ADDLESHAW GODDARD RESPONSIBLE BUSINESS REPORT 2024



MORE IMAGINATION MORE IMPACT



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ANOTHER YEAR OF DIFFERENCE

Andrew Johnston, Managing Partner



Welcome to our first Responsible Business Report, covering FY2023/2024. We've been reporting annually on our progress through separate Inclusion, CSR and Environmental Reports for a number of years, but this is the first time we've created a consolidated report covering all of these areas and more.

Like any organisation, we don't operate in a vacuum. We are part of a bigger ecosystem and we recognise that to be successful in the long term we need to operate ethically and responsibly in relation to all of our stakeholders, including our colleagues, our communities and the environment.

Scrutiny on organisations to demonstrate their responsible business credentials has increased significantly over the last few years, but our commitment and activity pre-dates that and has helped define our culture over a long period.

We have developed a stimulating, supportive and inclusive place for colleagues to work. Through our pro bono programme, we have supported important initiatives with a societal or environmental benefit. We have played a longstanding role in our communities through our outreach work and we have donated significant amounts of money to fund key projects through our Charitable Trust. We are taking important steps to reduce our impact on the environment. And we've built an organisation that is well run, transparent and accountable. So, there is much for us to be proud of, but inevitably there are still areas where we want to be doing more or better, as it is very apparent that global challenges are only intensifying. For that reason, whilst we highlight here our progress and achievements, we are also open about the areas where we can improve and how we intend to direct our future efforts. Taking this proactive stance means that we continue to be aligned with the highest standards of responsible business conduct, as well as the expectations of our stakeholders.

This was a milestone year in our journey as we cemented our commitment by appointing a Head of Responsible Business and agreeing a new responsible business strategy which we are now delivering against. And we became a signatory to the UN Global Compact – committing us to the UN's Ten Principles and the framework provided by the Sustainable Development Goals. We have also continued to support our clients on their own responsible business journeys, helping them to navigate the rapidly evolving landscape, from a legal, regulatory and best practice perspective.

We believe that each of us at AG has a role to play in our responsible business journey, which depends on our individual strengths, expertise and interests. Throughout the pages of this report we will show you many different examples of our colleagues' contributions, highlighting those which we think most exemplify our brand values of impact and imagination. I'd personally like to thank all those who have given their time and talents over this period. I am proud of what we have achieved and excited to see what more we can do.



OUR APPROACH TO RESPONSIBLE BUSINESS

OUR APPROACH TO RESPONSIBLE BUSINESS

For a number of years, we have had colleagues in dedicated roles driving our progress in areas such as diversity, equity and inclusion (DE&I), CSR and pro bono, as well as the environment.

This year we wanted to build on this and cement responsible business at the heart of our firm's strategy by establishing a new governance structure to create more ownership across the wider firm and ensure it is built into business as usual.

Our Head of Responsible Business, reporting directly to our Managing Partner, leads our efforts and each member of our Operational Executive is now sponsoring an element of our responsible business strategy. Our Responsible Business Working Group is driving progress on their behalf, collaborating with key colleagues from across the firm.

The Working Group and our responsible business colleagues came together over the summer of 2023 to consider the most material sustainability issues for our business and assess what work was already underway, then proposed a set of related goals and actions. These, along with KPIs to measure our progress, form our responsible business strategy – bringing together all of our existing and future activity in a coherent way.

The strategy was approved by our Board, who oversees its execution, and it has five key pillars:



Hear from our Head of Responsible Business, Mary Peterson, about the benefits of our new approach.

FIVE KEY PILLARS

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Colleagues

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

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Community

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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.

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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.

PART OF A BIGGER PICTURE

PART OF A BIGGER PICTURE



In 2023, we became a signatory to the United Nations Global Compact, aligning our strategy and operations to the UN's Ten Principles related to labour, human rights, anti-corruption and the environment, and playing our part to progress the 17 Sustainable Development Goals (SDGs).

The goals were created to tackle the significant societal and environmental challenges facing the world today and were adopted by all United Nations Member States in 2015. They are broad in their scope, recognising that ending poverty must be aligned with strategies to improve health and education, reduce inequality, and promote economic growth – whilst at the same time taking action to protect the environment and tackle climate change.

