



Greenhouse Gas Inventory and Decarbonisation Strategy to Achieve Net Zero

1st April 2024 to 31st March 2025

Published: October 2025

Foreword

Over the past year, HCR Law has continued to make significant strides on our journey towards net zero. Our commitment to sustainability is not just a statement, it's reflected in the tangible progress we've made, even as our business has grown.

Despite a 17% increase in turnover, we have reduced our total emissions by 7%. We've refurbished offices to improve energy efficiency, expanded our electric vehicle salary sacrifice scheme, and enhanced the accuracy of our emissions data. We are pleased with the quality of our science-based reporting capability. These steps, alongside ongoing and future initiatives - such as investing in renewable energy, supporting greener commuting, and rolling out carbon literacy training - demonstrate our resolve to lead by example.

We remain firmly on track to meet our interim target, and our long-term goal is clear: net zero by 2040.



Philip Parkinson
Net Zero Lead



Go Green Experts supports organisations in the measurement and reduction of their carbon footprint. We have a wealth of experience supporting companies and non-profits in their drive to reach a lower environmental impact. We ensure that our work is in line with the latest science and standards.

hcr law

HCR Law is a leading UK law firm with offices throughout England and Wales.

An award-winning Top 50 UK law firm, HCR provides a full range of legal services and specialist advice to organisations, business leaders and individuals, helping them not only be compliant with the law but to run commercially successful operations.

Title: Greenhouse Gas Inventory and Decarbonisation Strategy to Achieve Net Zero

For Period: 1st April 2024 to 31st March 2025

Company: HCR Law

Project Sponsor and Approval: Philip Parkinson

Company Authors: Mandy Jones

Consultants: Go Green Experts Ltd

Consultant Co-Authors: Will Dennis

Dated: October 2025

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About This Report

This report contains the carbon footprint of HCR Law for the reporting period 01/04/2024 – 31/03/2025. The purpose of this report is to disseminate the inventory of greenhouse gas (GHG) emissions with great attention to the accounting principles of relevance, accuracy, consistency, completeness and transparency.

This report is intended for all stakeholders interested in the GHG emissions inventory and the associated reporting structure and explanations.

This report:

- Covers the footprint for all entities within operational control of HCR Law.
- Has been prepared in accordance with the requirements of the Greenhouse Gas Protocol reporting standards (Corporate Accounting and Reporting Standard, 2004; Corporate Value Chain Accounting and Reporting Standard, 2011).

- Endeavours to use primary data wherever possible but especially surrounding all major emissions sources. Where primary data is not available, a consistent and conservative approach to calculation is applied.
- Excludes specific targets or forecasts as well as reports on GHG removals and offsets.

The reporting period covered in this document is 12 months; the period of the next iteration of this footprint is expected to be of the same length, starting from the first day following this reporting period. Any deviation from this will be mentioned in communication at the time of publication.

More details on the applied reporting framework can be found in the Report Methodology (Appendix A).

1.

Executive Summary

HCR Law is committed to reaching net zero emissions by 2040.

In 2022, HCR Law set a target to reach net zero by 2040, requiring us to reduce and remove emissions of greenhouse gases (GHGs) from our operations and wider business activities every year. We set an interim target of a 72% reduction in scope 1 and 2 emissions by 2032, and an ambition to reduce scope 3 by 50% in the same period. These targets were derived from measurement of HCR Law's baseline emissions in 2019 and are consistent with a 1.5°C reduction pathway, in line with guidance from the Science-Based Targets Initiative (SBTi).

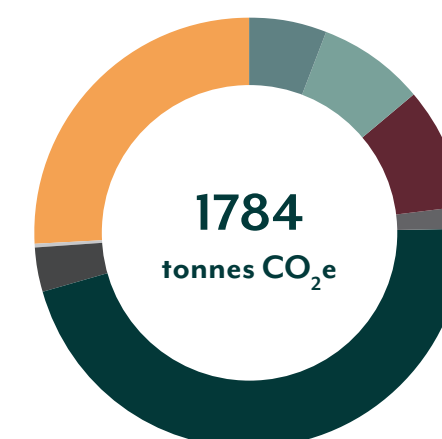
HCR Law has commissioned Go Green Experts to measure its annual operational emissions, and this report provides a summary of the 2024/25 reporting period and an update on the company's progress towards net zero.

In the 12 months to 31st March 2025, HCR Law experienced significant business growth, increasing turnover by 17% compared to the previous year. In the same period, the accuracy of data from both direct and indirect activities has improved allowing more accurate granular emissions calculations. Despite both events, total emissions fell by 7% to a total of 1,783.6 tonnes of carbon dioxide equivalent (tCO₂e). This continues a pattern of consistent emissions reduction, and the business is now well on track to hit its interim scope 1 & 2 target.

Emissions intensity – a metric allowing businesses to track progress in reducing like-for-like emissions regardless of annual fluctuation in revenue or headcount – also fell. Turnover intensity reduced by an impressive 20% to 19.42 tCO₂e per £m, and employee intensity reduced by 10% to 2.1 tCO₂e per FTE.

Aspect	Tonnes CO ₂ e (Location Based)				
	Total	Scope 1	Scope 2	Scope 3	%
Mains Gas	107.34	92.12	-	15.22	6.0%
Electricity	140.99	-	106.07	34.92	7.9%
Grey Fleet	162.92	-	-	162.92	9.1%
Business Travel	30.80	-	-	30.80	1.7%
Staff Commuting	816.63	-	-	816.63	45.8%
Working from Home	62.97	-	-	62.97	3.5%
Waste	3.89	-	-	3.89	0.2%
Water & Sewerage	2.05	-	-	2.05	0.1%
Refrigerants	0.00	0.00	-	-	0.0%
Purchases	456.00	-	-	456.00	25.6%
Total	1,783.58	92.12	106.07	1,585.39	
Year-on-Year %	-7%	14%	-15%	-7%	

Figure 1.1: HCR Law emissions summary 2024/25



2. Organisational Boundary

Consolidation approach

The organisational boundaries for this report were set using the operational control approach for consolidation. Under this approach, the organisation accounts for 100% of the GHG emissions from operations and the value chain over which it has operational control.

