

Radiant Law Carbon Reduction Plan

2026–2030

1. Our commitment

At Radiant Law, making a positive difference is central to what we do. We believe in the triple bottom line: that building a successful business should go hand in hand with creating positive economic, environmental and social outcomes. This commitment is reflected in our purpose, our values and the way we operate.

Our previous ESG reporting describes our environmental focus as protecting the planet for current and future generations, reducing the environmental impact of our operations and supporting wider initiatives that positively affect biodiversity and environmental sustainability.

We have already taken significant steps to reduce our environmental impact. Our next phase is to build on those foundations by improving how we measure our footprint, reducing emissions at source and making sustainability a more deliberate part of our purchasing and operational decisions.

Our approach is: **Avoid → Reduce → Replace → Offset**

We will avoid unnecessary emissions where possible, reduce the impact of activities we need to undertake, choose lower-impact alternatives and responsibly offset residual emissions that cannot reasonably be avoided.

2. Where we are today

Radiant already operates differently from many traditional professional services organisations. Our remote-first operating model reduces our reliance on permanent office space, daily commuting and routine business travel, while technology and virtual collaboration allow our global team to work effectively across our various locations.

Our previous environmental initiatives and achievements include:

- operating as a carbon-neutral and subsequently carbon-negative organisation, supported by certified carbon projects;
- planting one tree for every matter handled for our clients, with more than 56,000 trees planted by 1H2026;
- establishing a paperless approach, with printing reduced to zero in the 2023/24 reporting period against a target of fewer than 1,000 pages annually;
- using 100% cloud hosting as part of our approach to reducing energy usage; and
- achieving EcoVadis Bronze status in April 2024.

Our existing Environmental Policy also sets expectations around minimising printing and unnecessary purchases, choosing environmentally preferable products, reducing energy use, responsible equipment disposal, water conservation, recycling and minimising unnecessary business travel.

This Carbon Reduction Plan builds on those commitments and establishes our priorities for the next stage of our environmental journey.

3. Understanding our carbon footprint

Reducing our impact effectively requires us to understand where our emissions arise.

Our remote-first structure means our carbon footprint differs from that of a conventional office-based law firm. While we have reduced some traditional sources of emissions, our environmental impact will mostly arise from areas such as:

Scope 3 – Indirect emissions

Relevant sources may include:

- working from home/remote working;
- business travel;
- commuting;
- purchased IT equipment;
- purchased goods and services;
- waste and electronic waste; and
- other material activities within our supply chain.

Remote working should not be treated as having no environmental impact.

Establishing our baseline

Our first priority is therefore to establish a more reliable and repeatable carbon baseline.

By the end of 2027, we will have improved our baseline for Radiant's Scope 1, Scope 2 and material Scope 3 greenhouse gas emissions, where reasonably measurable. The baseline will allow us to understand our most significant sources of emissions and establish more meaningful reduction targets rather than setting arbitrary targets before we have sufficient data.

Once established, we will use the new baseline to set a quantified carbon reduction target for 2030.

4. Our carbon reduction priorities

4.1 Remote-first working

Our remote-first model is an important part of our approach to reducing environmental impact. We will continue to use remote working and virtual collaboration as the default where appropriate, reducing the need for regular commuting, permanent office space and unnecessary travel.

At the same time, we recognise that working from home has an environmental impact of its own. We will help our team make more sustainable choices through practical guidance on:

- reducing unnecessary electricity consumption;
- energy-efficient device settings;
- responsible heating and cooling;
- extending the useful life of equipment;
- responsible recycling and disposal of electronics; and
- environmentally conscious purchasing for home offices/remote working.

Our targets

- Maintain our remote-first operating model.
- Introduce practical sustainable remote working guidance by the end of 2027.
- Include environmental awareness and responsibilities within new joiner onboarding by the end of 2027.

4.2 Sustainable equipment

Technology is fundamental to the way Radiant works, making equipment one of the areas where we can make more deliberate purchasing decisions. We will progressively move towards equipment, suppliers and brands with stronger environmental credentials.

