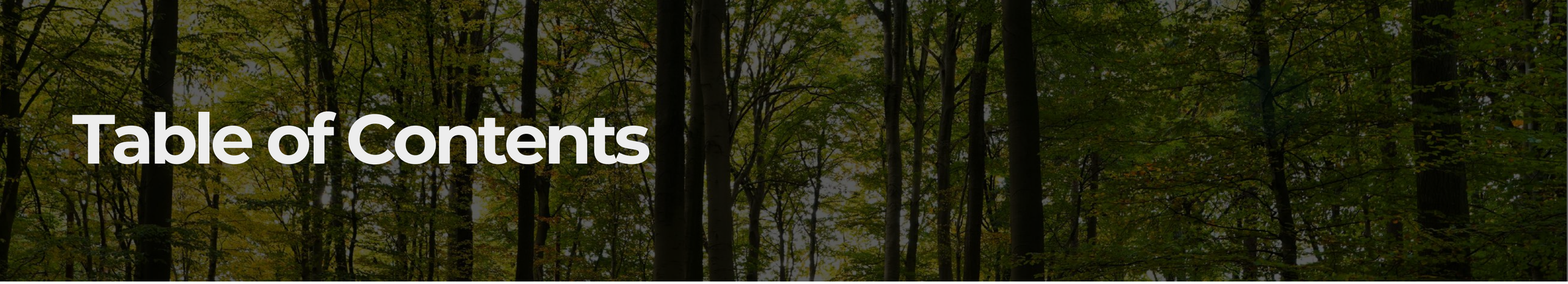
ROYTHORNES
solicitors

Sustainability Report 2026.

Driving Sustainable Impact & Value



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Introduction

As a firm working at the heart of agriculture, land ownership and renewable energy, we see first-hand the challenges and opportunities created by climate change and the transition to a more sustainable economy.

Sustainability is not simply about reducing our own environmental impact. It is about helping our clients, our people and our communities build resilience for the future.

This report outlines the progress we have made to date, the impact we are creating and our ambitions for the years ahead.

“At Roythornes, sustainability is about more than reducing our environmental impact. It is about creating lasting value for our people, our clients, our communities and future generations. By embedding responsible practices into every aspect of our business, we are building a stronger and more resilient firm for the years ahead.”

Adam White, CEO

Our Sustainability Commitment

Since our foundation in 1934 Roythornes has advised farmers, landowners, and rural businesses.

Sustainability is naturally embedded in our strategy because climate change, resource management and environmental regulation increasingly affect the sectors we serve.

Our ambition is to achieve Net Zero by 2040 while helping clients build resilient and sustainable businesses.

“It’s refreshing to work with Roythornes on sourcing their merchandise and printing – they are always very interested in the environmental credentials of the products, and it’s opened our eyes to what’s available for them and our other customers to whom we now talk about sustainability. Their Supplier Roundtable was incredibly useful and provided us with much food for thought about our own sustainability programme and how we can make changes to the way we work.”

Abbey Print

Our Values

Recognised Experts

This reflects our use of internal expertise and respected partners including Auditel and Investors in the Environment to help us set goals, calculate our Carbon Footprint and audit our performance.

Trusted Advisors

Relates to our belief that undertaking our own sustainability journey strengthens the advice we provide to clients and helps them innovate and build a more resilient business.

Long-Term Relationships

Emphasises our commitment to delivering lasting benefits for our people, clients and communities.

Our Strategy

Our strategy focuses on three priorities:

- **reducing** our own environmental impact
- **influencing** our value chain and wider community
- **enabling** sustainable outcomes for clients

Sustainability forms an integral and important part of our procurement, investment decisions, service development, staff engagement and operational planning.

Our Impact and Achievements

Sustainable Client Impact

Helping our clients on sustainable and environmental projects has been part of our business for over 90 years. Here is a small section of projects we have worked on in the last few years.

