PUBLIC DISCLOSURE STATEMENT

GILBERT + TOBIN

SERVICE CERTIFICATION
FY2024-25

Australian Government

Climate Active
Public Disclosure Statement

An Australian Government Initiative

NAME OF CERTIFIED ENTITY	Gilbert + Tobin
REPORTING PERIOD	Financial year 1 July 2024 – 30 June 2025 Arrears report
DECLARATION	*To the best of my knowledge, the information provided in this public disclosure statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.*  Eloise Schnierer Head of Corporate Social Responsibility 2 November 2026

Australian Government
Department of Climate Change, Energy, the Environment and Water

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Version 10.

1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	0 tCO_2-e 100% of Gilbert + Tobin's emissions relevant to the Service have been captured within the Organisational boundaries
CARBON OFFSETS USED	5.79% ACCUs, 94.21% VCUs
RENEWABLE ELECTRICITY	100%
CARBON ACCOUNT	Prepared by: Cress Consulting and Purpose Bureau
TECHNICAL ASSESSMENT	16/12/2025 Cress Consulting Next technical assessment due: FY2028

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2.CERTIFICATION INFORMATION

Description of service certification

This service certification is for the advisory services provided by Gilbert + Tobin.

- Functional unit: billable hour of advisory services provided by Gilbert + Tobin
- Offered as: full coverage service
- Life cycle: cradle-to-grave

The responsible entity for this service certification is Gilbert + Tobin, ABN 77 458 970 098.

This Public Disclosure Statement includes information for FY2024-25 reporting period.

Description of business

Gilbert + Tobin, ABN 77 458 970 098, is a leading Australian corporate law firm, advising clients on their most significant corporate transactions, regulatory matters and disputes. From offices in Sydney, Melbourne and Perth, we provide commercial and innovative legal solutions for ASX 100 leading companies, major infrastructure and services providers as well as government and public authorities across Australia and around the world. For more information about Gilbert + Tobin, its lawyers and publications please visit www.gtlaw.com.au.

Gilbert + Tobin is a certified Climate Active Carbon Neutral organisation, for which there is a separate Public Disclosure Statement for the FY2024-25 reporting period. There is a 100% overlap between emissions reported in the service and organisation certifications.

3.EMISSIONS BOUNDARY

Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

Quantified emissions have been assessed as 'attributable processes' of a product or service. These attributable processes are services, materials and energy flows that become the product or service, make the product or service and carry the product or service through its life cycle. These attributable emissions have been quantified in the carbon inventory.

Non-quantified emissions have been assessed as attributable and are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

Attributable emissions sources can be **excluded** from the carbon inventory but still considered as part of the emissions boundary if they meet **all three of the below criteria**. An uplift factor may not necessarily be applied.

1. A data gap exists because primary or secondary data cannot be collected **(no actual data).**
2. Extrapolated and proxy data cannot be determined to fill the data gap (**no projected data**).
3. An estimation determines the emissions from the process to be **immaterial**).

Outside the emissions boundary

Non-attributable emissions have been assessed as not attributable to a product or service. They can be listed as outside of the emissions boundary (and are therefore not part of the carbon neutral claim). Further detail is available at Appendix D.

Inside emissions boundary

Quantified

Accommodation and facilities

Cleaning and chemicals

Climate Active products and services

Construction materials and services

Electricity

Food

Horticulture and agriculture

ICT services and equipment

Office equipment and supplies

Postage, courier and freight

Professional Services

Refrigerants

Stationary energy (gaseous fuels)

Stationary energy (liquid fuels)

Transport (air)

Transport (land and sea)