At the start of each section in this report you can see which SDGs our work most closely aligns with.

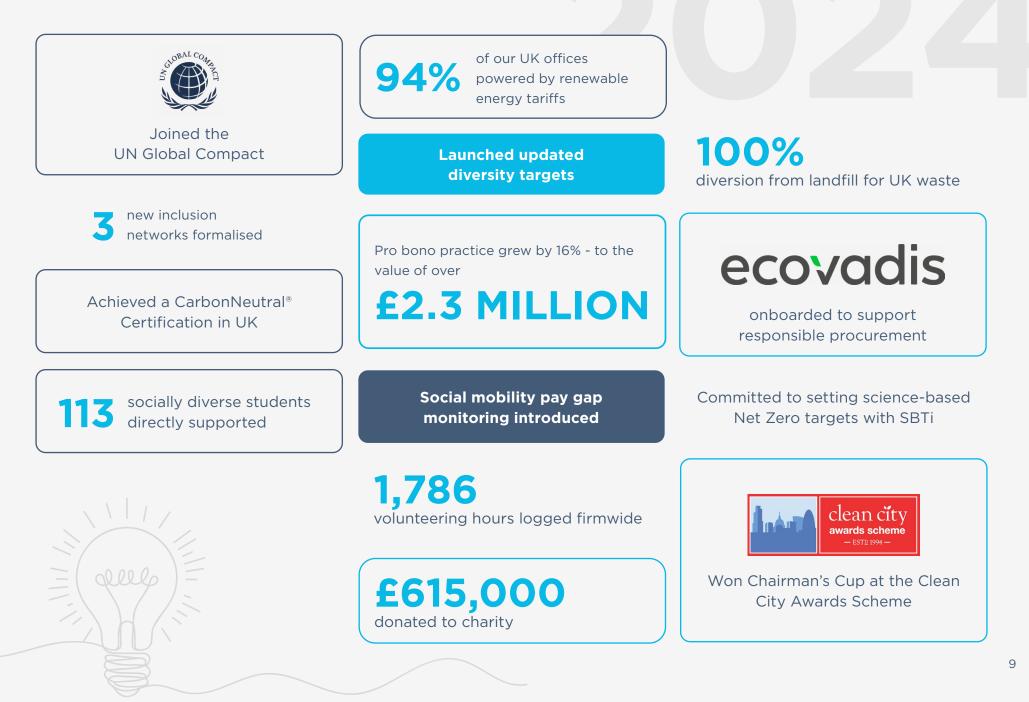


Aster Crawshaw, our Senior Partner, explains more about our commitment and what action we are taking.



THIS YEAR'S HIGHLIGHTS

THIS YEAR'S HIGHLIGHTS



COLLEAGUES

COLLEAGUES





THE SUCCESS OF OUR PEOPLE AND OUR BUSINESS ARE INEXTRICABLY LINKED. OUR STRATEGY IS BASED ON CREATING A WORKPLACE WHERE:

Colleagues have the time, space and resources to focus on where they want to get to in their career.

- Our 'Best You Can Be' programme facilitates regular meetings between colleagues and managers. The agenda is tailored to the individual and we encourage all conversations to cover wellbeing, career development and feedback on recent performance.
- Our Learning & Development (L&D) curriculum is there to support at every stage of the employment lifecycle - from induction, through to retirement. We offer a suite of personal and business skills training, 24/7 on-demand learning and development programmes offered to colleagues at key moments in their career.
- Career coaching is available to anyone at AG. Since 2020, over 100 partners and senior colleagues have been trained as coaches, and a further 20 people joined our internal coaching pool this year. We also offer group coaching for delegates attending our development programmes, with 230 colleagues benefiting this year.

There is a mix of challenge and support enabling everyone to achieve their best - acknowledging that workplace culture and sustained commitment to what each person needs will differ.

