

# Environment Policy

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## 1 Overview

This policy applies to Mallesons partners and employees. Its purpose is to inform our people about our climate commitments and obligations. Mallesons uses science-based action to mitigate our impact on climate change and to reduce our environmental impact, and we adopt best practice environmental standards that go beyond our legal obligations, taking a continuous improvement approach.

## 2 Responsibilities

### 2.1 Mallesons

#### (a) Greenhouse Gas Emissions

Mallesons will measure scope 1, 2 and 3 greenhouse gas emissions annually and reduce them according to our approved Science-Based Target (SBT) to reduce our absolute emissions by 42% by FY30 and by 90% by FY2040 (against a FY23 baseline).

The Mallesons Emissions Reduction Plan delivers continuous reduction in emissions through actions such as requiring our highest spend suppliers to set and achieve their own emissions reduction targets.

#### (b) Energy and water

Mallesons will minimise the energy and water consumption of our business and:

- use energy-efficient technologies and undertaking continuous improvement to reduce our resource use where practical
- reduce the impact of our energy use through sourcing renewable electricity for all Australian and our Singapore tenancies
- minimise the impact of our refrigerants through effective refrigerant management and replacing refrigerants with low Global Warming Potential (GWP) refrigerants where possible.

#### (c) Waste management

Mallesons will:

- avoid waste generation, including food waste and paper waste, through implementing circular economy practices (eg materials reuse) and through using resources efficiently
- use water efficiently through installing and maintaining water-efficiency technologies in all centres

- avoid using cleaning chemicals and refrigerants that negatively impact environment through engaging with our cleaning services providers on using more sustainable alternatives and through upgrading refrigerants used in our centres
- minimise waste-to-landfill through recycling and reuse practices when waste is unavoidable eg with e-waste generated through equipment upgrades.

(d) Procurement and premises

Mallesons will:

- integrate environmental considerations into our procurement decisions through sustainability-related requirements in our procurement systems and processes, including requiring our biggest and highest-emitting suppliers to measure, disclose and reduce their emissions where practical.
- reduce the impact of our premises through using renewable electricity, collaborating with our landlords to maintain high building performance ratings and by prioritising sustainable materials during office renovations. We will reuse and donate surplus furniture instead of sending it to landfill.
- minimise single-use plastics in our centres' cafes through replacing plastics with reusable solutions where possible.

(e) Business travel

Mallesons will:

- reduce the impact of our business travel through implementing a considerate travel policy which will include actions such as reducing the number of flights we take and encouraging our people to select more sustainable ground transport options, and
- work with our corporate travel provider to improve the quality of our business travel data and to explore options for lower carbon travel.

## 2.2 Responsible Business

Our environmental activity is led by our Climate Change and Environment Lead and overseen by our Managing Partner - Clients. The Responsible Business function reports to Mallesons' Executive and Board on a regular basis.

The Climate Change and Environment Lead:

- sets the direction for Mallesons' environmental activity, making commitments that reduce the firm's top or 'material' environmental impacts and that meet our clients' reporting obligations
- maintains and lead the implementation of Mallesons's environment management plan (EMP) and emissions reduction plan (ERP)
- provides Shared Services teams with the training, information and support required to meet our environmental commitments and obligations
- responds to requests for information regarding Mallesons' environmental commitments and activity
- estimates Mallesons' Greenhouse Gas Emissions on an annual basis, in partnership with consultants, and improve the quality of these calculations over time
- reports annually to the Australian Legal Sector alliance and CDP and streamline annual environmental reporting processes.

## 2.3 Shared Services

Shared Services teams will:

- know Malleasons’ environmental commitments and obligations
- lead function-specific projects to reduce Malleasons’ emissions and improve its environmental impacts eg integrating sustainability criteria into procurement
- provide information required eg utilities data to complete our emissions calculations or environmental reporting.

### 3 Definitions

In this policy, these meanings apply.

**Malleasons** means the partnership trading as Malleasons in Australia and Singapore, and their associated entities, including Dabserv Pty Ltd.

### 4 Administration

Policy Owner	Managing Partner - Clients
Key contact	Climate Change & Environment Lead
Reviewed by Compliance	August 2025
Reviewed by OGC	September 2025
Approved by Functional Head	November 2025
Endorsed by Executive	December 2025
Effective date	December 2025
Review date	December 2028
Related documents	Procurement Policy Travel Policy
Legislation or standard	