Sustainable Equipment Standard

By 2030, at least 90% of new IT and office equipment purchased by Radiant will meet our Sustainable Equipment Standard. When purchasing equipment, we will consider factors including:

- recognised environmental credentials or certifications;
- energy efficiency;
- responsible sourcing and manufacturing;
- recycled or recyclable materials;
- packaging;
- durability and expected useful life;
- repairability;
- availability of replacement parts;
- refurbishment or take-back programmes; and

- the supplier or manufacturer's credible environmental commitments.

We recognise that the most sustainable purchase can sometimes be the equipment we already own. We will therefore apply the following principle wherever practical:

Repair → Reuse → Refurbish → Replace → Recycle

Equipment will not be replaced simply because a newer model is available. Where existing equipment remains secure, functional and appropriate for its purpose, we will seek to extend its useful life.

4.3 Electronic waste

All Radiant-owned electronic equipment will be disposed of securely and responsibly.

Devices containing Radiant or client information must continue to be handled in a manner that protects confidentiality and information security while also meeting our environmental responsibilities.

Our aim is for 100% of Radiant-owned electronic equipment reaching the end of its useful life to be securely reused, refurbished, recycled or disposed of through an appropriate provider. Where appropriate, reuse or refurbishment will be preferred to disposal.

4.4 Business travel

As a global organisation, there will be occasions when meeting clients or colleagues in person provides significant value. Our objective is therefore not to eliminate travel, but to make deliberate decisions about when it is necessary. We will:

- use video conferencing where it provides an effective alternative;
- avoid unnecessary flights;
- consider lower-carbon transport alternatives where practical;
- combine meetings and activities into fewer trips where possible;
- consider environmental impact alongside business value when approving significant travel; and
- capture business travel within our carbon measurement.

Once our baseline has been established, we will assess whether an absolute or intensity-based travel emissions target is most appropriate. An intensity measure, such as emissions per team member, may provide a more meaningful comparison as Radiant grows and our geographic footprint changes.

4.5 Energy

We will continue to minimise unnecessary energy consumption across both our physical workspace and remote-working environment.

Our existing Environmental Policy includes a historic target to reduce electricity usage in the Cape Town office by at least 5% annually from its 2019 baseline. Given changes in Radiant's working model since that baseline was established, we will review our current consumption and determine whether a refreshed baseline provides a more meaningful measure. We will:

- monitor electricity consumption in Radiant-controlled premises where data is available;
- favour energy-efficient equipment when purchasing replacements;
- switch off equipment and facilities when not required;
- continue to make appropriate use of cloud-based technology; and
- encourage energy-efficient practices when working remotely.

4.6 Paper and waste

Radiant will remain a digital-first and paper-light organisation. Thus far, Radiant has maintained its target of printing less than 1000 pages annually, which are supported by initiatives including electronic signatures. We will retain our formal target of fewer than 1,000 pages printed annually, and we will also:

- minimise unnecessary stationery and consumables;
- avoid single-use products where practical;
- recycle waste wherever suitable facilities are available;
- securely dispose of confidential materials;
- dispose of batteries and hazardous waste responsibly; and
- consider packaging and waste when making purchasing decisions.

4.7 Sustainable suppliers

Our environmental impact extends beyond the products and services we directly control. We will progressively integrate environmental considerations into supplier selection and review, particularly for material suppliers and suppliers providing technology, equipment, facilities and other significant services.

Relevant considerations may include:

- environmental policies and commitments;
- carbon-reduction initiatives;
- recognised environmental certifications;
- sustainable procurement practices;
- responsible waste management;

- packaging;
- recycling and take-back programmes; and
- transparency around environmental performance.

By 2028, environmental considerations will form part of the assessment of 100% of new material suppliers. We will not automatically exclude a supplier simply because it does not meet every criterion. Environmental performance will form part of a proportionate assessment alongside quality, security, capability, accessibility, cost and other business requirements.