- Helping landowners in connection with a long-term, large-scale Landscape Recovery Project aimed at improving coastal resilience against climate change and sea-level rise.
- Advising on Defra-sponsored long-term Landscape Recovery project aimed at native species recovery, river restoration, enhancing protected sites, creating wildlife-rich habitats and reducing greenhouse gas emissions. These projects, if approved and implemented, will cover more than 30,000 hectares of land and will be funded by a blend of public/private finance.
- Working with a farmer-led organisation to bring together more than 80 farmers across more than 36,000 hectares and aimed at working collaboratively to deliver natural capital projects in the South of England.
- Working on renewable energy projects with a total potential output of over 5,500 MW – enough to power 3.5m - 5.5m homes

External Recognition of our Journey

- Operations Director, Ann Barrasso won East Midlands Green Leader of the Year
- Peterborough Telegraph Excellence Awards – Sustainability category winner
- Investors in the Environment - Influencer of the Year
- Mentioned in the Legal 500 Green Guide
- Investors in the Environment - 10 Years of Green Accreditation Award
- Finalist for the Environmental and Sustainability Award at the Huntingdonshire Business Awards

“Roythornes stands out as the most proactive company we collaborate with in terms of sustainability. Our partnership with Roythornes has demonstrated that even the most routine tasks can be approached with a sustainable mindset. Moving forward, we will engage our clients in discussions about the sustainable and energy-efficient alternatives available to them, while also reflecting on our own business practices to identify areas where we can initiate positive changes.”

Xcell Electrical

Our People & Planet

Environmental Sustainability

We have established a Net Zero pathway with a target of Net Zero by 2040.

Interim targets include a 42% reduction in Scope 1 and 2 emissions and a 25% reduction in Scope 3 emissions by 2030.

Key initiatives include supplier engagement, EV salary sacrifice schemes, EV charging points, solar generation at our offices, motion-activated LED lighting, digitisation of our workflows, and resource-efficiency programmes to reduce waste and utility usage.

Through our client work on Biodiversity Net Gain, habitat restoration, natural capital and Landscape Recovery projects we help clients improve ecosystems, biodiversity and climate resilience across the rural economy and wider environment.

Social Sustainability

- We invest in employee wellbeing through **flexible working, mental health support**, **Mental Health First Aiders**, **YuLife employee fitness programmes**, and **CSR volunteering days** for all our staff.
- We achieved **Investors in People Gold** in 2023 and **Investors in Wellbeing Silver** in 2025.
- We currently maintain a 50:50 male-to-female Partner split and an 80% female workforce. We employ apprentices across the business and continue to create alternative routes into the legal profession.
- Each office chooses a **charity of the year** to which they devote their fundraising efforts.
- Circular economy initiatives include **purchasing refurbished technology**, **donating furniture and IT equipment**, and **supporting the Sharewear clothing and school uniform reuse scheme**.
- **Community initiatives** include charity fundraising, litter picks, school engagement, apprenticeships and volunteering projects delivered through employee CSR days.

Our commitment to supporting local communities is reflected in the photographs on the following page. From volunteering at Stonebridge City Farm and planting trees in Alconbury to litter-picking projects, supporting Magpas Air Ambulance and Sacrewell Farm, and taking part in the ‘Row for a Reason’ fundraising challenge for Little Miracles, these moments highlight the positive impact our colleagues have created together.

