

ANNUAL CSR REPORT

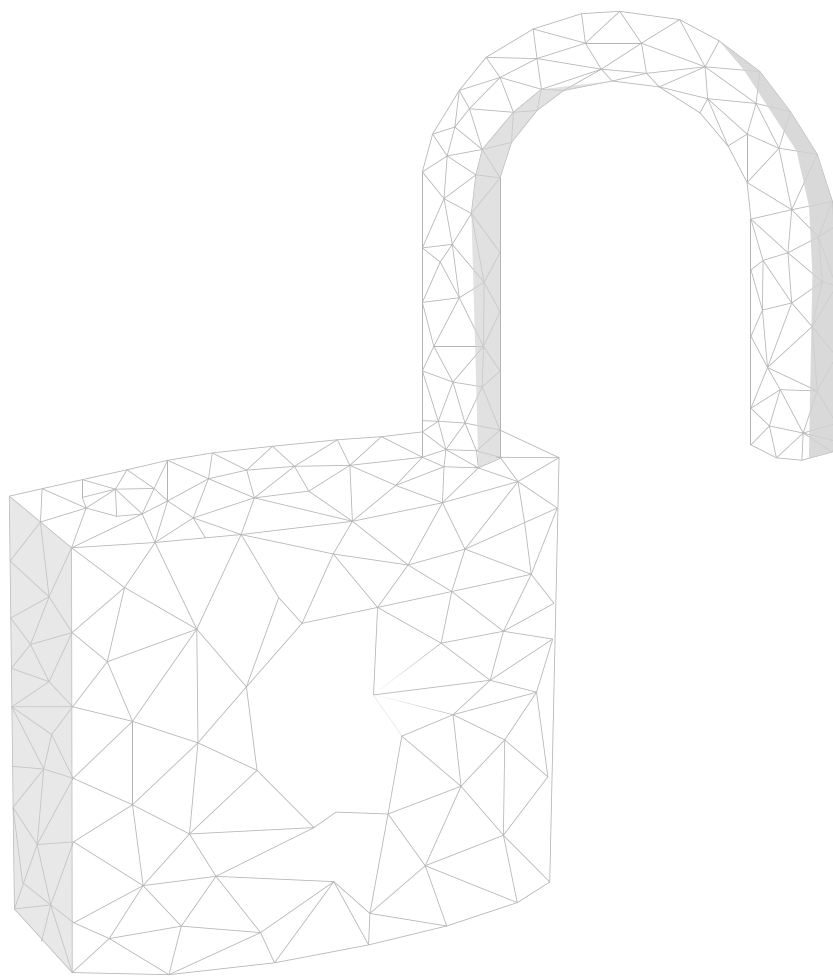
An abstract graphic of a tree where the branches and leaves are composed of numerous overlapping, sharp, geometric shapes like triangles and polygons. The tree is rendered in a light gray line-art style against a solid gray background.

2019-2020



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SECTION 1

WELCOME FROM JOHN JOYCE



Welcome to our 2019-2020 Annual CSR Report. For Addleshaw Goddard, contributing positively to our communities is a key part of how we do business. Since its introduction in 2018, our **Unlocking Young Potential** CSR strategy has allowed us, as a firm, to bring about a new level of focus to help us make a difference in a meaningful way and promote a point of difference to encourage greater participation alongside our clients and our people. The engagement with the programme we have seen across the firm demonstrates how, at the same time as being the best we can be as individuals, we are able to make an impact on the lives of people and the communities around us and we want to continue this work over the coming years. The engagement of our people across all of our offices to support our community, charity and pro bono work enables us to demonstrate our commitment and allows the talent we have to give its very best. We very much look forward to developing our programme further.

A handwritten signature in black ink, appearing to read 'J. Joyce', written in a cursive style.

JOHN JOYCE
Managing Partner

SECTION 2

CSR AT AG: OUR COMMITMENT



Our CSR strategy is framed around our ultimate objective of Unlocking Young Potential. We aim to make an active contribution to our communities by supporting young people to reach their full potential through our three CSR pillars: Access to Education, Access to the Profession and Access to Work.

We implement our CSR strategy through our community work, charity work and our pro bono programme. All of this is underpinned by a wider commitment and investment from the firm through the AG Charitable Trust and our environmental policies and initiatives.

We aspire to be a positive force for good in the community and therefore encourage active participation from our people in our CSR initiatives, schemes and programmes. We are also committed to directing central time, budget and resource into ensuring the success of our CSR programmes and driving our social purpose.

OUR APPROACH TO CSR IS AS FOLLOWS:

We take steps to ensure we have an appropriate CSR governance structure, which is supported and endorsed by the partners. This structure comprises of CSR Partners at each office, who sponsor the CSR activities of the firm along with a Pro Bono Partner, a local committee structure to oversee local implementation and central supervision from the CSR and Diversity Manager.

