

Carbon Reduction Plan
2026

ashfords | CARBON SENSE

Ashfords is a valued legal partner to a wide range of corporate, public sector and private clients across the UK and internationally, counted on by clients to get the right result – whether that's delivering commercial objectives, protecting assets, making investments or solving disputes. With four UK offices and an international network, we are able to draw on legal expertise in over 70 countries worldwide.

Commitment to achieving net zero

Ashfords is committed to achieving Net Zero emissions by 2040

Baseline recalculation

Ashfords' original 2019/20 baseline included scope 2 emissions and a limited selection of scope 3 categories. Scope 1 emissions were zero, and comprehensive upstream scope 3 data were not available.

For 2025/26, the reporting boundary was expanded. This provides a more complete representation of the firm's carbon footprint.

In accordance with the GHG protocol, this material change requires a baseline recalculation. The 2025/26 footprint of 1,076.8 tCO2e is therefore adopted as the restated baseline against which future emissions reductions and net zero progress will be measured.

Reporting year: 1 May 2025–30 April 2026

This period represents the organisation's 2025/26 emissions and provides a complete and reliable record of greenhouse gas emissions across Scope 1, Scope 2 and all material Scope 3 categories. The assessment follows the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard and uses DESNZ/DEFRA GHG Conversion Factors 2025 (published June 2025). Additional Scope 3 categories assessed include Business Travel, Employee Commuting, Waste Generated in Operations, Water Supply and Treatment, Purchased Goods and Services, Capital Goods and Upstream Transport and Distribution. Downstream Transportation and Distribution has been assessed and is considered not applicable to Ashfords' operations, as the firm does not distribute physical products; this category will be reviewed annually to confirm continued non-applicability.

Baseline year: 2025/26

Restated baseline year based on complete emissions data.

Baseline 2025/26: 1,076.8 tCO_2e

Emissions	Total (tCO_2e)
Scope 1	0.9
Scope 2 (Market Based)*	0.2
Scope 3 – Measured sources detailed above	1,075.7
Total emissions:	1,076.8 tCO_2e

Current emissions reporting: 2026/27

Ashfords will measure emissions for the reporting year 1 May 2026–30 April 2027.

Total: to be measured

Emissions	Total (tCO_2e)
Scope 1	–
Scope 2	–
Scope 3 – Measured sources detailed above	–
Total emissions:	**tCO_2e**

* Scope 2 emissions are reported on a market-based basis, reflecting 100% REGO-backed renewable electricity procurement across Ashfords' leased offices. This figure is used in the Total emissions above and forms the baseline against which the Net Zero and 2030 reduction targets are tracked. The corresponding location-based Scope 2 figure is disclosed in the Future Carbon Reduction Strategies section, in line with the GHG Protocol Scope 2 Guidance dual-reporting requirement.

Intention – reduction target

Ashfords has aligned its Carbon Reduction Plan with science-based target principles and is working to reduce identified emissions. The firm will also improve data quality so that emissions not yet fully measured have a clear pathway for discovery, action and reduction.

To continue progress towards Net Zero, Ashfords has adopted the following carbon reduction targets:

"We are committed to achieving at least a 50% reduction in greenhouse gas emissions by 2030 and reaching Net Zero no later than 2040, in alignment with UK national climate targets and the Science Based Targets initiative framework (self-declared; not yet formally validated by SBTi)."

Carbon reduction target statement

Target	Description
Short	50% reduction by 2030 (to 538.4 tCO_2e)
Long term	Net Zero by 2040 or earlier
Reporting	Annual Scope 1, 2 and 3 emissions reporting

Completed carbon reduction initiatives

Ashfords has implemented a range of environmental initiatives that demonstrate its commitment to measurable carbon reduction and resource efficiency. These include:



Zero waste to landfill: policy implemented across all office operations, reducing Scope 3 waste disposal emissions and supporting ongoing waste minimisation targets.



Local and environmentally conscious supplier sourcing: procurement practices are being reviewed to reduce emissions within Purchased Goods and Services, the firm's largest emissions source at 724.6 tCO_2e.