Operational control applies when the organisation or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation. This consolidation approach applies to all units and subunits.

The below diagram highlights the emission scopes that have been included and excluded from the boundary for HCR Law.

Data Sets Analysed

Go Green Experts Ltd has reviewed the following data sets submitted by HCR Law in order to calculate the in-scope operational emissions:

Business Activity	Data Source
Electricity, gas, fuel and water consumption	Utilities statements; information provided by the sites.
Refrigerant gas usage	Service reports from air conditioning contractors.
Business travel by air and land	Submitted expense claims and mileage records.
Employee commuting and homeworking	Data collected from responses to a staff survey, with results extrapolated to cover the entire workforce.
Purchased goods and services	Taken from company accounts.

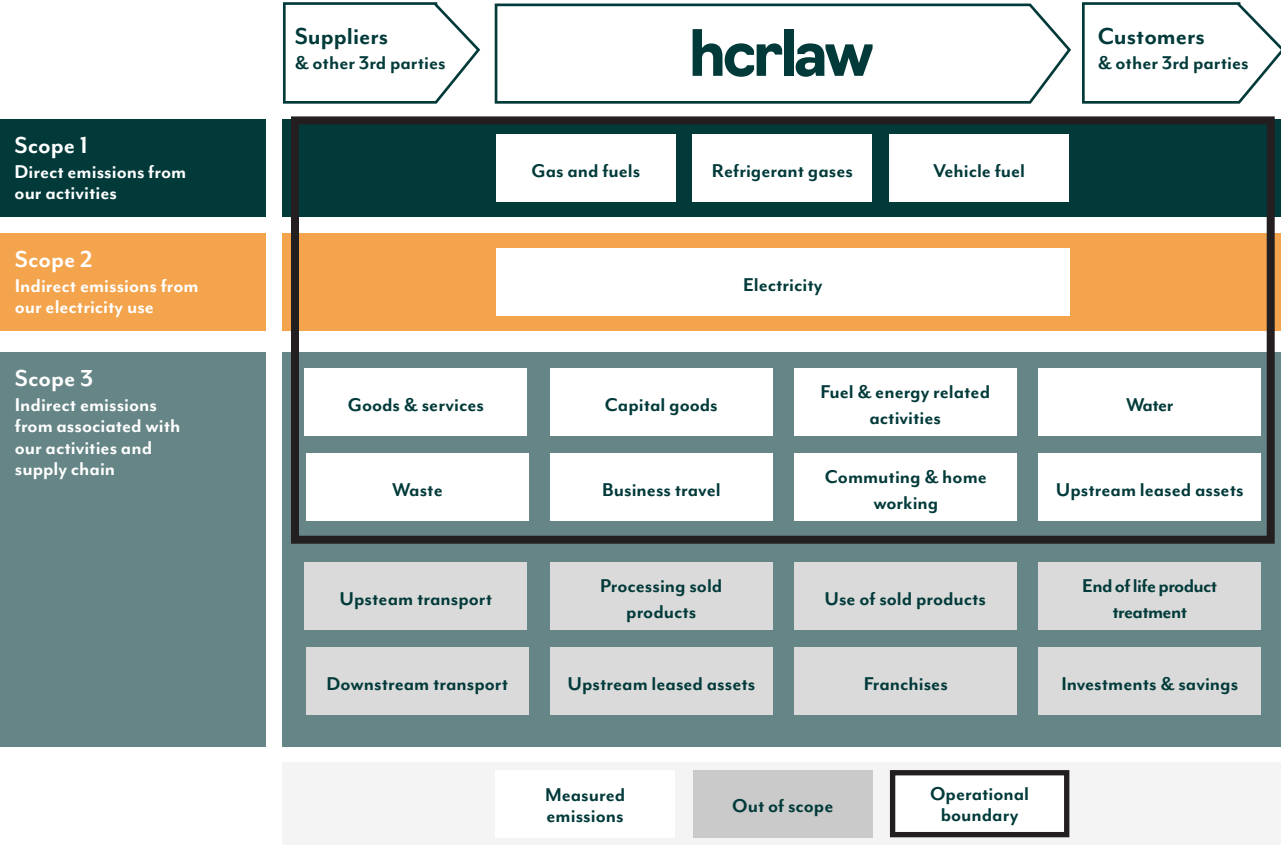
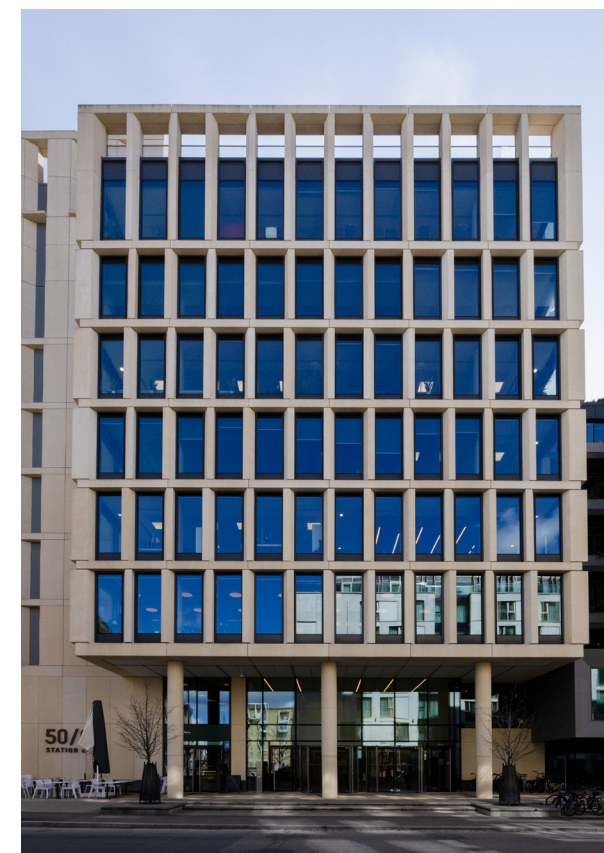