Waste

Water

Working from home

Non-quantified

N/A

Excluded

N/A

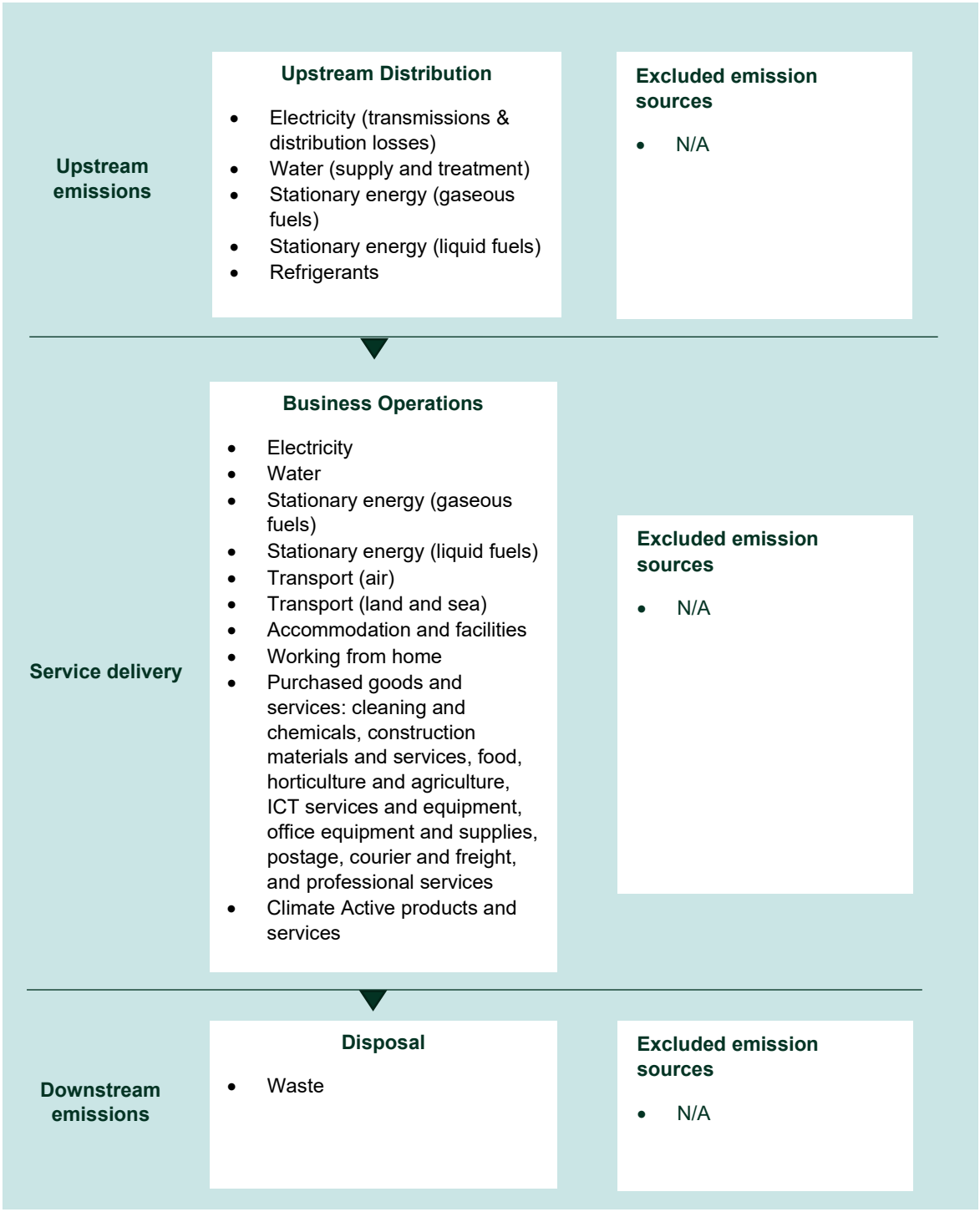
Outside emission boundary

Non-attributable

N/A

Product / Service process diagram

Cradle-to-grave boundary



4. EMISSIONS REDUCTIONS

Emissions reduction strategy

Scope 1 emissions:

- Scope 1 emissions are negligible for Gilbert + Tobin. Gilbert + Tobin will continue to monitor and assess its Scope 1 emissions to ensure that they remain immaterial.