G-MPAS

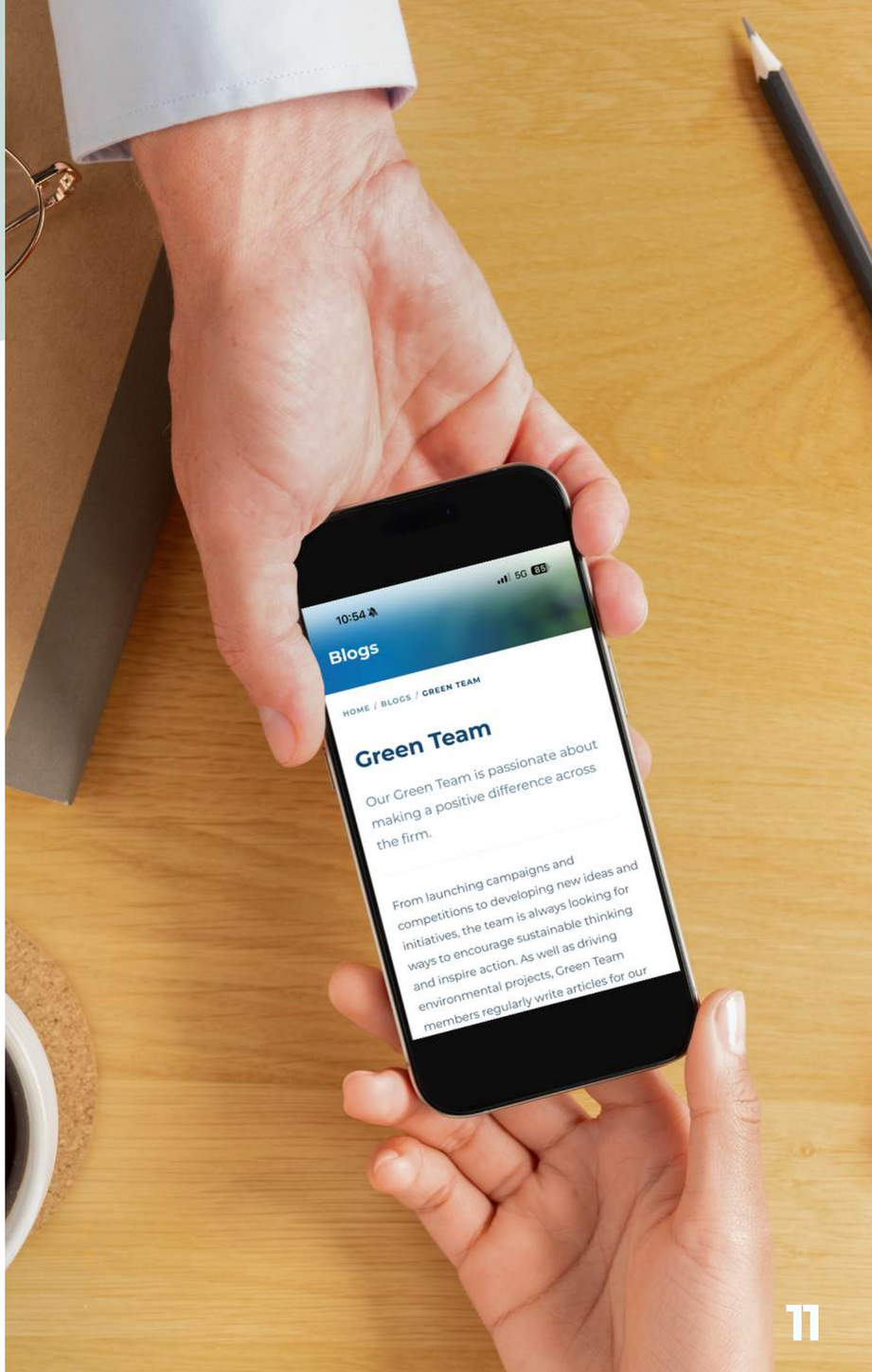
Cultural Sustainability

We would not have achieved what we have to date without our people. Their drive and appetite for our programmes is at the core of our progress.

Our Environmental and Social Sustainability team (aka our ‘Green Team’) operates across all six offices, driving engagement, Lunch and Learn events, staff communications and sustainability initiatives.

A recent staff survey found that over 67% of employees had changed sustainability-related behaviours at work and home as a result of our initiatives.

We also use our internal communications channels to keep sustainability front of mind. Through monthly intranet updates, practical guidance and awareness campaigns, the team shares progress on our initiatives whilst also providing colleagues and clients with simple, actionable ways to make more sustainable choices. These articles can also be found on our website here.



“We’ve helped Roythornes with their office furniture requirements for some time and it’s refreshing to deal with a business that actively ask questions about the sustainability of products before they ask about the price. It is of course a balance, but their drive to be a more sustainable business has highlighted to us the opportunities we have to engage with our other clients about this important issue.”