Figure 2.1: HCR Law - Organisational Boundary

3. Emissions Reduction Initiatives

Completed carbon reduction initiatives

- ✓ Completed refurbishment of 105 High Street Worcester office, including secondary glazing and a more efficient heating system.
- ✓ Installed double glazed windows at our Hereford site.
- ✓ Ongoing success with our electric vehicle salary sacrifice scheme – at the end of March 2025, we had 48 vehicles on the scheme.
- ✓ Moved to new premises for our London office in July 2025.



Planned carbon reduction initiatives

- Lighting timers and sensors will be added to owned buildings to reduce electricity consumption.
- We are looking into a company subscription for employees for electric cycle rental in Worcester (Beryl Bikes) to complement the existing cycle to work salary sacrifice scheme we have had in place for several years.
- We are looking to implement a long-term supplier engagement programme to support supply chain emissions reductions both in the short, medium and long term.
- We are currently assessing quotes for new solar and EV charge points at our owned office sites.
- We are also assessing quotes for heat pumps to remove gas for heating from our owned sites.
- We are working towards 100% renewable electricity Renewable Energy Guarantees of Origin (REGO) purchases for our leased sites in the short-term.
- Employee training: the cross functional Sustainability Team are in the process of completing carbon literacy training. Once completed the training will be rolled out as an optional course for additional employees.
- We will be selling one of our older, less efficient properties from our portfolio.

4. Carbon Footprint

Footprint summary

For the period 1st April 2024 to 31st March 2025 the carbon footprint (scopes 1, 2 and 3) for HCR Law was calculated as below:

	2024/25 Location-based	2023/24 Location-based	Year-on-Year Variance (%)
Total emissions	1,783.58 tCO ₂ e	1,917.80 tCO ₂ e	-7%
Scope 1	92.12 tCO ₂ e	80.49 tCO ₂ e	+14%
Scope 2	106.07 tCO ₂ e	125.02 tCO ₂ e	-15%
Scope 3	1,585.39 tCO ₂ e	1,712.29 tCO ₂ e	-7%
Carbon intensity (turnover)	19.42 tCO ₂ e per £m	24.40 tCO ₂ e per £m	-20%
Carbon intensity (FTE)	2.10 tCO ₂ e per FTE	2.31 tCO ₂ e per FTE	-10%

Figure 4.1: HCR Law emissions summary 2024/25

The tables in this section show the total carbon footprint for HCR Law. Where different, two figures are reported here based on the “location-based” and “market-based” methodology for calculating electricity emissions.

The location-based method: a method to quantify GHG emissions from electricity based on the average energy generation emission factors for a specific geographical location. In this case, the calculation assumes that electricity emissions per kWh are the average for the UK national grid.

The market-based method: a method to quantify GHG emissions from electricity based on data supplied by the energy generators from which the company purchases electricity. This method shows the impact of renewable energy tariffs, which generate zero scope 2 emissions.

In future reports, the focus will be on reporting market based emissions in order to demonstrate the progress made with renewable energy tariffs, however both reporting figures will be stated. As the UK grid decarbonises we are hopeful that the gap between market- and location-based emissions will narrow so that net zero will be achievable under both measures.

	2024/25		2023		Annual Variance
	tCO ₂ e	% to total	tCO ₂ e	% to total	%
Scope 1 - Direct Emissions from operations					
Stationary emissions	92.12	5%	80.49	4%	14%
Mobile emissions (owned vehicles)	-	-	-	-	-
Fugitive emissions (refrigerants)	-	-	-	-	-
Scope 1 total	92.12	5%	80.49	4%	14%
Scope 2 - Indirect Emissions from electricity					
Purchased Electricity - market-based	106.07	-	125.02	-	-
Purchased Electricity - location-based	106.07	6%	125.02	7%	-15%
Scope 2 total	106.07	6%	125.02	7%	-15%
Scope 3 - Indirect Emissions in the value chain					
Purchased goods and services	456.00	26%	337.48	18%	35%
Capital goods	-	-	-	-	-
Fuel- and energy-related activities	50.14	3%	54.22	3%	-8%
Transport and distribution	-	-	-	-	-
Water	2.05	0%	0.63	0%	225%
Waste generated in operations	3.89	0%	12.90	1%	-70%
Business travel	30.80	2%	5.36	0%	475%
Commuting & Homeworking	879.60	49%	1237.33	65%	-29%
Scope 3 total	1585.39	89%	1712.29	89%	-7%
Total GHG emissions	1783.58	100%	1917.80	100%	-7%

