

## Energy policy statement

Troup Bywaters + Anders LLP recognise that concern for the environment is an integral and fundamental part of our business. We are a Carbon Neutral business with a commitment to be Net Zero in operations by 2030.

*Playing our part in reversing climate change and resource consumption by aligning with the UN Sustainable Development Goals, protecting the environment for future generations to come.*

We are committed to continually improving our energy performance by reducing our energy demand, increasing energy efficiency and sourcing energy in the most efficient, cost effective and environmentally responsible manner where possible.

### Goals:

- + To reduce our energy usage and CO2 emissions by continually improving our energy performance through behavioural change and increased efficiency
- + To comply with all relevant legislation and evaluate and achieve further industry standards and certification
- + To measure, monitor and report energy usage performance annually
- + To regularly review, evaluate and update progress against quantitative energy target objectives
- + To raise awareness of energy usage and management through information, training and events
- + To engage our people in energy reduction agenda through greater involvement in campaigns and events
- + To integrate energy reduction throughout TB+A LLP Sustainability at Heart objectives
- + To provide appropriate and necessary resources to deliver energy usage improvement
- + To share and promote energy reduction achievements internally and externally.

### Strategic Objectives:

- + Support the Sustainability Task Team to reduce energy usage
- + Commit to only occupying net zero carbon operational assets
- + Implement a coordinated Energy Strategy and Action Plan
- + Maintain standardised and accurate energy monitoring by fuel type across all offices
- + Target quantified energy usage reduction
- + Measure and monitor staff awareness of energy management issues
- + Designate regional energy champions to encourage and facilitate improved energy usage performance
- + Promote energy efficient design of new buildings, and specify energy efficient plant and equipment
- + Investigate, support and promote investment in energy efficient products and services
- + Engage with relevant carbon reduction organisations and develop network and profile
- + Review and update this Policy annually
- + Communicate this Policy to all levels within the business.

Signed:  James Campbell – Managing Partner

Date: 2<sup>nd</sup> January 2026