- We are committed to a CSR Strategy, which is reviewed and monitored on a regular basis.
- We report on and evaluate CSR activity.
- All members of the firm are given appropriate access to CSR opportunities, which are promoted fairly and equally across the firm.
- We are proud to give our people time to participate in CSR initiatives and schemes and support them in doing so.
- Our people are managed, valued and recognised for their contribution to the firm's CSR programmes, where appropriate.
- Our CSR Programme involves the following work streams: Community, Pro Bono and Charity.
- We aim to have a sector leading CSR proposition that acts as a unique selling point for both talent and our clients.
- We are committed to continued development and improvement of our CSR strategy and offer.
- We expect our suppliers to mirror our values in respect of their ethics policies.

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WE ARE VERY PROUD OF THE LEVELS OF INTERNAL ENGAGEMENT WITH OUR CSR PROGRAMME AND THIS HAS BEEN RECOGNISED BY OUR PEOPLE, OUR CLIENTS AND OUR PARTNERS IN THE THIRD SECTOR. WE ARE PASSIONATE ABOUT SHAPING OUR POSITIVE REPUTATION IN OUR LOCAL MARKETS AND THE DIFFERENCE WE ARE MAKING IN OUR COMMUNITIES IS HELPING TO ACHIEVE THAT.

Catherine Fearnhead, Manchester CSR Partner



“



OUR CSR COMMITTEES ACROSS THE FIRM PLAY AN INTEGRAL ROLE IN IMPLEMENTING OUR WIDER CSR COMMITMENTS. I AM PERSONALLY VERY PROUD OF THE ENTHUSIASM WE SEE FROM OUR PEOPLE DEMONSTRATING A REAL COMMITMENT TO OUR VALUES AND ALLOWING THEM TO DEVELOP THEIR SKILLS, WHILST CONTRIBUTING TO WIDER COMMUNITY INVESTMENT.

Heather Pearson, Scotland CSR Partner

SECTION 3

COMMUNITY

We are committed to being a positive force for good in the areas in which we operate and one of the key tenets of our CSR approach is our community work. Alongside our charity partnerships and our pro bono portfolio, we recognise and appreciate the importance of giving back directly to the locations in which we are based.

Our Office CSR Partners chair our local CSR Committees, with responsibility for identifying how we can best contribute to the socio-economic climate around our local offices. The committees, made up of volunteers from across the firm in a range of different roles, not only co-ordinate local activity but are key in instigating CSR partnership conversations with clients and teams.

In order to invest in those who are driving our CSR agenda forward, we give our people an additional day's leave to use to take part in lengthier volunteering opportunities. We have seen a year on year increase in usage of this policy of 42.5% from the previous financial year.

We have worked hard to roll out the firm's CSR strategy to our international offices and we have seen over 20 colleagues come forward to get involved with this agenda.

28%

We are 28% oversubscribed on average across our programmes.

182

Our current firm-wide committee membership stands at a total of 182 colleagues.

38

We have 38 ongoing CSR programmes and schemes.

SOME OF OUR KEY COMMUNITY PARTNERSHIPS ACROSS THE 2019/2020 FINANCIAL YEAR HAVE INCLUDED:



SKILLS BUILDER PARTNERSHIP

We are proud to have worked in collaboration with Skills Builder Partnership, bringing to life the world of work to classrooms of young people.

We have supported the development of young people's skills and aspirations, including raising awareness of the many careers available in the legal sector and have hosted inspirational visits to our offices for students. Over 450 students and 110 AG volunteers have taken part and we continue to look at ways in which we can share workplace experience with the pupils Skills Builder Partnership work with.

"AG have been hosting Skills Builder Partnership events for a number of years now. Regular visits from local primary schools give the kids a chance to learn a little about the law and more importantly about transferrable skills for working in business. Volunteering to support the activities is really rewarding as the children get a lot out of the day, and getting the chance to speak to someone who works in a law firm really helps raise aspirations and open the door to potential new career paths."

**Susan Porritt, Associate,
Leeds Skills Builder Partnership Co-ordinator**

One pupil at our recent event said "I really enjoyed learning about law today. I want to be a paralegal when I'm older, like my volunteer today - he was really cool." This is exactly the kind of impact we seek to have on the young people we work with on our programmes.



YOUNG CITIZENS SMART LAW

Over the last year we have partnered with Young Citizens to deliver legal education sessions to local secondary school pupils. Our London, Leeds and Manchester offices have hosted Year 9 students and facilitated sessions on topics such as social media and the law, and human rights. Over 50 of our people volunteered in 2019/20 and we have worked with over 100 pupils. We are looking forward to extending our partnership in the coming year.

"2019-2020 has seen a continuation of our strong partnership with Young Citizens to produce the increasingly popular Smart Law workshops. Over the year, we have focused on teaching Year 9 students about social media laws, which are of critical importance to their online lives but are missed out in their curriculum. The volunteers for the Smart Law workshops at Addleshaw Goddard have been incredible at guiding the students through this topic, and the students have left us with overwhelmingly positive feedback once more. As was the case last year, the volunteers and I find the Smart Law workshops very rewarding, especially after hearing that many students who have attended our sessions are now thinking about a career in law."