Figure 4.2: HCR Law emissions summary 2024/25

5. Data integrity and assumptions

Scope Category	Inclusion	Notes
Scope 1: Gas, fuels and refrigerants	Included	<ul style="list-style-type: none">Metered gas consumption data was provided for all sites except Hereford, where spend-based emissions were used based on supplier billing.Total gas consumption increased by 14%, causing an increase of 13.6 tCO₂e in scope 1 emissions.The Cambridge office does not use gas.Maintenance documentation from air conditioning contractors was reviewed; no refrigerant additions or removals were performed in the reporting period.No other fuel consumption was reported, all car travel was performed in private vehicles and is captured in scope 3.6.
Scope 2: Electricity	Included	<ul style="list-style-type: none">Metered electricity consumption data was provided for all sites except London Cornhill, where spend-based emissions were used based on supplier billing.Total electricity consumption fell by 15%, resulting in a decrease of 25 tCO₂e in scope 2 emissions.No detail was provided on renewable energy tariffs or REGO purchases.
Scope 3.1: Purchased goods & services	Included	<ul style="list-style-type: none">A full purchase ledger was provided with a financial breakdown per supplier and supplier type. Spend-based emissions were allocated to each supplier and purchase category type.
Scope 3.2: Capital goods	Not applicable	<ul style="list-style-type: none">No capital goods were purchased in this reporting period.
Scope 3.3: Fuel and energy-related activities	Included	<ul style="list-style-type: none">Indirect emissions resulting from the generation, transport and distribution of mains gas and electricity.
Scope 3.4: Upstream transportation & distribution	Not applicable	<ul style="list-style-type: none">HCR Law does not purchase freight services for the delivery of goods. All relevant emissions from transport of supplies are included within category 3.1.
Scope 3.5: Waste & Water	Included	<ul style="list-style-type: none">Waste reports for confidential waste and recyclables were received for seven sites but no general waste data or landlord data was available. As per last year, an employee-average general waste consumption figure was used to aggregate missing waste data for each site.Overall waste emissions dropped significantly due to a large reduction in the DESNZ waste emission factor from 21.3 to 6.4 (kgCO₂e per tonne).Metered water consumption data was provided for all sites except Hereford, where spend-based emissions were used based on supplier billing.Emissions from water use tripled year-on-year as last year's assumptions were replaced with on-site meter data.

Calculation commentary by scope category

Scope Category	Inclusion	Notes
Scope 3.6: Business travel	Included	<ul style="list-style-type: none">Mileage data for car travel was captured by fuel type and engine size, allowing more accurate calculations compared to the previous report.Travel via public transport was also captured in mileage, including air travel for which passenger class was also recorded.Significant increases in car mileage (which tripled year-on-year) and flights have raised emissions by 25 tCO₂e.Bus and taxi travel was only available as a spend; these have been included in scope 3.1 – purchases.
Scope 3.7: Commuting and working from home	Included	<ul style="list-style-type: none">Data was collected from an employee survey that included questions on commute distance, type of transport and any home working hours. 575 staff responded; the results were averaged and extrapolated to cover the full 826 employees.67% of commute travel mileage was by car, 30% by rail and 3% by bus, with 0.2% by taxi.An average of 5 hours of homeworking was reported per week, per employee.
Scope 3.8: Upstream leased assets	Included	<ul style="list-style-type: none">Due to the availability of good data, emissions from the use of leased properties have been captured in scope 1 & 2 and are therefore not reported in this category.
Scope 3.9: Downstream transportation & distribution	Not applicable	<ul style="list-style-type: none">HCR Law does not generate onward freight to customers.
Scope 3.10: Processing of sold products	Not applicable	<ul style="list-style-type: none">HCR Law does not manufacture physical products.
Scope 3.11: Use of sold products	Not applicable	<ul style="list-style-type: none">HCR Law does not manufacture physical products.
Scope 3.12: End-of-life treatment of sold products	Not applicable	<ul style="list-style-type: none">HCR Law does not manufacture physical products.
Scope 3.13: Downstream leased assets	Not applicable	<ul style="list-style-type: none">No assets were leased to third parties during the 2024/25 reporting period.
Scope 3.14: Franchises	Not applicable	<ul style="list-style-type: none">No franchises were operated in the 2024/25 reporting period.
Scope 3.15: Investments	Out of scope	<ul style="list-style-type: none">Investments and banking activity data has not been included in this inventory.

6. Emissions Intensity

Carbon Intensity is a metric that allows a company to compare its emissions year-on-year as the size and activity of the business increases or decreases. This is calculated by measuring emissions per £m in revenue, staff headcount or production.

These metrics allow industry benchmarking and comparison with similar organisations that have published their own carbon intensity. It also enables customers to estimate their own footprint from doing business with HCR Law, using the revenue intensity metric multiplied by their spend.

HCR Law experienced strong business growth in the 2024/25 reporting period, with turnover increasing by 17% compared to last year. Despite this growth, absolute emissions dropped by 7% resulting in significant positive reductions to the business carbon intensity metrics:

- Turnover intensity fell by 20% to 19.42 tCO₂e per £m revenue
- Employee intensity fell by 10% to 2.10 tCO₂e per FTE

These results demonstrate that HCR Law continues to take decisive action on emissions reduction whilst not losing commercial momentum.





Figure 6.1: HCR Law location-based intensity metrics 2024/25

Per £m Revenue		Per Employee (FTE)	
Total tCO ₂ e	1,783.58	No of Employees (FTE)	862
Revenue	£91,851,716	tCO ₂ e per Employee (FTE)	2.10
Tonnes CO ₂ e per £m Revenue	19.42		

Per £m Revenue			
Scope	tCO ₂ e	tCO ₂ e per £m	% annual change
Scope 1	92.12	1.00	-2%
Scope 2	106.07	1.15	-27%
Scope 1 & 2	198.19	2.16	-17%
Scope 3	1,585.39	17.26	-21%
Total	1,783.58	19.42	-20%

Figure 6.2: HCR Law location-based intensity metrics 2023/24

Per £m Revenue		Per Employee (FTE)	
Total tCO ₂ e	1,917.80	No of Employees (FTE)	832
Revenue	£78,590,935	tCO ₂ e per Employee (FTE)	2.31
Tonnes CO ₂ e per £m Revenue	24.40		

Per £m Revenue		
Scope	tCO ₂ e	tCO ₂ e per £m
Scope 1	80.49	1.02
Scope 2	125.02	1.59
Scope 1 & 2	205.51	2.61
Scope 3	1,712.29	21.79
Total	1,917.80	24.40

7. Carbon Reduction Targets

HCR Law committed in 2022 to setting near- and long-term targets for reducing and removing emissions from its operations.