- We know that personal issues can have an impact on work and so we have policies around areas such as infertility, menopause and domestic abuse - providing colleagues with information and confidential access to experts.
- Promoting good mental health is a particular focus for us. We have a team of trained Mental Health Champions to support colleagues, regular line manager training, awareness-raising sessions (on topics such as burnout, anxiety and suicide prevention), and external wellbeing coaches for colleagues to access in confidence. Additionally, topics such as resilience and managing stress are built into our L&D curriculum.
- In 2018, we co-founded the award-winning Mindful Business Charter (MBC), a set of principles designed to promote better mental health and wellbeing by reducing avoidable stress caused by poor working practices. The MBC now has charitable status and over 140 signatories. This year, we piloted a new Healthy Digital Habits programme with a group of colleagues, based on the MBC principles, to help colleagues take back control of their technology, to promote more effective working and better wellbeing.

Everyone can be themselves, thanks to a positive diversity, equity and inclusion (DE&I).

- Our Board-sponsored DE&I programme is both ambitious and authentic to the needs of our people and business. Our strategy focuses on five key areas - disability, ethnicity, gender balance, LGBTQ+ and social mobility - and each area is led by Inclusion Partners who work with our central inclusion team to shape and drive our strategy. To ensure that our strategy is fit for purpose, we regularly engage and consult with our employee networks and listen to their feedback and insights.
- We measure our success against our:
 - gender and ethnicity representation targets to help monitor progress and drive accountability;
 - annual inclusion survey to understand our people's sense of belonging; and
 - pay gap analysis, which covers gender, ethnicity and (for the first time) social mobility.
- The DE&I landscape continues to evolve which is why we keep our strategy under review. The following pages show some key developments and highlights from the year:

NEW DIVERSITY TARGETS

In 2020 we set ambitious targets for gender and ethnicity representation which ran to April 2023, with the results published in our 2023 Inclusion Report. We made good progress but know that we need to make more, especially in terms of ethnically diverse representation, so we have worked hard to review and reset these targets and make them more stretching.

To drive greater accountability, we asked each UK Group, Business Services team and region to review their growth plans and attrition rates and set their own targets which we have aggregated into a set of ambitious firmwide targets.

Key to delivery will be strategies to embed our firm within the diverse communities in which we operate, making ourselves attractive and accessible to diverse talent across different ethnicities and genders. This includes ensuring that our recruitment process is as inclusive as it can be, and that once people join us they are nurtured to thrive and progress so we ensure good representation at all levels of the business.

We are also committed to achieving greater representation in other areas including disability, LGBTQ+ and social mobility and have similarly ambitious plans for these areas. We considered setting targets for these areas too, but concluded against this for now so will continue to review and measure progress through mechanisms such as our annual inclusion survey.

UK ETHNICITY TARGETS FOR 2027

Partners		Trainees		All Roles		
	%			%		%
Ethnically Diverse	7.7		Ethnically Diverse	21.2	Ethnically Diverse	13.2
Target	10		Target	28	Target	18
			Black Heritage	2.9		
			Target	5		

GENDER TARGETS FOR 2027

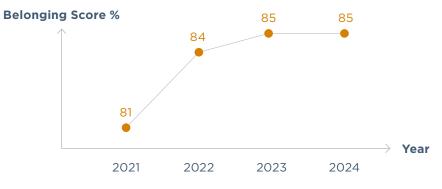
Board	%	Partners (Global)	%	Partners (UK)	%
Female	35.7	Female	31	Female	32.5
Target	40	Target	38	Target	40

MONITORING OUR CULTURE

Our annual inclusion survey which goes to all colleagues globally is an important way for us to understand how they feel about topics such as belonging, diversity, engagement, fairness, decision making and voice.

The key metric is 'belonging' – the extent to which colleagues feel they belong at AG and can bring their authentic selves to work.

Belonging Score for All Colleagues



Across all colleagues there is a strong sense of belonging, but it is also important that we consider the scores across our underrepresented and/or minoritised communities.



Belonging Score for Focus DE&I Groups



Year on year the sense of belonging has increased for the majority of populations. In the two areas where we've seen a decrease we are listening to the feedback and realigning our strategy to help these colleagues feel more supported.

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NEW COLLEAGUE DE&I NETWORKS

We recognise the significant contribution to our culture played by our networks and have invested heavily in them in recent years. Collectively they include over 700 members and this year we were proud to add three new networks to the list.