5. Carbon offsetting

Reducing our actual environmental impact remains our priority. Radiant has achieved a carbon-negative position by reducing the impact of our operations and offsetting emissions through sponsored certified projects in Africa with wider social benefits. We will continue to use credible carbon offsets for emissions that cannot reasonably be avoided while progressively increasing our emphasis on direct reductions.

Our hierarchy is therefore:

- 1. Avoid:** Do we need to create the emission at all?
- 2. Reduce:** Can we undertake the activity with less environmental impact?
- 3. Replace:** Is there a lower-carbon alternative?
- 4. Offset:** For residual emissions that cannot reasonably be avoided, can we support credible projects that deliver verified carbon reductions and, where possible, wider environmental or social benefits?

Offsetting will complement our reduction programme rather than replace it.

6. Our targets

Focus area	Target	Target date
Carbon baseline	Establish a repeatable Scope 1, 2 and material Scope 3 carbon baseline	2027
Carbon reduction	Establish a quantified 2030 carbon reduction target following completion of the baseline	2027
Carbon position	Maintain our carbon-negative position while prioritising direct emissions reductions	Annual

Focus area	Target	Target date
Remote-first	Maintain remote-first working and virtual collaboration where appropriate	Ongoing
Sustainable home working	Introduce practical sustainable working from home guidance	2027
Equipment	At least 90% of new IT and office equipment purchases meet our Sustainable Equipment Standard	2030
Equipment lifecycle	Implement Repair → Reuse → Refurbish → Replace → Recycle approach	2027
Electronic waste	100% of Radiant-owned electronic equipment responsibly reused, recycled or disposed of	Ongoing
Business travel	Measure travel emissions and establish an appropriate reduction/intensity measure	2027
Paper	Maintain printing below 1,000 pages annually	Annual
Suppliers	Environmental considerations included for 100% of new material suppliers	2028
Engagement	Incorporate environmental responsibilities into onboarding	2027
Reporting	Review performance against this Carbon Reduction Plan	Quarterly

7. Measuring our progress

We recognise that a Carbon Reduction Plan is only useful if we can understand whether our actions are making a difference. We will progressively improve the environmental information we collect, prioritising data that is both meaningful and proportionate to the size and nature of our business.

Measures may include:

Carbon

Annual tCO₂e; emissions by Scope; emissions per team member; proportion of calculated emissions reduced versus offset.

Travel

Number and type of business trips; flight emissions; travel emissions per team member.

Equipment

Percentage of new equipment meeting the Sustainable Equipment Standard; average equipment lifespan; percentage of end-of-life equipment reused, refurbished or recycled.

Energy

Electricity consumption from Radiant-controlled premises where measurable.

Paper and waste

Pages printed; electronic waste responsibly processed; recycling where measurable.

Suppliers

Percentage of relevant new suppliers assessed against environmental criteria.

Not every measure will be available immediately. Improving the quality and completeness of our environmental data is itself part of this plan.

8. Governance and accountability

Responsibility for overseeing this Carbon Reduction Plan will sit with our ESG Lead, who is also a member of our executive committee (Excom), supported by our existing ESG Systems Team and other business functions including: People, Finance and IT. Progress against the plan will be reviewed quarterly.

As part of our commitment as a certified B Corp, Radiant amended its company articles to include having a material positive impact on society and the environment and to require directors to consider a range of criteria in their decision-making. Our carbon reduction approach therefore forms part of a broader commitment to responsible and sustainable decision-making across Radiant.

9. Improve Everything

This plan is not intended to represent the end point. We recognise that sustainability is a journey and committed Radiant to challenging ourselves, holding ourselves accountable and continuing to improve. That approach is consistent with how we work more broadly.

We will review our targets, assumptions and actions as our business changes, our data improves and new opportunities emerge. Where we identify a better way of reducing our impact, we will adapt.

Our aim is not simply to meet a set of environmental targets. It is to make continuous, measurable improvements to the environmental impact of the way Radiant operates.

Document owner: ESG Systems Team

Approved by: Nicola Lyons

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