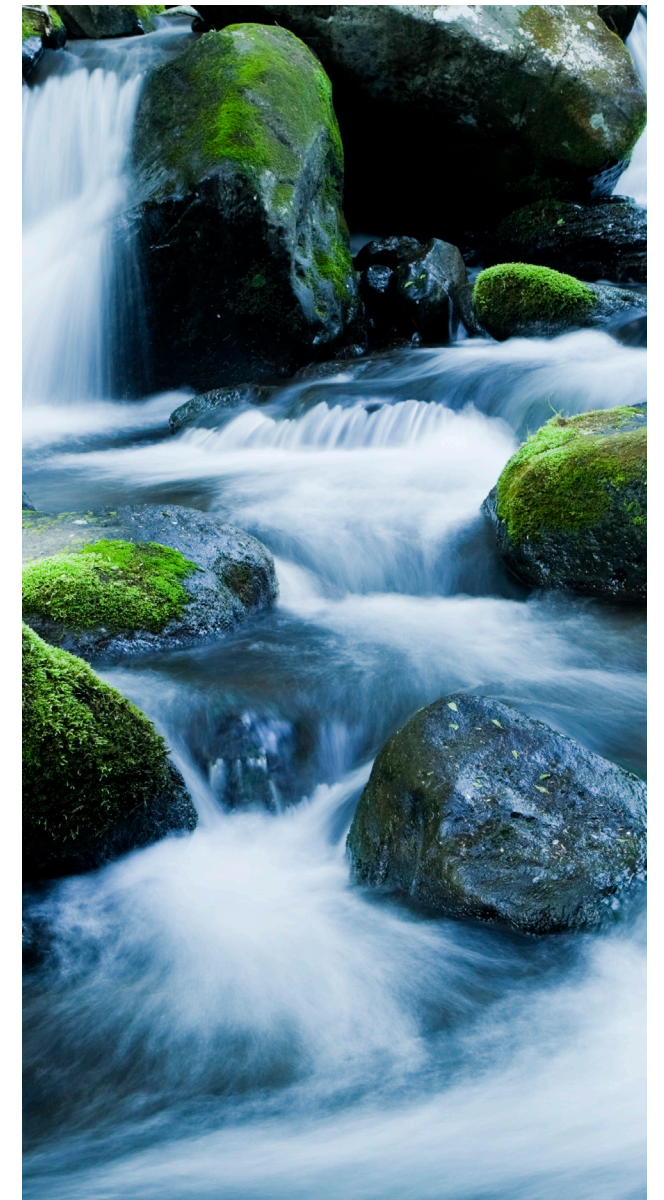
**Near-term target:
reduce scope 1 & 2 emissions
by 72% by 2032**

**Long-term target:
reach net zero emissions
by 2040**

In addition to setting an interim target for a 72% reduction in scope 1 & 2 emissions by 2032, an ambition is in place to also reduce scope 3 emissions by at least 50% in the same period. These targets are based on HCR Law's 2019/20 baseline emissions calculations and are consistent with a 1.5°C reduction pathway in accordance with the Science-Based Targets Initiative (SBTi) guidance.

To achieve both targets, HCR Law will implement a robust carbon reduction strategy to document decarbonisation initiatives across the business. These initiatives are split into short-, medium- and long-term actions, and cover the management of energy consumption, greener travel and stakeholder engagement.

The graphs below show the glide path from baseline to net zero emissions by 2040 and indicate how actual annual emissions compare to this trajectory. Whilst overall emissions have initially risen above the glide path due to turnover increases and improvements in data accuracy, scope 1 & 2 emission reductions are already well within the target and we are confident that the current scope 3 trend will continue to deliver both 2032 ambitions.