**Harvey Shaw, Paralegal,
Leeds Smart Law Co-ordinator**



WE ARE THRILLED THAT OUR STUDENTS HAD THE OPPORTUNITY TO WORK CLOSELY WITH THE LAWYERS- SOMETHING THAT WOULD NEVER NORMALLY BE AN OPPORTUNITY AVAILABLE TO THEM’.

Teacher at Manchester Academy



UPREACH

In August 2018 we welcomed our new trainee intake at our trainee induction week. We used this opportunity to launch our Law Academy with upReach - a social mobility charity that supports undergraduates from less advantaged backgrounds, helping them to secure career opportunities with leading graduate employers. This scheme not only supports the students but provides our trainees with valuable experience. Our trainee solicitors spent a day working with the students and, following this session, 26 of our trainees went on into a formal mentoring role with the students. Since the initial launch in 2018 the relationship has gone from strength to strength.

“Having launched a mentoring programme with Addleshaw Goddard following our Law Academy event held together in August 2018, 26 of our students received 1-to-1 support from a trainee at the firm through the first 6-month mentoring cycle. This support has helped students to develop their commercial awareness and understanding of the sector, thereby helping them to secure legal work experience and career opportunities. Indeed, 10 of these students (36%) have secured roles with top firms in the sector, including Addleshaw Goddard. We have been impressed with the mentors’ engagement and commitment to helping students overcome barriers throughout the programme.”

Eugene Malthouse,
Employer Partnerships Manager, upReach

100%

of students who participated in the mentoring scheme found the programme very useful or useful.

“I had a professional mentor from Addleshaw Goddard – I thought my mentor was really great. By the time I received her I had a vac scheme offer, so a lot of her support centred around how to succeed on a vacation scheme and how to convert a vacation scheme into a training contract. This support was invaluable given that it was my first vac scheme and I was nervous about entering into the City working environment for a week!”

Student: Mentoring Programme

“I am always comfortable in reaching out to my mentor and asking a question. The practical advice of a person who has succeeded in landing themselves the role I am striving for in a well-regarded firm is invaluable... a mentor from AG means having access to an individual with commercial experience, client understanding and being able to give practical advice as to how they landed their role. This means guidance at every step of the way from the initial application to the interview in which commercial understanding is key.”

Student: Mentoring Programme



SECTION 4

OUR CHARITY FUNDRAISING

Addleshaw Goddard has a long history of contributing to the communities in which we operate to ensure that we are making positive community and social investment. Our people are passionate and committed to our CSR programme and we have a proud track record in charity partnerships and charitable giving.

Our colleagues are vital to the success of our charity partnerships. The majority of the money we raise through our charity partnership structure comes from colleague based fundraising activity across our offices. The business also supports our partnerships through some client facing activity, community fundraising, matched funding through the AG Charitable Trust and, where appropriate, pro bono work.

In January 2020 we reached the end of our 18-month Unlocking Young Potential office charity partnerships with Street League (Manchester), Centrepont Soho (London), NSPCC (Leeds) and Changing Faces (Scotland). The partnerships represented a change in structure for AG, with a new localised approach supporting our overarching strategic goals. We are extremely proud of our partnership fundraising records, which we are pleased to share.



ON BEHALF OF EVERYONE AT CHANGING FACES, I WOULD LIKE TO THANK ADDLESHAW GODDARD FOR BEING AN AMAZING CORPORATE PARTNER OVER THE LAST 18 MONTHS. YOUR INCREDIBLE COMMITMENT, SUPPORT AND GENEROSITY HAVE MADE OUR PARTNERSHIP TRULY MEMORABLE... THE TEAM HAVE ALWAYS GONE ABOVE AND BEYOND, FROM THE CHARITIES COMMITTEE, STAFF SUPPORTING THE EVENTS, TO THE FRONT OF HOUSE STAFF HOSTING US.

Angela Harris, Head of Scotland, Changing Faces



£71,177.83



£28,078.86

NSPCC

£41,012.46



£41,793.42

TOTAL

£182,062.57

The total partnership value figure comprises of all funds raised and all 'in kind' support which covers pro bono legal advice and in kind donations and gifts.

OUR CHARITY PARTNERSHIPS



NSPCC - LEEDS

Our annual sports day took place in Summer 2019 with special guest Ryan Sidebottom to open the day and to cheer the teams on. Colleagues across 3SS competed in a number of races, with the top two teams facing-off in a tug of war final. To top off the day, Partners were nominated for an Ice Bucket Challenge and raised over £1500 in sponsorship from AG staff, friends and families!

Other highlights across the year included a Halloween Bake Off, Chocolate Lock-in at Hotel Chocolat in Leeds and a Year End Quiz at the Adelphi. Team Paddleshaw Goddard also took part in the Rotary Dragon Boat Race at Pugneys in Wakefield. AG staff, friends and family (including dogs!) turned up to support the team and raise money for NSPCC Leeds.

Thank you to the Leeds office charity committee for all their hard work in making such a successful partnership with NSPCC Leeds.



