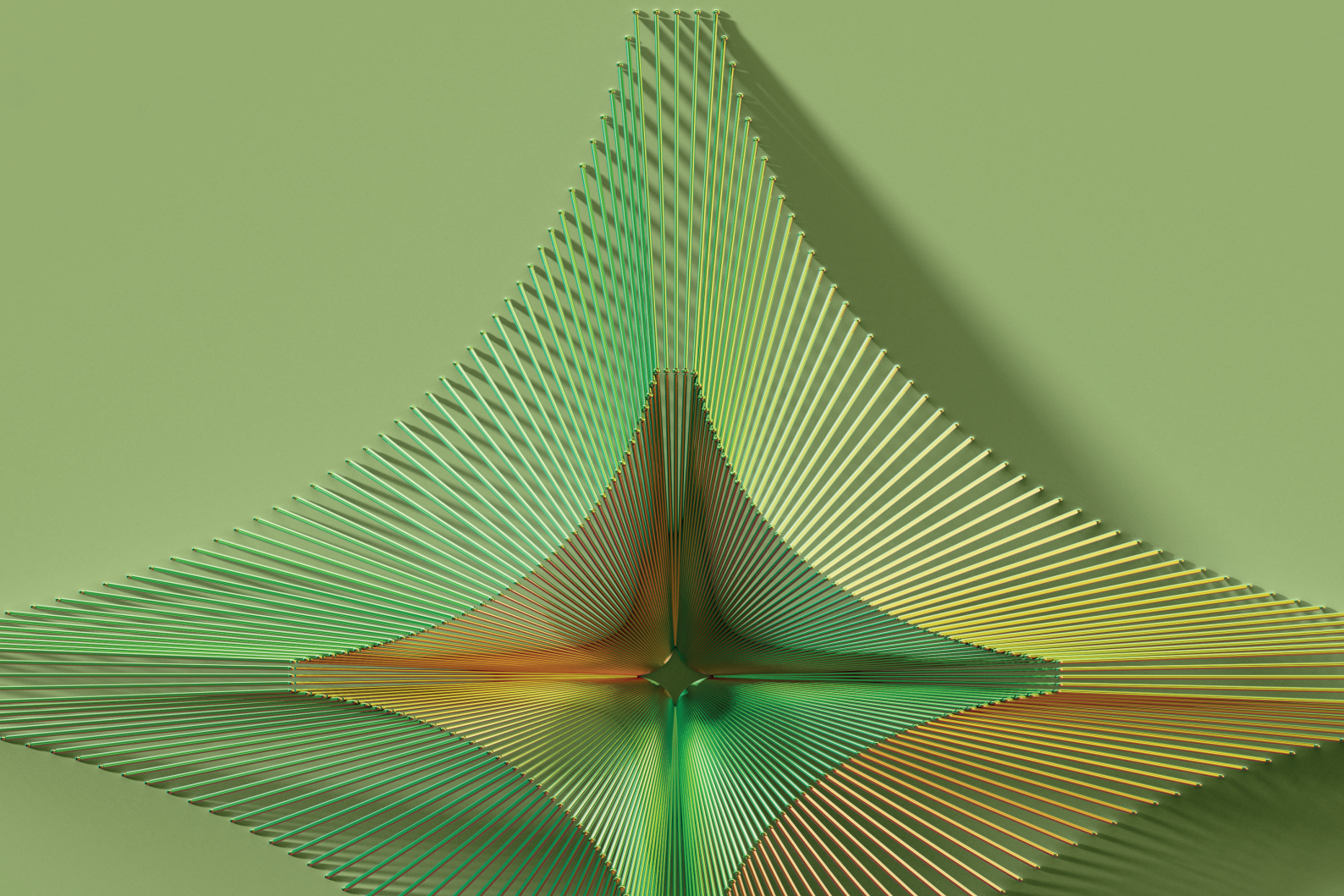
Natasha Frangos
Managing Partner

Water:

- We have partnered with our cleaning company, Peartree, who are multi award-winning market leaders in environmental sustainability and use chemical-free and powder sachets for core cleaning, which results in an 88% reduction in plastic consumption and 75% in CO2 emissions and transportation costs and electrically powered vehicles.
- Our bathroom facilities use water efficient toilets, taps and showers.
- Our dishwashers are ENERGY STAR certified.

Energy:

- When considering suppliers, we evaluate:
 - If the need can be met without consumption of energy (eg by repurposing tools or resources already available)
 - If renting/sharing is an option before purchasing equipment
 - The environmental impact of any new products we intend to purchase
 - If there are more environmentally friendly and efficient products available
 - If our suppliers are committed to environmental improvements.



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