A huge thank you goes to all those colleagues who put their time and efforts into our networks and make them such a thriving and vibrant part of our firm.



Ability Forum (disability and carers)	AG Embrace (race and ethnicity)	OpenAG (LGBTQ+)	The Vine (gender balance)	Jewish Network	Muslim Network	NEW Social Mobility Champions
Celebrated Disability History Month hosting a webinar with Paralympian David Weir in collaboration with one of our clients, NatWest.	Marked South Asian Heritage month and Black History Month with events showcasing music, food and the arts, as well as supporting the #IAMBlack Conference in Scotland.	Hosted a satellite art exhibition to celebrate PRIDE in collaboration with the Whitworth Gallery in Manchester and sponsored a queer art student.	Gave a platform to female voices through the year in their popular bi-monthly newsletter, as well as marking International Women's Day and International Men's Day.	Helped us mark Holocaust Memorial Day by hosting a moving and memorable webinar with Holocaust survivor Mala Tribich MBE.	Refreshed our Ramadan colleague guide and worked closely with our DE&I team to host Eid events across our offices.	Helped us deliver various work experience and mentoring programmes aimed at socially diverse students.

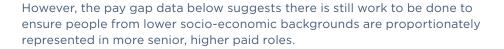
SOCIAL MOBILITY MONITORING

This year, to further our social mobility strategy, we took the voluntary step of including data on our UK pay gap by reference to socio economic background.

We took guidance from the Social Mobility Commission and measured socio-economic background by analysing colleagues' responses to a question about their parents' occupation when they were aged 14. 70% of those asked provided this information.

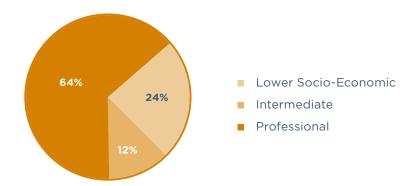
The graph shows the split of all colleagues by background.

It's promising to see that nearly a quarter identified as coming from lower socio-economic backgrounds.



	Mean	Median
Professional vs. Lower Socio-Economic	25%	31.9%
Professional vs. Intermediate	10.2%	16.3%
Intermediate vs. Lower Socio-Economic	16.5%	18.7%

All of this emphasises the importance of our ongoing efforts to open up access to the profession through our outreach work, as well as ensure that colleagues from all backgrounds can fulfil their potential. Further detail and analysis of our pay gaps can be found in our **2023 pay gap report**.



Arguably the greatest socio-economic barriers to entry exist in relation to solicitor roles and so we were not surprised to learn that only 15.3% of our solicitors came from lower socio-economic backgrounds. More promisingly, however, the pay gaps within this population were significantly smaller.

	Mean	Median
Professional vs. Lower Socio-Economic	-2%	3.6%
Professional vs. Intermediate	3.5%	15%
Intermediate vs. Lower Socio-Economic	-5.7%	-13.4%

Where a score is negative this means the pay gap is in favour of the lower socio-economic group.

INTERNATIONAL WOMEN'S DAY

The theme for this year's International Women's Day was #InspireInclusion. Working closely with colleagues in our Innovation and Legal Technology team, we were keen to use AI to inspire colleagues across the globe and provoke debate around the topic of gender parity. We developed a virtual experience, which required just five minutes of people's time, allowing colleagues to engage with interactive learning activities, access resources and select a women's charity for the firm to donate funds to. We were delighted that offices across our network also chose other ways to celebrate such as by sharing meals, coffee breaks and conversations.

"

International Women's Day was a great example of colleagues coming together and exemplifying our brand values of imagination and impact to create a memorable and meaningful way to celebrate progress and highlight ongoing challenges. It's initiatives such as these which contributed to our being named, once again, a Times Top 50 Employer for Gender Equality.





Carolene Ayaka, Inclusion Manager

FLOURISH

Flourish is an award-winning programme which has run since 2012 focused on female career development. It is unique in bringing together women from across AG, along with female clients and business contacts, to inspire and upskill them with support in developing their unique career plan. To date, 350 talented women have participated in Flourish and it has become so popular that this year we doubled the number of spaces for delegates. Our participants constantly tell us they leave the programme feeling more confident, engaged and thinking proactively about their career.