CHANGING FACES - SCOTLAND

Changing Faces is Scotland's leading charity for people with a visible difference such as a mark, scar or condition that makes them look different. This charity operates Youth Groups and runs workshops, seeking to educate children and young people about empathising with others, and gain practical skills for dealing with difficult situations in order to bring an end to appearance related bullying. We thoroughly enjoyed working together in partnership with Changing Faces who regularly visited our offices for presentations and fundraising events. It was a privilege to be able to support such an amazing and important charity.



STREET LEAGUE - MANCHESTER

Street League Manchester is an employability charity that aims to develop the skills of young people aged 16-25 in the hope of securing long term employment. We organised a CV and employment workshop for the young people involved, to show them how they could transfer the skills taught at the Street League Academy when applying for opportunities in the workplace. Our sessions began with talks from various AG personnel, ranging from Partners to the café staff, followed by a CV and transferable skills workshop. The young people were able to join an informal Q&A session over lunch with Partners, Paralegals and Trainees and we had great feedback from all connected with the Street League Academy.



CENTREPOINT - LONDON

The London Charity Committee have been involved in a number of fundraising activities over the course of this year. These activities have included the Centrepont "Sleep Out", the London Landmarks Half Marathon, the Addleshaw Goddard Charity Cycling Challenge, raffles and bake sales. The whole office has been involved, whether through donations, buying raffle tickets, volunteering to take part in events or baking a cake. Raising money for Centrepont Soho has been a team effort.

OUR NEW CHARITY PARTNERSHIPS

At the end of the tenure of our previous partnerships we appointed new charity partners for each of our UK offices. Following colleague feedback and close monitoring of our 2018-2020 partnerships, we chose to enter into two-year charity partnerships commencing in March 2020. The charity partnership structure involved the following four sites voting for their own charity partner: Leeds, London, Manchester and Scotland (encompassing Aberdeen, Edinburgh and Glasgow).

Although each office is partnering with a different charity for a partnership tenure of two years, each partnership is positioned around our ultimate aim of Unlocking Young Potential, providing a collaborative firm wide approach to charity, whilst retaining local relevance and significance.

89% of our people voted for their chosen charity, demonstrating unprecedented engagement followed by an increase in volunteers on our charity committees across the firm.

All of our charity committees are working hard co-ordinating innovative ways to raise funds and awareness for our partners- even during unprecedented circumstances around COVID 19.



Our new **Unlocking Young Potential** partnerships along with their current funds raised are:

coram | better chances
for children
since 1739

£1,608.60

rock trust
ENDING YOUTH HOMELESSNESS

£2,285.00



CHILDREN'S
HEART SURGERY
FUND

£2,602.50



give homeless
young people
a future

£426.00

“



OVER THE PAST 18 MONTHS OUR UK OFFICES HAVE BEEN TIRELESSLY FUNDRAISING, VOLUNTEERING, RAISING AWARENESS, AND UNDERTAKING PRO BONO WORK FOR OUR OFFICE CHARITY PARTNERSHIPS, AND WE ARE INCREDIBLY PROUD OF THE FUNDRAISING TOTALS THE COMMITTEES HAVE WORKED TO ACHIEVE. WE ARE LOOKING FORWARD TO CONTINUING OUR WORK FOR OUR NEW CHARITY PARTNERS AND FINDING INNOVATIVE WAYS TO RAISE FUNDS AND AWARENESS ON VIRTUAL PLATFORMS.

Bruce Lightbody, Leeds Office CSR Partner

THE KUSASA PROJECT



WE WERE VERY EXCITED TO LAUNCH OUR PARTNERSHIP WITH THE KUSASA PROJECT IN SOUTH AFRICA LAST YEAR. THIS INTERNATIONAL CHARITY PARTNERSHIP GIVES US THE OPPORTUNITY TO WORK ALONGSIDE A GREAT ORGANISATION WHICH IS HELPING TO DELIVER A BETTER FUTURE FOR CHILDREN. ONE OF THE KEY PILLARS OF OUR CSR STRATEGY IS ACCESS TO EDUCATION, AND TO THAT END WE ARE DELIGHTED TO HAVE PARTNERED WITH THE KUSASA PROJECT.

James Herring, London Office CSR Partner

The Kusasa Project is a South African registered Public Benefit Organization (**PBO**) with its primary operations consisting of an independently-funded junior school in the Western Cape of South Africa, known as The Kusasa Project Early Learning Centre. It was founded in 2006 to provide a quality education and encourage a brighter future for underprivileged children in an area characterised by significant wealth inequality. The school provides places for 125 children aged four to nine with a core focus on fundamental reading-writing-maths-communication skills, and an additional emphasis on nutritional and mental health, self-confidence, personal responsibility, community and social engagement. It aims to encourage academic curiosity and achievement, and sporting and life skills development for the disadvantaged local children, taking a mission-focussed and committed approach.