Scope 2 emissions: There are no Scope 2 emissions

Scope 3 emissions:

- Gilbert + Tobin has an interim emissions reduction target of 40% across scope 1, 2 and 3 by 2030 against our baseline year (2019).
- In FY2025 we have achieved a 33% reduction in emissions from our revised base year, FY2019. Gilbert + Tobin's GHG emissions in FY2025 has decreased to 8,779.31 tCO2-e (See Appendix A) from 13,129.76 tCO2-e in FY2019.
- In 2024 Gilbert + Tobin's commitment to data integrity and accuracy saw the expansion of the scope 3 boundary to align with the GHG Protocol's emphasis on "completeness". Our scope 3 boundary was previously based on the "relevance" principle, aligned with the Climate Active Carbon Neutral Standard. Our FY2024 Climate Active statement was prepared in accordance with this new boundary, which has resulted in an increase in emissions.
- This new boundary highlighted the need to recalculate Gilbert + Tobin's FY2019 baseline emission and review our emissions reduction target, in order to develop a meaningful strategy to reduce our GHG emissions.
- Over the last 12 months, Gilbert + Tobin's emissions decreased by approximately 10% between FY2024 and FY2025 (from 9,846.88 tCO2-e to 8,779.31 tCO2-e).
- Looking forward, our emissions reduction strategy will continue to focus on:
    - Opportunities to decrease emissions from air travel,
    - Analysis of our procurement data and engagement with key suppliers to encourage uptake of renewable electricity, and
    - Further analysis of other opportunities to reduce scope 3 emissions in other key sources including food and office equipment and supplies.

Emissions reduction actions

Gilbert + Tobin has undertaken significant steps to decarbonise our operations since joining the Climate Active program in FY2019. We have eliminated scope 2 emissions through the purchase of 100% GreenPower renewable electricity. We have also eliminated scope 3 electricity emissions by choosing offices that use 100% renewable electricity and purchasing additional GreenPower to cover our portion of base building electricity consumption. We have undertaken improvements in our technology and printing practices that have resulted in emissions reductions.

Key emissions reduction activities undertaken during the reporting year included:

- Continued purchase of 100% renewable electricity across all our sites, contributing to sustained reductions in our electricity-related emissions.
- Raising organisational awareness of Gilbert + Tobin's emissions profile, including a firm-wide environmental update by our CEO.
- Achieving a 46% reduction in flight-related emissions, with a decrease in air travel distances relative to FY2024.
- Completing the calculation and assurance of our FY2024 emissions, FY2025 emissions, and the recalculation and assurance of our FY2019 base year, laying the foundation for future strategies and greater insight into supplier specific emissions.

5.EMISSIONS SUMMARY

Emissions over time

Emissions since base year			
		Total tCO_2-e	Percentage change in the emissions intensity of the functional unit
Base Year / Year 1:	2018–19	13,129.76*	Commercially sensitive
Year 2:	2019–20	3,627.50**	Commercially sensitive
Year 3:	2020–21	1,615.80**	Commercially sensitive
Year 4:	2021–22	2,265.10**	Commercially sensitive
Year 5:	2022–23	3,113.16**	Commercially sensitive
Year 6:	2023–24	9,804.85	Commercially sensitive
Year 7:	2024-25	8,634.11	Commercially sensitive

**Recalculated emissions.* In FY2024 there was a significant change in Gilbert + Tobin's scope 3 boundary based on the GHG Protocol's emphasis on "completeness". As such, the base year emissions were recalculated under the new boundary and are reported in this FY2025 Public Disclosure Statement. Base year emissions under the old boundary were 7,412.80 tCO2-e, which have increased to 13,129.76 tCO2-e under the new boundary. The new boundary continues to apply in FY2025 and future reporting.

** Due to the change in Gilbert + Tobin's emissions boundary, the emissions for FY2020, FY2021, FY2022, FY2023 are no longer comparable. These figures are excluded from the trend analysis and will not be restated.

