

TLT Policy

Environmental Policy Statement

VERSION 5.0

30 January 2026

Final – Public



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1 Environmental Policy Statement

- 1.1 TLT LLP recognises its potential to impact the environment, positively or negatively, directly or indirectly, through its activities and services. We are committed to reducing the adverse environmental impact and greenhouse gas emissions of the business by implementing an environmental management system containing the specific requirements of ISO 14001:2015.
- 1.2 This Environmental Policy Statement is aligned with the Paris Climate Agreement and TLT LLP Carbon Reduction Plan.

2 Responsibility

This Environmental Policy Statement applies to our operations and services across the UK. The Managing Partner and Operations Board are responsible for ensuring that the policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

3 Commitments to reduce our environmental impact

- 3.1 We are working to reduce the environmental impact of our own business activities, including through the use of sustainable energy and resources, pollution prevention and practicing sustainable procurement. The significant environmental impacts associated with the activities within the scope of our ISO 14001 environmental management system have informed our environmental focus and have shaped our commitments to:
 - 3.1.1 Continually improve our Environmental Management System to enhance our environmental performance.
 - 3.1.2 Reduce resource consumption, including energy and water, and improve the efficient use of those resources.
 - 3.1.3 Measure and take action to reduce our greenhouse gas emissions to reach net-zero emissions.
 - 3.1.4 Manage waste generated from our business operations in accordance with the waste hierarchy progressing our transition to a circular economy model.
 - 3.1.5 Increase efficiency and reduce energy consumption across our business wherever wastage is identified.
 - 3.1.6 Manage the environmental impact of our business travel and promote the use of sustainable methods of transport.
 - 3.1.7 Ensure environmental, including climate change, criteria are taken into account in the procurement of goods and services.
 - 3.1.8 Prevent pollution caused by our business operations.
 - 3.1.9 Protect and preserve nature and biodiversity in our business operations.
 - 3.1.10 Fulfil all environmental compliance obligations to which the business subscribes or is required to adhere to.
 - 3.1.11 Engage relevant stakeholders and build their capacity on environmental issues.

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4 Our operational controls

4.1 In order to ensure that our commitments are met, TLT LLP will:

- 4.1.1 Publish and monitor objectives and targets for the improvement of our environmental performance and report progress against targets periodically.
- 4.1.2 Monitor external environmental impacts and ensure the Firm's resilience to the potential risks.
- 4.1.3 Engage with clients, suppliers and community partners to discuss the environmental impact of their operations with a view to working in partnership to reduce consumption, emissions and wastage in the supply chain.
- 4.1.4 Raise awareness amongst our people of environmental issues and empower them to act both at work and in their local communities to identify and reduce their impact on the environment.
- 4.1.5 Work together with our employees, partners, suppliers and landlords to promote improved environmental performance.
- 4.1.6 Review our Environmental Policy Statement on at least an annual basis to ensure that it continues to meet the needs of TLT LLP annually.
- 4.1.7 Entrust the responsibility of assessing and managing environmental and climate-related risks and opportunities and allocating resources for effective direction and implementation to the Managing Partner and Operations Board via the Impact Committee.

This policy statement represents our published position on environmental issues and the policies and practices we apply in conducting our business. This policy will be communicated to relevant stakeholders both proactively and upon request.

Signed:



Name: John Wood
Position: Managing Partner
Date: 30 January 2026

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Document version control

Version number	Date amended/created	Amended/created by	Details
1.0	1 February 2022	Agnes Altmets	New policy created
1.1	1 June 2022	DLS	Updated front cover
2.0	9 January 2023	Jesse Schildt	Updated terminology and added the responsibility section
3.0	31 January 2024	Jesse Schildt	Efforts and operational controls updated
3.1	3 May 2024	Jesse Schildt	Adding John Wood's signature to the last page
3.2	17 May 2024	Lucielle Cartwright	Approval manager replaced with Lucielle Cartwright
4.0	29 January 2025	Jesse Schildt	Annual review and approval manager replaced with Hayley Williams
5.0	30 January 2026	Hayley Williams	Annual review

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