The Kusasa Project aspires to break the cycle of poverty by engaging disadvantaged children at an early age to give them a great foundation for educational and human development. This is an ideal fit with our CSR strategy of Unlocking Young Potential. As a firm, we also have an active Africa business group and many of our clients operate or have a close interest in the future success and prosperity of the region. Given the importance of corporate social responsibility both to AG and our clients, our partnership with The Kusasa Project closely aligns with

our strategic aims and is an initiative that we hope will help to make a real difference on the ground to the children and families that The Kusasa Project supports.

We have agreed with The Kusasa Project an initial two-year partnership, which will help to support the day to day running of the school and to attract high quality teachers from within the region and internationally. Since the initial launch of the partnership we have been engaging closely with the trustees of The Kusasa Project as well as with our clients and staff across our international offices to raise awareness.

During the recent global pandemic, the school has provided a vital touchpoint for the students at The Kusasa Project. For many of the children, lockdown has meant being confined to small spaces without basic amenities. During that time, the school and the parent body has worked tirelessly to make the children feel supported and cared-for, whether through providing educational packs and stationery, giving learning and emotional support remotely over phones and the internet, or thinking of creative activity ideas. Food parcels and other support has been provided to a number of the families. Many of the teaching team have also given up what would have been their holidays to support the families through this difficult time. And the result has been beyond what anyone could ever have imagined – the children and their parents have sent the



staff a continuous stream of photos, voice notes, and videos detailing how engaged they are, and how pleased they are to be part of The Kusasa Project community. Many of the children have been getting dressed in their school uniforms each day, demonstrating their pride at being part of The Kusasa Project community. This has been a difficult time for everyone, but The Kusasa Project team has been tireless in their selfless dedication to delivering the very best outcomes for the children.

“

I DON'T THINK ANYTHING COULD HAVE PREPARED US FOR THE SHEER JOY AND ENTHUSIASM THAT THE CHILDREN SHOWED WHEN WE MET THEM AND IT WAS ABSOLUTELY EVIDENT THE PRIDE THAT THEY HAVE IN THEIR SCHOOL WHICH REALLY SHONE THROUGH. IT WAS INCREDIBLY SPECIAL AND GREAT TO BE ABLE TO EXPERIENCE FIRST-HAND.

Leona Ahmed, Head of London Office



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SINCE TAKING ON THE ROLE OF PRO BONO PARTNER IN 2020, I HAVE BEEN PARTICULARLY PROUD OF OUR COLLABORATIVE APPROACH TO PRO BONO WORK, GIVING OUR PEOPLE THE OPPORTUNITY TO SHARE THEIR EXPERTISE AND SKILLS TO SUPPORT INDIVIDUALS AND ORGANISATIONS WHO DO NOT HAVE ACCESS TO IT. WE HAVE A HIGHLY ENGAGED PRO BONO STEERING GROUP, MADE UP OF FEE EARNERS FROM ACROSS THE FIRM WHO ARE WORKING HARD TO GROW OUR PRO BONO PROPOSITION AND IMPLEMENT A NEW STRATEGIC PLAN OVER THE COMING YEAR.

Hugh Lauritsen, Pro Bono Partner

SECTION 5

PRO BONO

Pro bono work allows our lawyers to utilise the skills and expertise which they have and support the communities in which we operate.

Pro bono initiatives are not only an excellent way of giving back to the communities in which we operate and helping them thrive but they are also a superb opportunity for our people to develop their skills and build lasting relationships with clients. Through the various pro bono programmes and initiatives that we are involved in we hope to be able to make a lasting impact on the people and organisations that we support.

The pro bono steering committee (made up of talented people across the firm), with the support of the Pro Bono Partners and the firm's CSR and Diversity Manager, are constantly looking at innovative ways to engage with the firm to extend our reach further than ever before.

AG's pro bono strategy is built around the provision of:

- providing pro bono advice to charities and social enterprises; and
- providing pro bono support at legal advice centres and/or supervising students at local universities and law schools which provide legal advice centres in their communities,

all of which is done under the umbrella of Unlocking Young Potential.

At AG we recognise the importance of the pro bono work that our fee earners do and to recognise this and encourage more fee earners to engage on pro bono matters, we allow each fee earner to record up to 50 hours per year of pro bono work which can be attributed to their utilisation.

This year, we re-launched our involvement with pro bono providers LawWorks (a Law Society sponsored charity that focuses on England and Wales led initiatives) and TrustLaw (a Thomson Reuters Foundation programme that facilitates global projects) both of which work with lawyers to deliver pro bono advice to community groups, social enterprises and charities across a range of legal disciplines.

In addition, we also continue to support and promote our partnerships with universities and community clinics so that we can reach more people and provide further support to the communities in which we operate and in conjunction with the charity work that we undertake for our charity partners, we also look at ways in which we can support them further by providing pro bono legal advice and training.

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HUGH AND I ARE PASSIONATE ABOUT DRIVING THE FIRM'S PRO BONO AGENDA, ENSURING QUALITY PRO BONO OPPORTUNITIES. THIS YEAR WE SIGNED UP TO THE UK COLLABORATIVE PLAN FOR PRO BONO - TO CONFIRM OUR COMMITMENT AS A FIRM AND HOLD OURSELVES TO ACCOUNT.