Significant changes in emissions

Significant changes in emissions			
Attributable process	**Previous year emissions** (t CO_2-e)	**Current year emissions** (t CO_2-e)	**Reason for change**
ICT services and equipment Supplier Specific Emissions	2360.41	2117.42	Supplier specific emission factor decreased

Use of Climate Active carbon neutral products, services, buildings or precincts

Certified brand name	Product/Service/Building/Precinct used
Lendlease	Barangaroo Carbon Neutral Precinct

Emissions summary

Life cycle stage	tCO_2-e
Upstream distribution: • Electricity (transmissions & distribution losses) • Water (supply and treatment) • Stationary energy (gaseous fuels) • Stationary energy (liquid fuels) • Refrigerants	15.92
Business Operations: • Electricity • Water • Stationary energy (gaseous fuels) • Stationary energy (liquid fuels) • Transport (air) • Transport (land and sea) • Accommodation and facilities • Working from home • Purchased goods and services: cleaning and chemicals, construction materials and services, food, horticulture and agriculture, ICT services and equipment, office equipment and supplies, postage, courier and freight, and professional services • Climate Active products and services	8612.78
Disposal: • Waste	5.41
Attributable emissions (tCO_2-e)	**8634.11**

Service offset liability	
Emissions intensity per functional unit	Commercially sensitive
Emissions intensity per functional unit including uplift factors	Commercially sensitive
Number of functional units covered by the certification	Commercially sensitive
Total emissions (tCO_2-e) to be offset	**8634.11**

Gilbert + Tobin has offset an extra 145 tCO2-e through a separate emissions auditing process in accordance with the CDP program verification requirements. The details can be found in Appendix A.

100% of the emissions outlined in the service offset liability table above have already been offset as part of the organisation certification.

6. CARBON OFFSETS

Eligible offsets retirement summary

100% of Gilbert + Tobin's emissions relevant to the Service have been captured within the Organisational boundaries. Please refer to Gilbert + Tobin's FY2025 Organisation PDS for evidence of the offset retirement.

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) Summary

N/A.

APPENDIX A: ADDITIONAL INFORMATION

Audited emissions values

G+T's audited emissions are submitted annually to CDP. It should be noted that these values differ from the values offset, as CDP does not consider carbon-neutral precincts certified by Climate Active (Barangaroo Precinct). CDP focuses on total gross emissions. Audited values submitted to CDP are provided below.

Gilbert + Tobin's GHG emissions for FY2025

Scope 1

Category	Activity	Output	Units	tCO_2e
Stationary Fuels	Controlled Natural Gas	44.37	GJ	2.29
Synthetic Greenhouse Gases	Controlled Refrigerants	14.29	kg	0.54
			Total	**2.82**

Scope 2

Category	Activity	Output	Units	tCO_2e (Market-based)
Electricity	Controlled Electricity	914,128.77	kWh	0.00
			Total	**0.00**

