

## Environmental Policy

Hassans is a leading law firm in Gibraltar, providing a full and extensive range of legal services to a diverse range of clients locally and internationally. We recognise that our business, offices and activities have an impact on the environment. We have identified impacts which are within our control and management and those we do not control but can be expected to influence in our pursuit to reduce the negative impact we may have on the environment. These include reducing our energy consumption, our business travel, our use of natural resources and our generation of waste. We are committed to minimising the harmful impacts of our operations on the environment. This policy provides the framework for setting and reviewing objectives, through a programme of progressive improvement to enhance our environmental performance and credentials.

## Our Commitments

We will ensure compliance with environmental legislation and shall endeavour to implement best practice procedures wherever possible. As part of our policy, we shall periodically establish and review ambitious targets and agree measures designed to achieve them. In the management of our practice and business, we shall consider the environmental impact of any of our decisions. To meet our commitments, we will:

<p><b>Sustainable procurement</b></p> <ul style="list-style-type: none"><li>○ work with key suppliers to understand, manage and reduce the environmental impacts of our supply chain; and</li><li>○ assess key suppliers to understand the sustainability of their products and the environmental performance of their own business.</li></ul> <p><b>Environmental awareness and encouragement</b></p> <ul style="list-style-type: none"><li>○ promote environmental initiatives by our workforce and those involving clients and other relevant groups and organisations;</li><li>○ raise the awareness of our workforce of the issues through communication and training; and</li><li>○ promote a positive environmental culture and attitude, and ensure the Environmental Policy is accessible and followed.</li></ul>	<p><b>Waste reduction</b></p> <ul style="list-style-type: none"><li>○ improve waste segregation in our offices and recycle where possible; and</li><li>○ take steps to reduce and reuse our waste.</li></ul> <p><b>Innovation to improve efficiency</b></p> <ul style="list-style-type: none"><li>○ invest in technology which can assist in reducing waste and pollution and improving energy efficiencies.</li></ul> <p><b>Measuring and offsetting impacts</b></p> <ul style="list-style-type: none"><li>○ measure, manage and monitor our environmental impacts and set targets for improvement, reviewable regularly; and</li><li>○ enable financial grants to environmental Non- Governmental Organisations or projects aimed towards reducing emissions of greenhouse gases.</li></ul>
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