



Bird & Bird

One firm.
One Planet.

Global Sustainability Policy

July 2021

One firm. Your firm.

One firm. *One planet.*

Environmental, social and economic sustainability is important to us. This policy contains our specific sustainability commitments that apply to all our offices and operations.

Our international and diverse Sustainability Committee is responsible for achieving our sustainability commitments. This Committee includes members of our Board and Executive Committee.



David Kerr,
Chief Executive Officer



Graeme Maguire,
Chair



Our Environmental Sustainability Commitments

We are committed to minimising our impact on the environment through:



reducing our carbon footprint, including through our other environmental sustainability commitments contained in this policy;



within our offices:

- procuring more green energy and reducing our utility consumption;
- reducing our waste generation and maximising waste recovery, re-use and recycling; and
- integrating our sustainability commitments into what, how and from whom we source, procure and purchase; and



outside our offices:

- reducing unnecessary travel and investing in technologies that enable us to productively interact virtually;
- when it is necessary for us to travel, we: support reducing the distances travelled and increasing the use of more sustainable forms of transport; and continue to

increase the use of appropriate carbon compensation and offsetting tools; and

- providing environmental sustainability guidance and support (including through investing in technologies) to our people when they are working remotely.

Our Social Sustainability Commitments



We are passionate about making a positive difference to people's lives. Recognising that social sustainability is an evolving concept with no set definition, we engage with our people and our clients to understand and then prioritise the social sustainability initiatives that are important to them and us. Our people work together and with our clients and other key stakeholders to foster and develop collaborative opportunities that, because of such collaboration, have a greater positive social impact.

Our Economic Sustainability Commitment



We commit to making and implementing business decisions that support both our long-term economic growth strategies and us achieving our environmental and social sustainability commitments.

Our General Sustainability Commitments



1. We have systems in place to give everyone in our business the opportunity to make a positive contribution to us achieving our sustainability commitments. We want everyone to get involved including through sharing their ideas, knowhow and experience. To enable this, we provide periodic updates on our progress and how to get involved as well as legal, technical and business skills training and support.



2. We apply our research and innovation expertise to identify and incorporate sustainability best practices into our business.



3. We monitor, measure, verify and report on our performance against our sustainability commitments. We will use this information to continually improve.



4. We comply with all applicable laws relating to sustainability in each jurisdiction in which we operate.