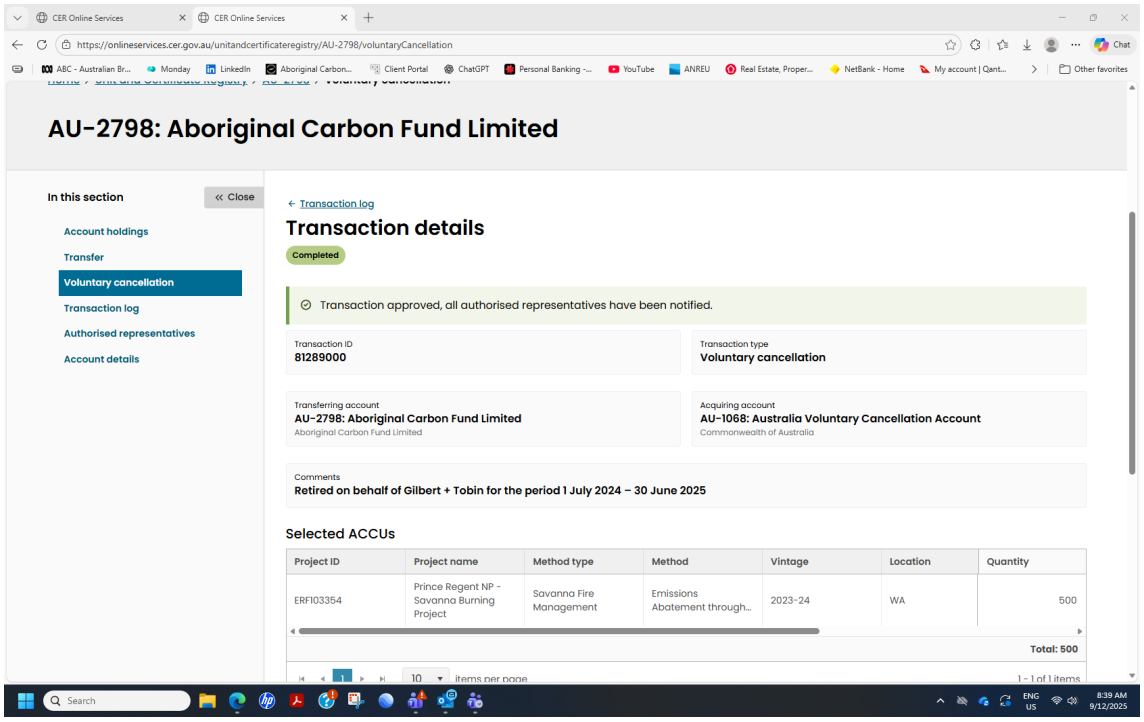
Scope 3

GHG Protocol Category	Category Name	Category total Gross tCO_2e	% of Scope 3 emissions
Category 1	Purchased goods & services	6498.76	74.05
Category 2	Capital goods	182.52	2.08
Category 3	Fuel and energy related activities	0.58	0.01
Category 4	Upstream Transportation and Distribution	26.81	0.31
Category 5	Waste generated in operations	33.14	0.38
Category 6	Business travel	1572.44	17.92
Category 7	Employee commuting	420.95	4.80
Category 8	Upstream leased assets	41.30	0.47
	Total	**8776.49**	**100.00**

Total emissions	tCO_2e	%
Scope 1	2.82	0.03
Scope 2	0.00	0.00
Scope 3	8776.49	99.97
Total	**8779.31**	**100.00**

Confirmation of offset retirement

500 ACCUs and 8135 VCUs were retired (reflected in section 6 – Eligible Offsets Retirement Summary) for Climate Active reporting. An additional 145 VCUs were retired for CDP reporting. As such, the VCU retirement certificate below shows a total of 8280 VCUs retired on behalf of Gilbert + Tobin.





APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

Location-based method

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

For this certification, electricity emissions have been set by using the **market-based approach**.

Market-based approach summary

Market-based approach	Activity Data (kWh)	Emissions ($kgCO_2$-e)	Renewable percentage of total
Behind the meter consumption of renewable electricity generated	0	0	0%
Total non-grid renewable electricity	**0**	**0**	**0%**
LGC Purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	585,732	0	36%
Climate Active precinct/building (voluntary renewables)	1,037,008	0	64%
Precinct/Building (LRET)	188,684	0	12%
Precinct/Building jurisdictional renewables (LGCS surrendered)	0	0	0%
Electricity products (voluntary renewables)	0	0	0%
Electricity products (LRET)	0	0	0%
Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	106,574	0	7%
Residual Electricity	-295,258	-271,637	0%
Total renewable electricity (grid + non grid)	**1,917,997**	**0**	**118%**
Total grid electricity	**1,622,740**	**0**	**118%**
Total electricity (grid + non grid)	**1,622,740**	**0**	**118%**
Percentage of residual electricity consumption under operational control	56%		
Residual electricity consumption under operational control	**-166,373**	**-153,063**	
Scope 2	-146,481	-134,762	
Scope 3 (includes T&D emissions from consumption under operational control)	-19,892	-18,301	
Residual electricity consumption not under operational control	**-128,884**	**-118,574**	
Scope 3	-128,884	-118,574	