Pinnacle/Senator Office Solutions

Performance and Impact

We are proud of our performance to date.

Average emissions per employee are 1.67tCO_2 compared with a sector average of 4.02tCO_2.

1.67 t CO_2
per employee

4.02 t CO_2
sector average per employee

Key Metrics 2025-2026

Electricity Consumption
-17%

Printing
-14.3%

Toner Consumption
-21.6%

Water Consumption
-3%

EV Scheme Growth
+88%

Headcount
+10%

Creating Wider Impact

Our greatest sustainability impact comes through the clients and sectors we support. We advise on renewable energy developments, water management, natural capital, biodiversity enhancement, climate resilience, food security and sustainable land use projects.

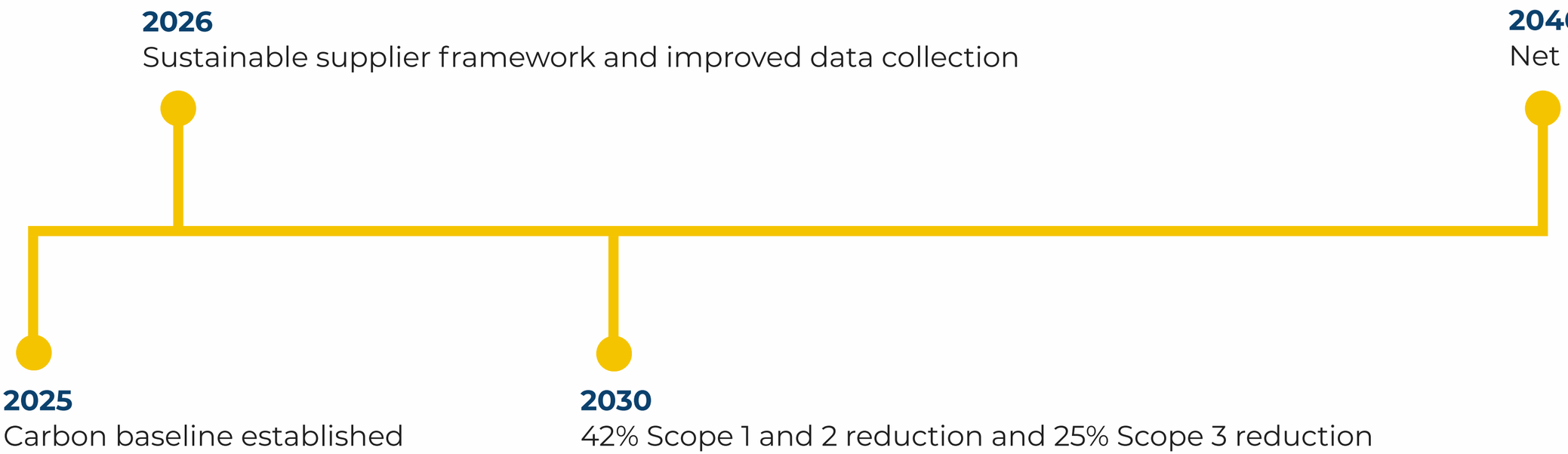
We also influence the wider business sector through our law firm sustainability network, speaking engagements and the national Investors in the Environment Green Leaders Panel. On policy matters we are actively involved with the Country Land and Business Association, Agricultural Law Association, Tenant Farmers Association and the UK Food Valley.

In 2026 we held our first Supplier Sustainability Roundtable which gathered together our key suppliers to explore and share our sustainability journey and generate conversations and ideas about what they could do to reduce their environmental impact.

Providing more than 320 employees with a CSR day each year reflects a strong and ongoing commitment to investing in local communities.

Roadmap to 2040

We know that we are on a journey, and that journey needs a road map of how we are going to achieve Net Zero by 2040.



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For more information about our sustainability efforts, you can take a look at our Environment and Social Sustainability Hub.

Visit the Hub

If you'd like to discuss your sustainability journey or have any questions, please get in touch. We'd be delighted to share our experiences, talk through what we've learned, and support your business on its own path to sustainability.

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