

RESPONSIBLE BUSINESS REPORT 2024 - HIGHLIGHTS



MORE IMAGINATION MORE IMPACT



At AG, we recognise that our impact extends beyond the legal services we provide.

Our Board-approved Responsible Business Strategy is built upon five key pillars:



Colleagues

Sustaining a great place to work through our focus on DE&I, career development, and ensuring health, safety and wellbeing.



Community

Making a positive contribution to the local communities in which we operate through our volunteering, charity work and pro bono programme.



Climate

Minimising our impact on the environment, working towards a Net Zero goal, and positively contributing to local efforts to preserve biodiversity.



Commercial

Working in partnership with our clients and suppliers to further our respective responsible business journeys.



Conscience

Ensuring the continued good governance and accountability that underpins the ongoing success of our firm.

These pillars guide our efforts to operate ethically and responsibly, ensuring long-term success and resilience while addressing the global challenges that intensify each year.

FY24 HIGHLIGHTS INCLUDE:



Joined the UN Global Compact



Launched updated diversity targets

3

new inclusion networks formalised

100%

diversion from landfill for UK waste

Achieved a CarbonNeutral® Certification in UK

Social mobility pay gap monitoring introduced

2

new charity partnerships launched

16%

growth in our global pro bono practice

58%

increase in our UK volunteering hours

Launched our Legal Explorers Programme

COLLEAGUES

- Our 'Best You Can Be' programme is designed to encourage meaningful career conversations between colleagues and their managers. This year we trained another 20 partners/leaders to act as internal coaches.
- We have dedicated resources to support wellbeing, including trained Mental Health Champions, and regular training for line managers. As a founding signatory of the Mindful Business Charter, we also support the adoption of healthier working practices within teams.
- This year we set new gender and ethnicity targets, underpinned by strategies to meet them, and formalised three additional Inclusion Networks (Jewish, Muslim and Social Mobility Champions). We continue to monitor our culture closely through our annual Inclusion Survey.

COMMUNITY

- "Unlocking Young Potential" is the cornerstone of our community engagement strategy, emphasising the importance of providing access to education, work, and the legal profession.
- Our brand new Legal Explorers programme has provided a fantastic insight into the profession for young people from less privileged backgrounds.
- We've supported a diverse range of charities, schools, and community groups through our Charitable Trust. Overall, through the Trust and direct donations, we have given £615,000 to good causes.
- Our two new charitable partnerships with Honeypot (supporting young carers) and Jigsaw (supporting youth mental health) have both got off to a flying start.
- We have been involved in some incredibly impactful pro bono projects, for example with the Royal British Legion, which has seen our pro bono hours rise by 16% to a value of over £2.3 million.
- Nearly 1,800 volunteering hours were logged by colleagues across various locations – which is a 58% increase on last year.

CLIMATE

- We committed to set Science-Based Carbon Reduction Targets with SBTi to underpin our Net Zero commitment.
- During FY24 we saw a 58% reduction in our scope 1 and 2 UK carbon emissions.
- We attained a CarbonNeutral® Certification for our UK operations and business travel.
- Our scope 3 emissions have increased and so we are looking at strategies to achieve a levelling off and lowering of those emissions.
- Our energy use continues to reduce and 94% of our UK offices now operate on renewable energy tariffs.
- We achieved our goal of ensuring that 100% of our waste in the UK avoids landfill.

COMMERCIAL

- There have been many examples of partnering with our clients to further our respective sustainability aims – through volunteering and work experience, as well as our innovative Ethic Business Growth Programme.
- We brought an ESG specialist into our partnership, David Alfrey, enhancing our ability to advise clients on a broad spectrum of sustainability issues.
- Suppliers have also collaborated with us, and we've matured our approach to our procurement activities by bringing on board EcoVadis to assure our key suppliers' sustainability performance.

CONSCIENCE

- The foundation of our operations at Addleshaw Goddard is built on the principles of good governance and ethical conduct – supported by comprehensive policies and training.
- Our Board and Operational Executive both have regular oversight of the work of our Responsible Business Working

Group, who drive progress on their behalf.

- Our dedication to upholding the highest standards of responsible business conduct is demonstrated through our active participation in external assessments and disclosures, such as EcoVadis and the Carbon Disclosure Project.



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