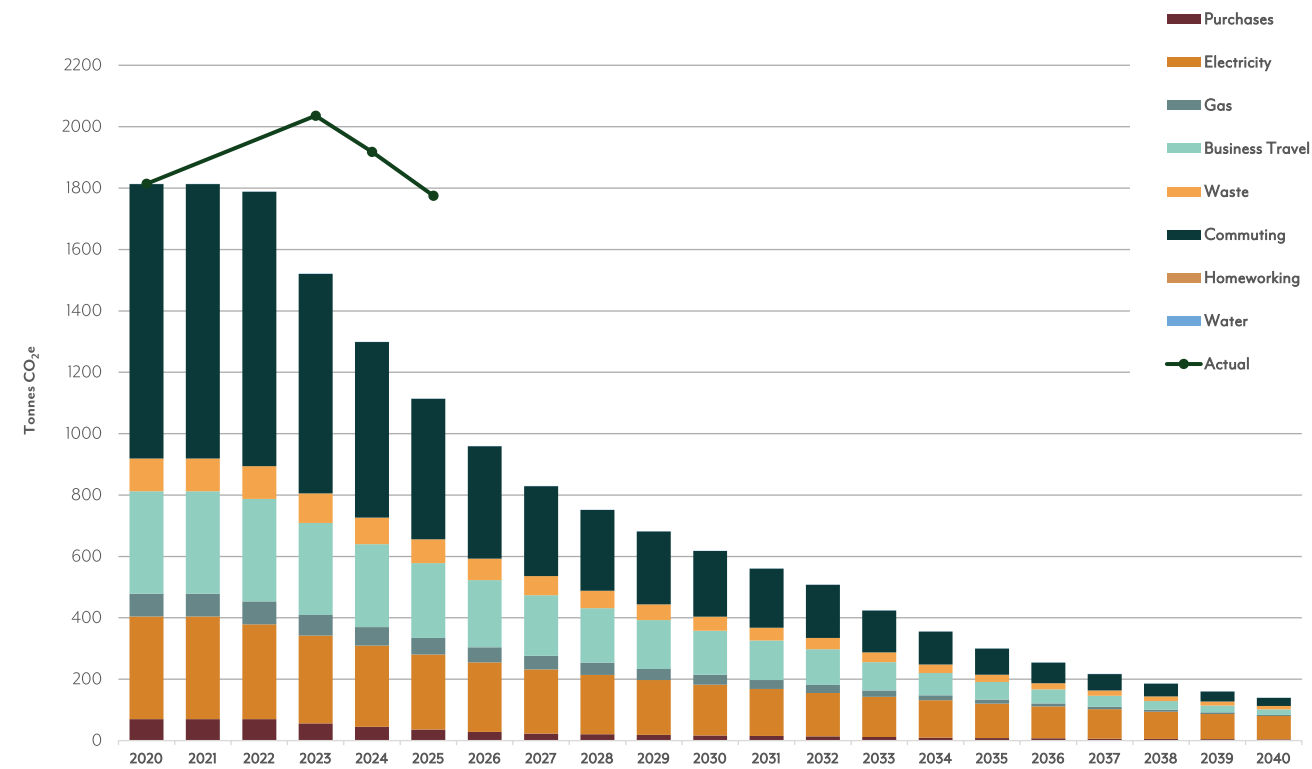


Figure 7.1: HCR Law carbon reduction plan summary: All scopes

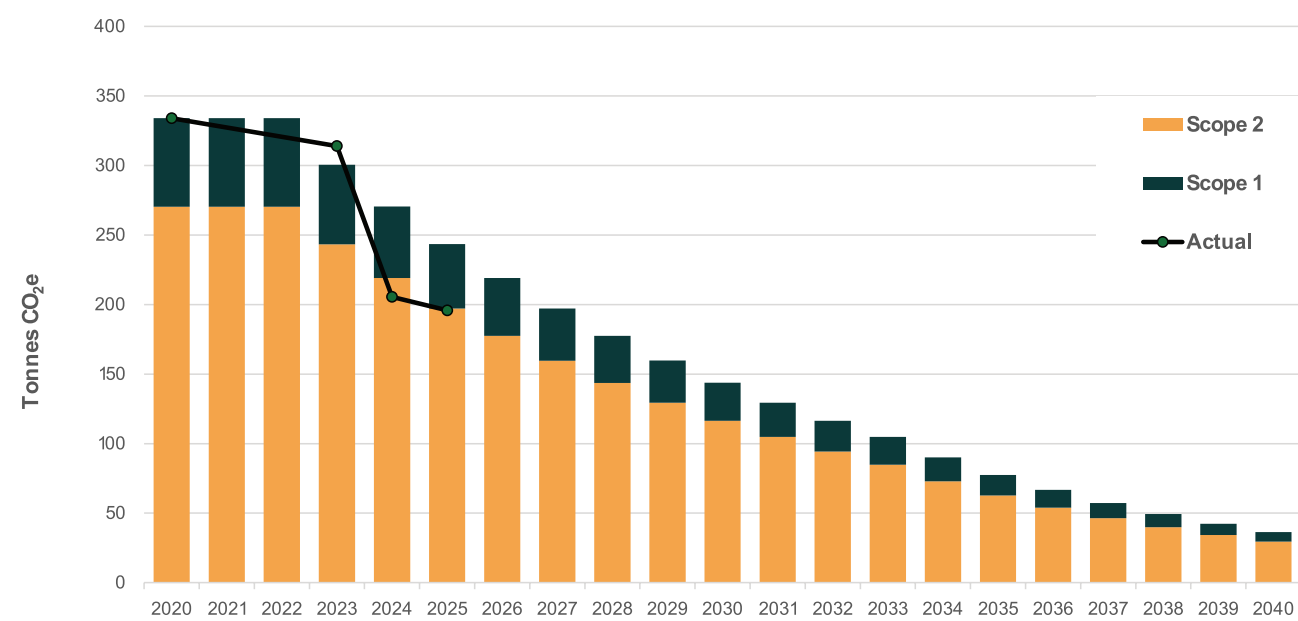


Figure 7.2: HCR Law carbon reduction plan summary: Scope 1 & 2 focus



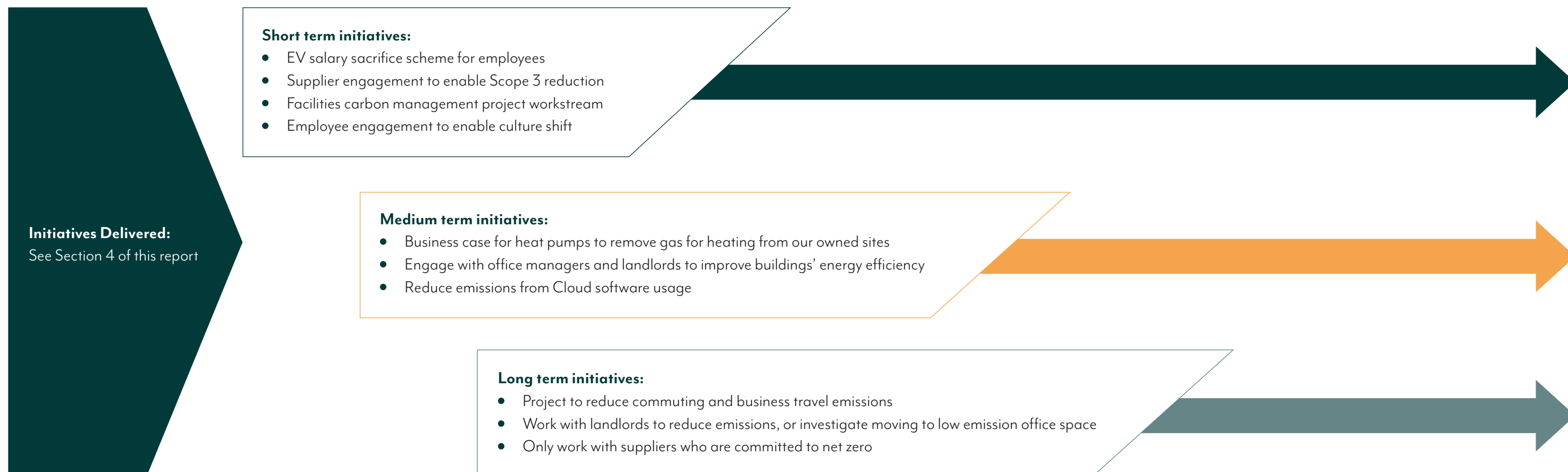
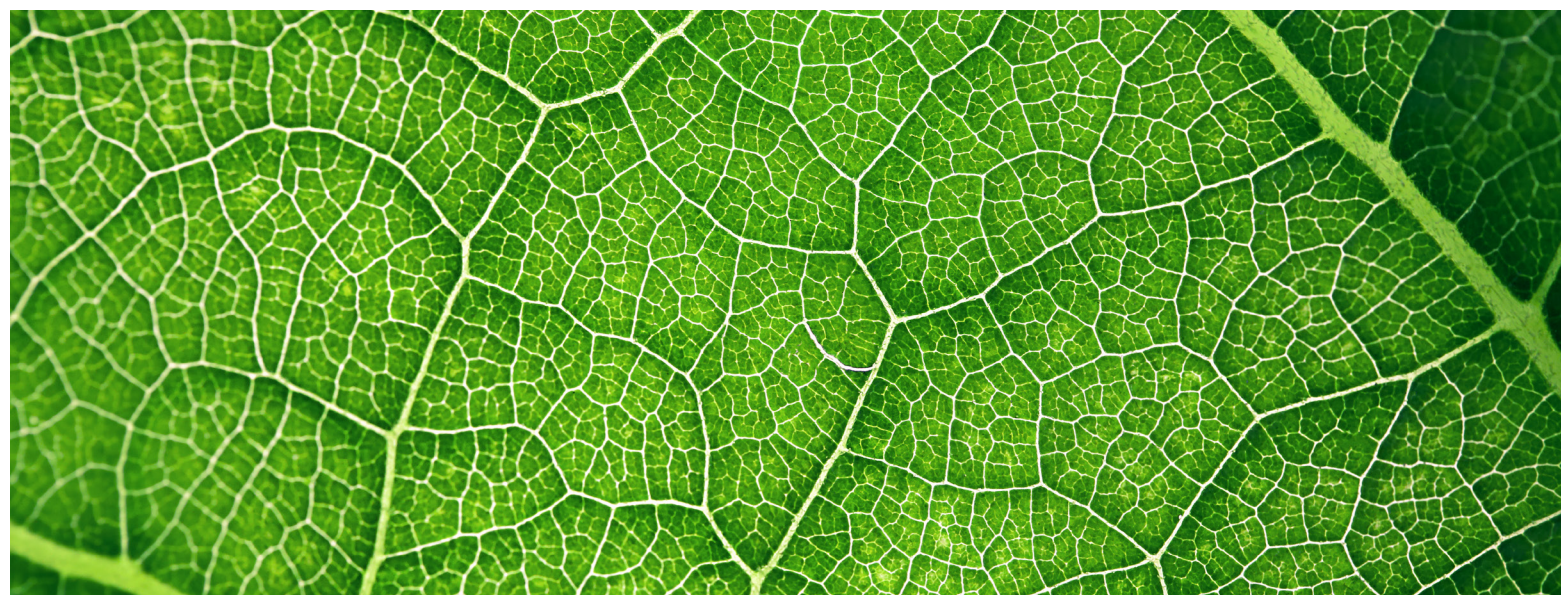


Figure 7.3: HCR Law carbon reduction plan initiatives: All scopes



As part of the glide path to net zero, informed assumptions on the wider global economy decarbonisation milestones have been made. For example, it is assumed that electricity will become increasingly renewable resulting in a lower greenhouse gas conversion factor. Further, over time, the usage of electric vehicles will increase dramatically, as will the usage of alternative, lower-carbon forms of transport (including cycling, trains, zero-emissions buses, and EV car share) facilitated by improvements in the UK's low-carbon transportation infrastructure and active travel commitment.

The supply chain nationally will also become less carbon-intensive over time, with more options for very low-carbon products and services, thus supporting a gradual reduction in HCR Law's scope 3 emissions.

Appendix A.

Report Methodology

This assessment of Greenhouse Gas (GHG) emissions is compliant with the Greenhouse Gas Protocol, a globally recognised standard jointly developed by the World Resources Institute and the World Business Council for Sustainable Development. The Greenhouse Gas Protocol provides comprehensive, standardised frameworks for quantifying and managing GHG emissions across private and public sector operations, value chains, and mitigation efforts.

Five key accounting principles are central to the Greenhouse Gas Protocol methodology:

Relevance	Ensure that the GHG data collection accurately records and presents all relevant emissions from the organisation.
Completeness	The calculation captures all emitted GHGs. If any emission sources are omitted, clear and detailed justifications are given.
Consistency	The calculations are based on uniform methods. Any changes in data sources, calculation boundaries, or emission factors are always reported.
Transparency	All collected data is clearly and coherently reported, preferably through an accurate audit scheme. All assumptions on methods, approximations and emission factors are well documented.
Accuracy	The quantification of GHG emissions is without systematic overestimation or underestimation, it is tried to reduce uncertainties as much as possible.

Calculations

The emissions for each category of activity have been calculated in line with the methodology defined in the Greenhouse Gas Protocol and using emissions factors from various sources including Exiobase, the Office of National Statistics (ONS) and the UK Government’s Department for Energy Security and Net Zero (DESNZ).

Following the guidelines of the Greenhouse Gas Protocol, the emissions inventory encompasses seven primary (groups of) GHGs: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), sulphur hexafluoride (SF₆), nitrogen trifluoride (NF₃), hydrofluorocarbons (HFCs), and perfluorocarbons (PFCs). All of these gases are considered in-scope.