Surplus technology donation programme: operating across all offices, supporting circular economy principles by extending the useful life of IT equipment and reducing Capital Goods emissions. Donated devices also support digital inclusion in local communities.



100% REGO-backed renewable electricity: procured across three leased office sites, delivering near-zero market-based Scope 2 emissions.



Solar PV installation: committed and planned for completion in August 2026. It will generate on-site renewable electricity and reduce grid electricity consumption, location-based Scope 2 emissions and transmission and distribution emissions from the 2026/27 reporting year onwards.



Employee commuting: hybrid working and cycle-to-work arrangements are in place, reducing commuting frequency.



EV charging: three chargers are installed at the Exeter office, with five additional chargers planned for September 2026.

Future carbon reduction strategies

Ashfords recognises that meaningful, lasting carbon reduction requires a structured, evidence-based approach across all areas of its operations.

The planned initiatives below are aligned with the 2025/26 baseline emissions of 1,076.8 tCO_2e, the commitment to a 50% reduction by 2030 and the pathway to Net Zero by 2040. Reduction projections have been developed in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, using UK Government DESNZ/DEFRA GHG Conversion Factors 2025 as the calculation basis.

Purchased goods and services (724.6 tCO_2e): as part of the procurement review and Responsible Business project, key suppliers will be asked to disclose emissions and demonstrate Net Zero commitments or ISO 14001 certification. Where possible, software platforms will be consolidated, unused licences reduced or removed, and key suppliers, including relevant cloud services, reviewed for environmental credentials at contract renewal. Eco-certified cleaning and biodegradable products will replace standard alternatives across facilities where practicable.

Electricity (location-based, including T&D: 136.6 tCO_2e): Solar PV installation is planned for completion in August 2026, reducing grid electricity consumption and location-based Scope 2 and transmission and distribution emissions from 2026/27 onwards. REGO-backed renewable electricity procurement will continue for existing offices, with future Plymouth contracts prioritising demonstrable additionality. Building energy management systems will be reviewed and optimised across all four offices. This location-based figure is shown to illustrate the addressable grid-electricity reduction opportunity created by the solar PV installation; it is not additive to, and cannot be reconciled directly against, the market-based Scope 2 total and baseline reported on page 1.

Capital goods (259.41 tCO_2e): laptop replacement cycles will be reviewed with the aim of extending them to 5–7 years. Components will be upgraded, and devices repaired or redeployed before replacement, alongside the continuing surplus technology donation programme.

Business travel (65.80 tCO_2e): Ashfords will continue to prioritise low-carbon travel, including rail over domestic flights, economy class rather than business class, electric or hybrid car leases over diesel or petrol vehicles, and car sharing where possible.

Employee commuting (11.33 tCO_2e): an employee travel survey will capture commuting modes, distances and frequency, replacing current car-average estimates with more accurate data. An employee EV salary-sacrifice scheme has been rolled out, and five additional EV charging points will be installed at the Exeter office in September 2026.

Waste and water (2.57 tCO_2e): the zero waste to landfill commitment will be maintained and strengthened through annual waste audits, expanded recycling and composting, and continued filtered-water systems to reduce plastic packaging. Water-efficiency measures will include prompt leak repairs, tap aerators or sensor taps, reduced flush volumes and controlled urinal flushing where landlord arrangements allow.

Data quality improvement: a significant proportion of Scope 3 emissions, particularly Purchased Goods and Services and Capital Goods, is currently calculated using spend-based EEIO factors rather than supplier-specific data. Ashfords will progressively reduce reliance on spend-based estimates by reviewing key suppliers and seeking supplier-specific data, prioritising the highest-spend and highest emission categories first. This will improve the accuracy and reliability of future reporting and support more targeted reduction action in line with GHG Protocol data hierarchy guidance.

Actionable carbon reduction plan

Ashfords recognises that achieving significant and lasting carbon reductions requires a combination of ongoing innovation, targeted investment and organisational change. Over the period to 2028, the firm will focus on practical measures that reduce emissions, improve resource efficiency and reduce reliance on carbon-intensive energy, products and services, while continuing to align business growth with its sustainability commitments.