Erin Shoesmith, Pro Bono Partner

SECTION 6

UK COLLABORATIVE PLAN FOR PRO BONO

AG is a member firm of the UK Collaborative Plan for Pro Bono (**Plan**). This puts us in excellent company with firms from all over the UK from Allen & Overy to White & Case who have joined together to publicly state their commitment to pro bono.

As a member of the plan, we are declaring that we have a strong institutional commitment to pro bono and to 'access to justice' in the UK. We have also (in line with all member firms) set an aspirational target of 25 pro bono hours per fee earner (which is well within the 50 hours permitted under the policy) and we want pro bono to become a more normal and routine part of everyday life and our culture at AG.

The Plan provides members with a forum for facilitating and championing pro bono. This comes in many guises, including knowledge sharing, working together on key pro bono projects, referring pro bono requests to other members and improving the profile of pro bono within member firms and more broadly.

The Plan also allows for reports on members' achievements against this target on an annual basis. Going forward, AG's engagement with the Plan will strengthen AG's pro bono offering and we hope that our fee earners will take advantage of the professional development and mentorship opportunities available as a result of our membership of the scheme.

LEGAL ADVICE CENTRES

AG provides lawyers to give advice and/or supervise students at:

- A South London Legal Advice Centre on a weekly basis;
- Manchester Metropolitan University Business Law Café.

CASE STUDIES

MANCHESTER BUSINESS LAW CAFÉ

Since 2016 we have run the Manchester Business Law Café in partnership with Manchester Metropolitan University. We run three sessions per academic year with between 6 and 7 clients at each, meaning nearly 100 students and over 50 members of the public have benefited from attending the café.

Support for the café has come from across the Manchester office with a wide range of fee earners and paralegals taking part in the programme, both mentoring law students at the university and supporting the local business community.



THE AG LAWYERS SHOULD ALL BE PROUD. THEY HAVE BEEN PART OF ENCOURAGING THE NEXT GENERATION OF LAWYERS TO MAKE PRO BONO SERVICES AN EVERYDAY PART OF THEIR PRACTICE.

Emma Goodwin, MMU

THE CHANCERY LANE PROJECT

The Chancery Lane Project is a focused and collaborative effort from lawyers to develop new contracts and model laws to help fight climate change. The group aims to enable communities and businesses to fight climate change and achieve net-zero carbon emissions, bringing together the expertise of barristers, solicitors and legal academics to invent the legal conditions to help shift to renewable energy, reduce energy usage and create new carbon sinks.

The Addleshaw Goddard volunteers range from all levels of experience across its Litigation, Corporate and Commercial, Real Estate and Finance and Projects divisions. They are supported by the firm which allows its lawyers to count up to 50 hours which count towards their chargeable hours target.



WE HAVE BEEN OVERWHELMED BY THE FANTASTIC SUPPORT ADDLESHAW GODDARD HAVE OFFERED US - PLEDGING MORE TIME AND RESOURCES TO OUR CAUSE THAN ANY OTHER FIRM WE HAVE WORKED WITH SO FAR. I WOULD LIKE TO SAY A BIG THANK YOU TO ALL 80 VOLUNTEERS FOR HELPING US TO ACHIEVE OUR MISSION TO FIGHT CLIMATE CHANGE AND ACHIEVE NET-ZERO CARBON EMISSIONS.

Ben Metz, The Chancery Lane Project

MANCHESTER ARENA INQUEST

A team of Addleshaw Goddard lawyers volunteered to act pro bono on behalf of three bereaved families in the inquest into the Manchester Arena attack. Addleshaw Goddard's expertise in inquests and public inquiries meant Addleshaw Goddard was one of the first firms to join the Manchester Law Society Pro Bono panel set up following the tragedy.

The team has also provided pro bono assistance to ensure the position of the bereaved families are preserved in the event of any potential civil claims they may wish to pursue at conclusion of the Public Inquiry.