Additionally, emissions out-of-scope are also considered, this included carbon dioxide from biogenic origin (bioCO₂) and other greenhouse gases which are not included in the Kyoto Protocol but still have a well-established global warming effect.

Assumptions

Where good quality activity-based data was not available, spend-based emissions calculations have been performed in line with the Greenhouse Gas Protocol. In the few cases where neither activity nor spend based data were made available, averages have been used to fill gaps based on headcount or floor area – any such assumptions are explained in section 5 of this report.

Scope 1, 2 and 3 emissions

The Greenhouse Gas Protocol classifies emissions into 3 scopes and 21 categories:

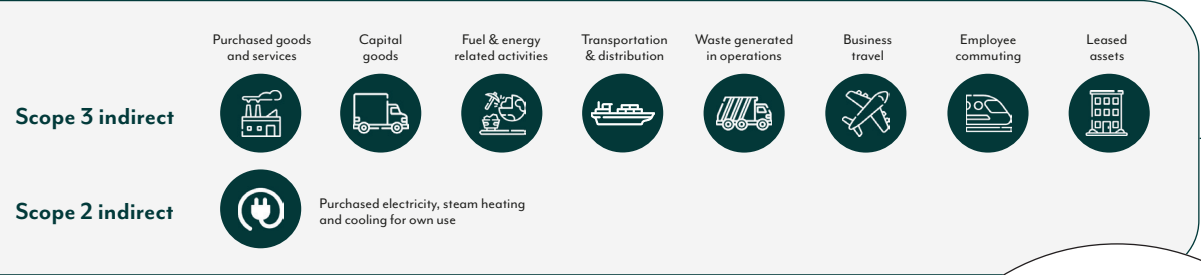
Scope 1 Direct GHG emissions originate from sources owned or controlled by the organisation.

Scope 2 Indirect GHG emissions result from purchased electricity and other energy carriers.

Scope 3 Other indirect GHG emissions beyond those covered by Scope 2 that happen elsewhere in the value chain, both upstream and downstream.

These scopes are further subdivided into distinct activity categories. Scope 1 encompassed 4 categories, Scope 2 encompasses 2 categories, and Scope 3 emissions are split into 15 categories, across upstream and downstream. See Figure A.1 for a visual summary of this classification across the value chain.

Upstream activities



Reporting company



Downstream activities

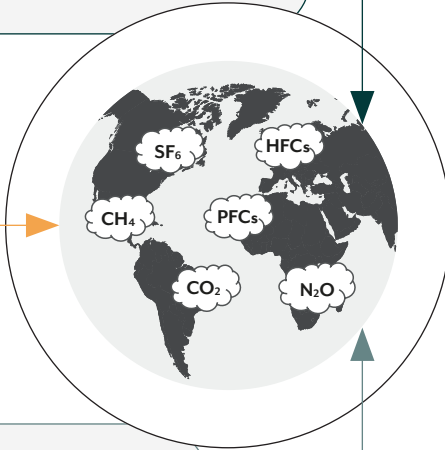
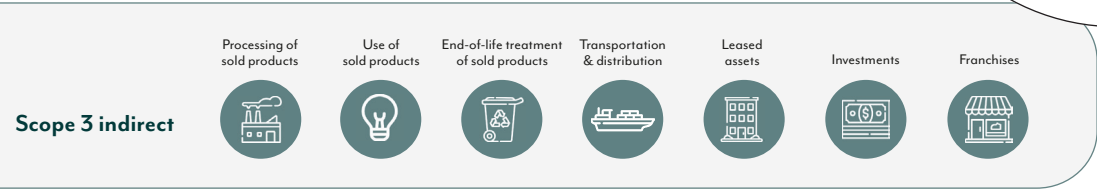



Figure A.1: Depiction of Scope 1, Scope 2 and Scope 3 emission categories



Appendix B. Climate Change & net zero – Background

Since the Industrial Revolution, the average temperature of the planet has risen by around 1°C. This is a rapid change in terms of our global climate system and the temperature rise is continuing. Governments and businesses globally are taking action to minimise this rise and minimise the most severe impacts of climate change.

The Paris Agreement of 2015 committed member countries to reduce their carbon output “as soon as possible” and to do their best to keep global warming “to well below 2°C”.

Definition of Net Zero

Net Zero means cutting GHG emissions to as close to zero as possible, with companies then obliged to ensure that any remaining emissions that cannot be avoided by the company activity are removed from the atmosphere, for example via Direct Air Capture technology (DAC) – per SBTi guidance.

Science-based targets

SBTi is a collaboration between the CDP (formerly the Carbon Disclosure Project), the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

The SBTi’s goal is to provide companies worldwide with the confidence that their climate targets are supporting the global economy to achieve net zero before 2050.

Individual business contribution

Whilst national and local governments are setting targets and policies, including legislation, individual businesses can contribute to the process. Thousands of businesses around the world of all types and sizes are committing to measure and reduce their emissions by:

- **Measuring**, understanding, and taking steps to reduce their own GHG emissions (Carbon Footprint)
- **Reducing** emissions across all aspects of their operations, including energy use, transport and travel, supply chain, finance and waste
- **Influencing** stakeholders including suppliers, customers, staff, and the public to take steps to reduce emissions in parallel
- **Reporting** and publicising progress.

Individual business benefits

By following this route, a company can benefit from:

- **Cost-saving:** Where most carbon is emitted is almost certainly where spend is highest
- **Winning business:** More and more companies and government agencies are making sustainability a factor in requests for proposals
- **Funding and investment:** Banks and investors are increasingly treating organisations that have clear sustainability plans favourably, for example via offering improved lending rates for sustainability projects
- **Public relations and marketing:** Publicising sustainability goals and reporting achievements
- **Social and environmental:** Helping to reduce society’s carbon emissions and waste.

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