

NEXA LAW LIMITED

ENVIRONMENTAL BUSINESS CHARTER

Nexa Law Limited is committed to playing its part in mitigating the effects of climate change. We believe the legal industry has a crucial part to play and we are joining those law firms who have already placed sustainability at the core of their business. As a platform for legal consultants, ours is an inherently low carbon business structure; we believe in leading by example as we support our clients in pursuing their own sustainability agendas.

1. Join the [Legal Sustainability Alliance](#).
2. Measure, independently verify and publish its Greenhouse Gas (“GHG”) emissions.¹
3. Publicly set a Net Zero Target, to include a reduction of GHG emissions overall and a removal of GHG emissions associated with offsets acquired to address the residual emissions of the company by 2050 or sooner, and to achieve the goals of the Paris Agreement.
4. Develop and take initial action to deliver the Net Zero Target including:
 - (a) setting interim targets split into scope 1, 2 and 3 emission reduction targets; and
 - (b) continuous measured reduction of scope 1, 2 and 3 emissions.
5. Use contractual clauses (for example, precedents published by [The Chancery Lane Project](#)) to embed the Net Zero Target in all of the company’s activities and relationships. Aim to include climate clauses in many of the precedents used by the firm’s consultants.

Conscious Travel, Technology and Transaction Protocols

- 6.1 While the importance of building relationships at face-to-face meetings is recognised, the climate impact of business travel and flights should be weighed against this when individual travel decisions are taken. Encourage virtual meetings as the default.
- 6.2 A business case should be made for practices that are not in keeping with the company’s environmental charter. Consider putting in place a corporate travel reduction plan, perhaps

¹ Greenhouse Gas Emissions means emissions of the greenhouse gases listed at Annex A of the 1998 Kyoto Protocol to The United Nations Framework Convention on Climate Change, as may be amended from time to time, including carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), nitrogen trifluoride (NF₃), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF₆), each expressed as a total in units of carbon dioxide equivalent (CO₂e) and from all sources categorised as scope 1, 2 and 3 emissions by [The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition 2015](#) as updated from time to time.

classing travel into high, medium and low priority; with low priority travel requiring internal approval from a director with responsibility for the company's sustainability policies.

- 6.3 Aim to implement green transaction protocols, and green arbitration and litigation protocols throughout the business.²

Procurement

7. Invest in and encourage sustainable and local sourcing, implement circular economy principles and reduce food, plastic, water and other waste.

Long term decision making and leadership

- 8.1 Consider amending constitutional documents to include fiduciary duties that consider the climate and the environment in all decisions and senior management representation of climate interests.
- 8.2 Establish a sustainability committee as part of the senior management structure, advised by an appropriately qualified climate, sustainability or environmental consultant with the skills and experience to diligently, competently and professionally advise on improving sustainability and mitigating the company's carbon footprint.
- 8.3 Consider environmental best practice in all transactions including sharing a 'toolkit' of terms, environmental governance practices and clauses to promote the environment with other firms and companies.
- 8.4 Consider how the company can promote climate leadership and help smaller, lower income organisations to reduce their GHG Emissions.

Employee training and incentives

- 9.1 Provide a regular environmental and sustainability training programme (at least annually) for employees and consultants to cover, as a minimum:
 - (a) the latest climate science;
 - (b) use of contractual clauses to address climate risks and impacts for all transactions and advice;
 - (c) climate change policy and relevant legal context (including core terms of the Paris Agreement and any national implementation measures);
 - (d) the economic and social (e.g. health) benefits to the company in reducing the workplace's environmental impact;

² See The Chancery Lane Project: [Evan's Protocols](#) (Green Transaction Execution Protocols), [Emilia's Protocols](#) (Green Litigation and Arbitration Protocols), [Toby's Clause](#) (Avoiding Excessive Paperwork in Dispute Resolution) and [Mia's Clause](#) (Low Carbon Arbitration Hearings).

- (e) sustainable lifestyle changes and issues relating to the workplace;
 - (f) details of the company's public and contractual commitments, targets and governance in relation to climate change and sustainability; and
 - (g) other topical climate and sustainability issues.
- 9.2 Be flexible with leave and remote working to accommodate and encourage train travel.
- 9.3 Offer employees and consultants the ability to use company offset schemes to offset their own emissions.

Stakeholder Interests

- 10.1 Consider wider local and global stakeholders (including employees, consultants, clients, pro bono charity partners and supply chain partners). Consult and map how wider local and global stakeholders are affected by climate risk and transition and identify what the firm might do to help them to improve resilience.
- 10.2 Consider how the company's pro bono programme could incorporate climate considerations.

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