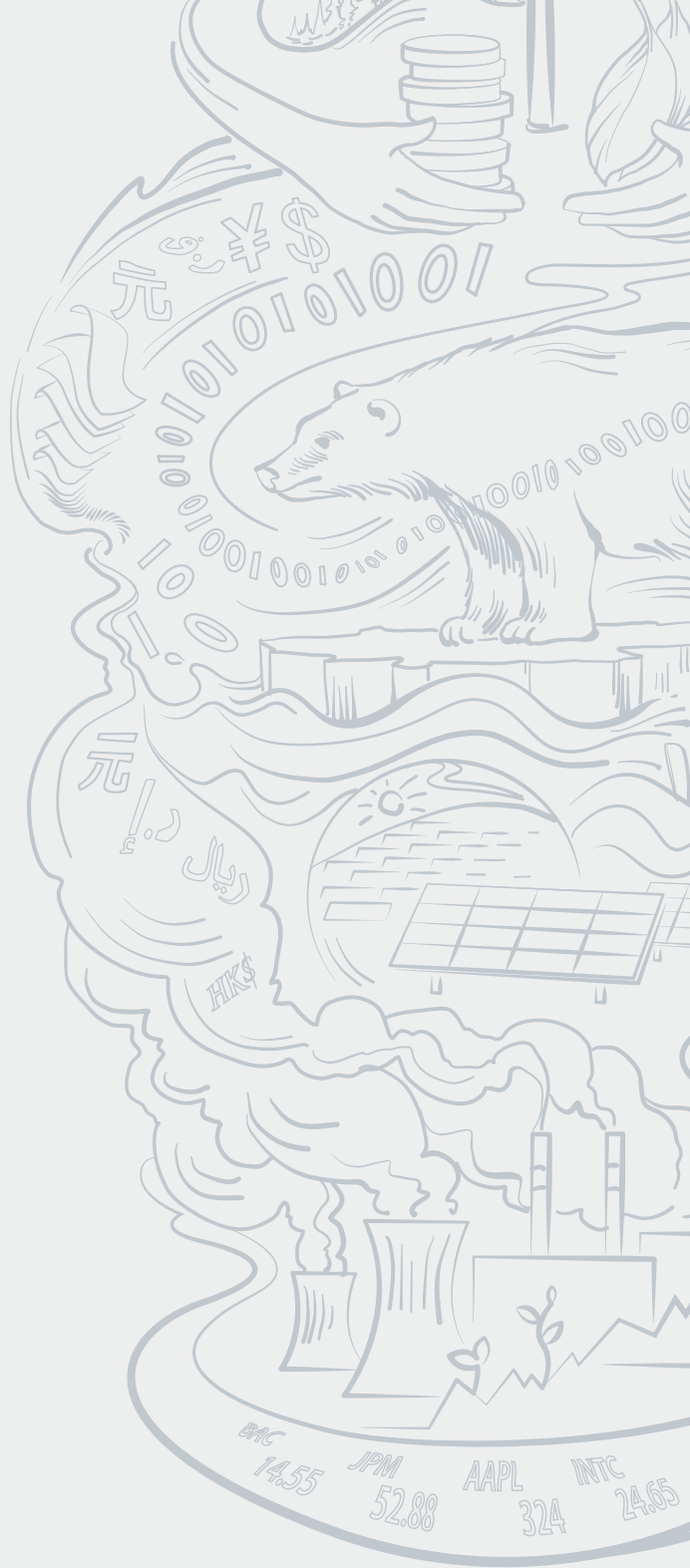
I HAVE FOUND ASSISTING ON THIS MATTER AS A VOLUNTEER AN EXTREMELY REWARDING EXPERIENCE. TO KNOW THAT WE ARE SUPPORTING THE BEREAVED FAMILIES IN THEIR QUEST TO OBTAIN ANSWERS ABOUT WHAT HAPPENED TO THEIR LOVED ONES AND ARE MAKING THE PROCESS AS SMOOTH AND AS STRESS FREE AS POSSIBLE FOR THEM IS INCREDIBLY FULFILLING.

Hannah Nelson, Associate, Litigation



I AM THRILLED THAT SO MANY COLLEAGUES HAVE VOLUNTEERED THEIR TIME AND SKILLS FOR THIS IMPORTANT CAUSE, HIGHLIGHTING THE IMPORTANCE THAT BOTH OUR PEOPLE AND OUR CLIENTS PLACE ON THE ISSUE OF CLIMATE CHANGE. AS A FIRM, WE ARE COMMITTED TO SUPPORTING THE WIDER CLIMATE CHANGE AGENDA, AND THIS WORK WILL SEE US TAKE POSITIVE ACTION ON TACKLING THIS GLOBAL CHALLENGE.

Amanda Gray, Divisional Managing Partner



**AG MATCHED STAFF
FUNDRAISING**

**NATIONAL AND
OTHER DONATIONS**

**PLEDGED SUPPORT
FOR COVID 19**

£17,000 +

£10,000 +

£80,000 +

TOTAL £107,000 +



SECTION 7

THE ADDLESHAW GODDARD CHARITABLE TRUST

FOR OVER 30 YEARS THE ADDLESHAW GODDARD CHARITABLE TRUST (ORIGINALLY THE THEODORE GODDARD CHARITABLE TRUST), HAS BEEN PROVIDING SUPPORT TO A WIDE RANGE OF LOCAL, NATIONAL AND INTERNATIONAL CHARITIES.

The charity is separate from the firm but has strong links to how the business supports local communities, the foundations of which have been built over many years. The charity has supported many good causes over the last few years, including the charities chosen as our charity partners such as NSPCC, Centrepoin, Street League, Changing Faces, Trafford Crisis Fund, Leeds Community Foundation, British Red Cross - Scotland, London Community Response Fund, Bookmark Reading, Access to Justice Foundation, Maggie's, Age UK, Cancer Research UK and many more.