Total renewables (grid and non-grid)	**118.20%**
Mandatory	**18.20%**
Voluntary	**100.00%**
Behind the meter	**0.00%**
Residual scope 2 emissions (t CO_2-e)	**-134.76**
Residual scope 3 emissions (t CO_2-e)	**-136.87**
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**0.00**
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**0.00**
Total emissions liability (t CO_2-e)	**0.00**

Figures may not sum due to rounding. Renewable percentage can be above 100%

Location-based approach summary

Location-based approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	**100%**	**(kWh)**	**Scope 2 Emissions ($kgCO_2$-e)**	**Scope 3 Emissions ($kgCO_2$-e)**	**(kWh)**	**Scope 3 Emissions ($kgCO_2$-e)**
NSW	1,041,732	587,000	387,420	23,480	454,732	318,313
VIC	428,503	241,455	185,920	21,731	187,048	160,861
WA	152,504	85,934	43,826	5,156	66,570	37,945
Grid electricity (scope 2 and 3)	**1,622,740**	**914,389**	**617,167**	**50,367**	**708,351**	**517,119**
NSW	0	0	0	0		
VIC	0	0	0	0		
WA	0	0	0	0		
Non-grid electricity (behind the meter)	**0**	**0**	**0**	**0**		
Total electricity (grid + non grid)	**1,622,740**					

Residual scope 2 emissions (t CO_2-e)	**617.17**
Residual scope 3 emissions (t CO_2-e)	**567.49**
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**231.50**
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**227.24**
Total emissions liability	**458.75**

Operations in Climate Active buildings and precincts

Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO_2-e)
Levels 33-36, Tower 2 International Towers, 200 Barangaroo Avenue	1,037,008	0

Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the building/precinct under the market-based method is outlined as such in the market based summary table.

Climate Active carbon neutral electricity products

Climate Active carbon neutral product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO_2-e)
N/A	0	0

Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market-based method is outlined as such in the market based summary table.

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

The following emissions sources have been assessed as attributable, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. These emissions are accounted for through an uplift factor. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

An uplift factor must be applied to account for emissions sources which are estimated to be material, but not practical to measure (such as no actual or projected data).

Relevant non-quantified emission sources	Justification reason
N/A	

Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

Excluded emission sources

Attributable emissions sources can be excluded from the carbon inventory, but still considered as part of the emissions boundary if they meet **all three of the below criteria**. An uplift factor may not necessarily be applied.

1. A data gap exists because primary or secondary data cannot be collected **(no actual data).**
2. Extrapolated and proxy data cannot be determined to fill the data gap (**no projected data**).
3. An estimation determines the emissions from the process to be **immaterial (less than 1% of emissions**).

If an emissions source is determined to be material (but does not have actual or projected data), it cannot be excluded and must be considered as a non-quantified emissions source.

Please provide justification regarding each excluded emissions source:

Emissions Source	No actual data	No projected data	Immaterial	Justification
N/A	**N/A**	**N/A**	**N/A**	N/A

APPENDIX D: OUTSIDE EMISSION BOUNDARY

Non-attributable emissions have been assessed as not attributable to a product or service (do not carry, make or become the product/service) and are therefore not part of the carbon neutral claim. To be deemed attributable, an emission must meet two of the five relevance criteria. Emissions which only meet one condition of the relevance test can be assessed as non-attributable and therefore are outside the carbon neutral claim. Non-attributable emissions are detailed below.

1. **Size** The emissions from a particular source are likely to be large relative to other attributable emissions.

2. **Influence** The responsible entity could influence emissions reduction from a particular source.

3. **Risk** The emissions from a particular source contribute to the responsible entity's greenhouse gas risk exposure.

4. **Stakeholders** The emissions from a particular source are deemed relevant by key stakeholders.

5. **Outsourcing** The emissions are from outsourced activities that were previously undertaken by the responsible entity or from outsourced activities that are typically undertaken within the boundary for comparable products or services.

Non-attributable emissions sources summary

Emission sources tested for relevance	Size	Influence	Risk	Stakeholders	Outsourcing	Justification
N/A	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	N/A

APPENDIX E: OPT-IN PRODUCT ACTION PLAN

N/A. Gilbert + Tobin offers a full coverage product.



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