

Environmental and sustainability policy

Your competitive advantage

September 2024

**Law
Business
Research**

Law Business Research Environmental and Sustainability Policy

Law Business Research (LBR) is a technology-driven information services business powering the global legal, intellectual property (IP) and governance, risk and compliance (GRC) markets. LBR delivers trusted intelligence and insight to users around the world through a range of tools and platforms that combine proprietary data and unique analysis. We have about 600 employees based in our offices in London, Hong Kong, New York, Washington, DC and Austin, as well as remote workers based in the UK, US and around the world.

LBR is committed to creating its products and serving its clients in a way that minimises our impact on the environment and ensures a sustainable future for the planet and for our employees and operations. As a business, we believe it is our responsibility as a global citizen to identify, measure and reduce the environmental impact of our business operations, and to work towards a truly sustainable future with a net zero approach.

Our work to date

Over the last decade, we have implemented many successful measures to reduce our environmental impact. We recycle more waste in all of our offices; we employ energy-saving measures; we reduce and offset much of our business travel; we moved to digital materials in our events and conferences; and we no longer print books and magazines. We also prioritise sustainability factors in important business processes, such as when we moved offices in our London headquarters in 2022. Many of these initiatives have been led by our Sustainability Committee, an employee group which is part of our vibrant set of Employee Affinity Networks (EANs).

However, in 2023 we recognised that as a company we had achieved what we could from a ground-up approach, and a more concerted, business-led approach was required to take our sustainability goals to the next level. As such we conducted our first global carbon audit for the financial year of 2023, with the goal of measuring our impact on the environment and identifying concrete steps to reduce our carbon footprint further.

Our environmental compliance

We are committed to complying with any and all relevant legislation. We currently comply with all applicable environmental laws, regulations and reporting requirements, including:

- ESOS Phase 1, 2 and 3 – completed.
- SECR for the period 2021 – 2023. Our 2023 report is complete and we will publish our 2024 report in March 2025.

Our environmental impact

Our global carbon audit shows that between January and December 2023 we produced approximately 1,330 tonnes of Co2e. This audit included all our energy use, waste, employee commuting, home working, server infrastructure, and business and events travel across all our global locations.

The audit showed that the vast majority of our carbon (95%) came from our scope 3 emissions. Around 65% of our total emissions are from business and events travel; a further 16% from our waste, 8% from our employees commuting to work and only 0.13% from our server infrastructure.

This first set of company-wide data has allowed us to better understand the carbon impact of our business and how we generate our emissions, and thus the key areas we need to focus on to reduce that impact. We will continue to record and map our emissions across the business on an annual basis to help us manage our reductions.

Our sustainability mission statement

LBR commits to achieving net zero carbon impact of its business operations by 2050.

What we currently do:

- We ensure environmental considerations are an important part of our commercial, operational, and logistical decisions.
- We keep waste to a minimum by employing best practice around reduction, reuse, and recycling, and looking to fuel a circular economy where possible.
- We avoid 'single use' plastic where viable.
- We support our employee-led Sustainability Committee, which communicates around environmental issues, runs various initiatives to encourage best practice in sustainability, and holds the business to account in its environment commitments.
- We operate a 'salary sacrifice' scheme to facilitate and incentivise the purchase of electric vehicles by some employees and are a fully subscribed member of the 'cycle to work' scheme in the UK.
- We offset the carbon impact of the majority of our business and events travel.
- We allow employees a paid day per year to volunteer on projects that help the community and often the environment; and, through the Sustainability Committee, organise an environmentally-focused volunteering opportunity open to UK employees.
- We only print our products when absolutely necessary.
- We commit to purchasing only 'green' energy where applicable and encourage our landlords to do likewise in instances where energy provisions aren't directly within our immediate control.

Our next steps to reduce our carbon impact:

- We will create a detailed carbon reduction roadmap by consulting with all relevant stakeholders, including most importantly our employees.
- We will unify our travel booking on one platform which includes automatic offsetting of all business travel and encourage and require employee take-up. We will produce a new travel policy which makes this requirement clear to employees, as well as explaining why we are doing it. Our goal is to establish a clear benchmark for how much of our current travel is offset, and improve that take-up by 10% over the following 12 month period.
- We will reduce overall business travel where possible, and advocate for sustainable choices by travelling employees.
- We will conduct an environmental assessment from all our major suppliers and prioritise sustainability factors in procurement choices.
- We will assess broadening our electric vehicle scheme to a wider range of employees.
- We will implement all available mechanisms to further reduce our waste and recycle more of the rest.
- We will educate and advocate for sustainable choices by our employees, including in their commute to work.
- We will continue to monitor available technology and best practice so we can make appropriate and proportional improvements to our environmental impact.
- We will review our performance as a business regularly to ensure that sufficient resource is available for strategic planning and practical implementation of measures aimed at reducing our carbon footprint.

Our commitment to transparency and advocacy

We know that creating objectives is easy and meeting them is hard. However, we will hold ourselves to account through:

- Regular reports published on our website, and available to all employees, clients, and other stakeholders.
- A regular update to our global carbon audit to measure progress against our goals.
- Regular educational and advocacy meetings with our global employees, to ensure group commitment and buy-in to our sustainability goals.

As a service provider and partner to the legal, IP and GRC industries, we also commit to reporting on sustainability best practices among our client base where appropriate, and to supporting exponential change throughout not only our industry but those of our clients too.

We will regularly revise this policy, to drive a continuous cycle of improvement. Our intention is to keep all stakeholders aware of our environmental commitments and to actively encourage feedback.

Balancing the imperatives of growth with our obligations to the planet does pose challenges, but as a business we are committed to achieving success on both fronts to create the best outcome for our employees, clients, investors, suppliers, stakeholders, and the planet.

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