Category	Current emissions (tCO2e)	Planned actions	Target year	Estimated reduction (tCO2e)
Electricity (location based) inc. transmission & distribution	136.6 (768, 128 kWh)	Solar PV, energy optimisation and continued renewable electricity procurement	2026–2028	**15**
Purchased goods & services	724.6	Carbon-informed procurement, supplier engagement, software consolidation and lower-carbon purchasing	2027–2028	**50**
Capital goods	259.41	Extend IT lifecycles, repair, upgrade, redeploy and continue technology donation	2027–2028	**25**
Business travel	65.80	Rail over domestic flights, lower-carbon vehicle choices, economy travel and car sharing	2026–2028	**15**
Employee commuting	11.33	Improved travel data, cycle-to-work, EV salary sacrifice and EV charging	2026–2028	**2**
Waste & water	2.57	Waste audits, recycling, composting and water-efficiency measures	2027–2028	**0.5**

The estimated reductions presented above represent the conservative reduction potential from identified measures that Ashfords intends to implement during the stated period. These figures are projections rather than guaranteed reductions and are subject to factors including operational activity, employee behaviour, procurement decisions, supplier engagement, technology performance and future emissions data.

As data quality improves, particularly for Purchased Goods and Services and Capital Goods, Ashfords will review and refine these estimates and identify additional carbon reduction opportunities through its annual Carbon Reduction Plan review. Progress will be assessed against actual annual emissions and reported in subsequent Carbon Reduction Plans.

The Electricity (Location Based) figures in this table are presented on a location-based basis to demonstrate the real-world impact of the solar PV and energy efficiency programme. As Scope 2 is reported on a market-based basis in the firm's official emissions total on page 1, reflecting 100% REGO-backed renewable electricity procurement, electricity-related reductions shown here are tracked separately and are not counted directly against the 50% reduction target of 538.4 tCO_2e. This dual approach ensures the plan reflects both Ashfords' contractual position on renewable electricity and the genuine physical decarbonisation delivered by on-site generation and efficiency measures.

Governance and accountability

This Carbon Reduction Plan has been reviewed and approved at Board level and is subject to formal annual review. Ashfords will continue to embed governance and accountability processes to ensure climate change and carbon reduction receive regular consideration at leadership level.

Leadership commitment

Effective leadership is fundamental to delivering this plan. Members and directors are expected to lead by example, championing carbon reduction across their teams and business areas. This visible commitment from senior leadership will support the cultural, behavioural and operational changes needed to meet Ashfords' short- and long-term targets, and ensure sustainability is embedded as a core business value rather than treated as a compliance exercise.

Employee engagement

Carbon reduction is a shared responsibility across the firm. Ashfords will ensure that all staff are informed, consulted and empowered to contribute to the commitments in this plan. Employees will be supported to identify reduction opportunities, lead initiatives within their roles and collaborate across teams to embed sustainable practices into day-to-day operations. Engagement will be supported through internal communications, training and recognition of environmental contributions.

Sector context

As a professional services firm, Ashfords' carbon footprint is dominated by indirect Scope 3 emissions, which is characteristic of the legal sector. Key drivers include purchased goods and services, IT equipment, business travel, employee commuting and energy use across leased offices. Client, regulatory and market expectations increasingly require credible Net Zero commitments, with sustainable procurement, low-carbon travel and supplychain transparency now baseline expectations. Ashfords' reduction strategy responds directly to this landscape by focusing on supplier engagement, digital optimisation and responsible procurement to deliver long-term decarbonisation in line with its 2040 Net Zero commitment.

Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 006, the associated guidance and the reporting standard for Carbon Reduction Plans.

Scope 1, Scope 2 and Scope 3 emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol Corporate Standard, using the appropriate government emissions conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements where applicable, and the required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan was approved by the members of Ashfords LLP on 10 September 2026.

Name: Louise Workman
Job title: CEO
Date: 10 September 2026

This document has been signed by the above.

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