As well as offering support to charities put forward by our people, the Trust also promotes a culture of charitable fundraising amongst colleagues through a programme of matched funding support.



I'M PROUD OF THE WAY IN WHICH THE AG CHARITABLE TRUST SUPPORTS THOSE CHARITABLE CAUSES LINKING US TO THE COMMUNITIES AROUND US AS WELL AS SUPPORTING CHARITABLE PROJECTS AND ORGANISATIONS THAT OUR PEOPLE ARE ACTIVELY INVOLVED WITH AND SUPPORT. THIS YEAR ALONE, WE HAVE PLEDGED OVER £80,000 TO THOSE CAUSES CLOSE TO OUR PEOPLE'S HEARTS DURING THE COVID 19 CRISIS.

Louise Cliffe, Senior Trust Manager

SECTION 8

ENVIRONMENTAL IMPACT

As a firm we are committed to doing all we can to ensure that we reduce our impact on the environment, whilst further reducing our carbon footprint and wider effects on the planet. Over the last 12 months we have worked hard on a number of key areas across our offices to ensure our environmental responsibility.



SUCCESS AT A GLANCE:

- **80%** reduction in carbon emissions in 5 years (CO₂e per employee).
(Source: Efficiency Direct)
- **97%** reduction in usage of disposable cups in the last two years.
(Source: Baxter Storey)
- **49%** reduced paper usage in the last two years.
(Source: Mitie)
- **19.5%** reduction in food wastage in the last 12 months.
(Source: Baxter Storey)
- **ISO 14001** achieved for the firm's environmental management system.



WASTE STREAM MEASURES

We currently separate waste into the following waste streams and are continuing to do work in this area:

- Paper waste collected for shredding (recycled into toilet paper and hand towels).
- Plastics recycled.
- Cardboard (recycled, pulped and reused as cardboard).
- Glass (recycled, crushed and used in road maintenance materials).
- Electrical items recycled where possible to voluntary organisations (controlled by WEEE Regs).
- Printer cartridges recycled for charitable organisations.
- Food to biodegradable handler.
- Anything entering the general waste stream is taken to a Materials Recycling Facility (**MRF**) where the waste is separated through various systems and again taken for recycling.
- We expect our suppliers to mirror our values in respect of their ethics policies.



ACCREDITATION AND MEMBERSHIPS:

ISO 14001 Accreditation

- We achieved ISO 14001 Environmental Management System Accreditation in September 2017 and have maintained this annually. ISO 14001 is an internationally agreed standard that sets out the requirements for an environmental management system. It helps us improve environmental performance through more efficient use of resources and reduction of waste, and provides a framework of actions for us to meet.

Legal Sector Alliance

- We are a founder member of the Legal Sustainability Alliance, an inclusive movement of law firms and related organisations committed to working collaboratively to take action to improve the environmental sustainability of their operations and actions.

City of London Clean Air Scheme

- We are members of the City of London Clean Air Scheme which aims to raise the profile of air quality and reduce gas consumption (through the installation of low NOx technology where possible). The scheme encourages us to promote walking and cycling to work to staff and visitors and reduce the number of delivery services to the business.



GREEN THINKING IN ALL WE DO

Working with our suppliers with a focus on reducing their (and our) carbon footprint through:

- reduction in number of deliveries;
- consolidation of the supply chain (so a reduced number of suppliers are used);
- selection and promotion of suppliers who use environmentally friendly vehicles; and
- reduction of packaging (i.e. cardboard) waste.

Raising awareness of the need to power-off equipment at work (e.g. PCs and laptops)

- Statistics in AG's London office confirm that 50% of weekend power requirements relate to items left on stand-by.
- Encourage a power down of all equipment – and the taking of laptops home/or secure storage.

Building management

- Continued good practice of the efficient management of plant in our London office.
- Conduct an internal building services environmental audit to identify further options for operating maintenance and cleaning services more environmentally.
- Reducing – ceasing wherever possible – the use of plastics within our relationship development activities.

SECTION 9

OUR ONGOING OBJECTIVES & PRIORITIES

Whilst we are proud of our achievements over the 2019/2020 financial year, we are striving to achieve further positive impact across our community, charity and pro bono work streams.

These are our high level priorities to work towards over 2020/2021.



ONGOING RECRUITMENT

drive for both CSR and Charity Committees at a strategic level



RE LAUNCH

our Pro Bono Programme within the firm with a new set of targets and KPIs



REVIEW CSR

programmes to ensure they are meeting objectives and appealing to colleague interest



4

CONTINUE TO IDENTIFY

opportunities for client engagement
and partnership activity

5

ROBUST MONITORING

and evaluation to demonstrate
progress and ROI

6

STRENGTHEN

our international offering across all of
our offices (Asia, Germany and the
GCC)

CONTACT US

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**PROBLEMS. POSSIBILITIES.
COMPLEXITY. CLARITY.
OBSTACLES. OPPORTUNITIES.
THE DIFFERENCE IS IMAGINATION.
THE DIFFERENCE IS **AG.****

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