"

The best course I've been on. Well structured, practical tips, brilliant anecdotes. Surpassed my expectations. Thank you!

Female attendee

Mindful that around the world many women are less privileged and lack access to basic human rights, this year we have worked with the charity Women for Women International to add an exciting new dimension to Flourish. Every woman who attends is linked with a "sister" living in a country ravaged by war and we sponsor her to take part in her own female empowerment programme, equipping her to earn money, regain her confidence and actively participate in her community.



Cecilia, one of our Flourish alumni, discusses the impact the programme and this partnership has had on her.





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Thank you so much for your generous donation to Women for Women International. Your donation will help 120 survivors of war find their voice, seize their power and rebuild their life after the traumas of conflict... Through our Stronger Women, Stronger Nations programme, women can come together, connect, and find solidarity... When a woman is given these skills and resources, she can transform her life. It is thanks to supporters like Addleshaw Goddard and Flourish that this change is possible.



Sara Bowcutt, Women for Women International

PARENTAL PODS

Returning to work as new parents after any type of parental leave can be a challenging experience. Following consultation with some of those affected, we decided to introduce our new Parental Pods programme, replacing our existing buddying arrangements. Each 'Pod' brings together a small group of colleagues and gives an opportunity to connect with others, share lived experiences of parenthood, and discuss the challenges and opportunities of returning to work, and juggling work and homelife. Pods are provided with discussion topics and led by trained 'anchors', from whom we regularly solicit feedback on how we can continue to enhance our overall parental support. Participation in the pods is fluid and most colleagues utilise them for about 6-8 months. Feedback so far has been really encouraging.



James is an 'anchor' for our Pod in Dubai and explains about one of their initiatives.

INFERTILITY SUPPORT

Sadly around 1 in 7 couples trying to conceive will experience issues with infertility, and juggling ongoing investigations and treatment with a demanding job can be really difficult. Partnering with Fertility Matters at Work, we've raised awareness of the challenges that come with an infertility diagnosis by running events focusing on the female, male and LGBTQ+ perspective. We've upskilled our Mental Health Champions and HR Managers, and promoted 'infertility buddies' who are available to provide emotional support. We have also reviewed and improved our existing policy around time off for fertility treatment. Our driving aim has been to ensure that all colleagues receive a consistent level of support from the firm and their manager.



Lina was closely involved with this project and shares some of her observations.



ETHNICITY.TALENT.LAW.

We have now extended our highly popular talent attraction programme, Ethnicity.Talent.Law., from Leeds University where it started two years ago, to include non-Russell Group universities in Leeds and London. To date, over 200 university students from ethnically diverse backgrounds have enjoyed greater access to the profession to help them to better understand legal career paths and opportunities. They join us for an evening to hear from colleagues at different stages in their careers about what it's like working in a law firm and are given information on how to apply through our graduate application processes. We have seen this play a part in our trainee solicitor cohorts becoming significantly more diverse over the past few years and we continue to monitor to see what further impact we can have.





AG OPEN SPACE

To mark "National Coming Out Day", OpenAG (our LGBTQ+ network) launched a new digital platform to promote more diverse and rich conversations about LGBTQ+ lives. The platform signposts members of OpenAG who are comfortable sharing their lived experiences and insights of LGBTQ+ inclusion, covering topics such as coming out in the workplace, the intersection between religion and sexuality, LGBTQ+ mental health and neurodivergence, family forming and having LGBTQ+ children, allyship and transgender issues. Since it launched, the platform has had a high level of engagement and has continued to grow with more volunteers offering their time.



Maariyah volunteered to share her experiences on the platform and explains why she chose to get involved.

NEURODIVERSITY COACHING

Supporting colleagues who are neurodiverse, as well as raising greater awareness amongst colleagues, is a key part of our disability strategy and we have delivered several training and awareness raising programmes and introduced a professional coaching programme for neurodiverse colleagues.



Bryony benefitted from the firm's support and discusses her experience in this video.

This year we piloted a new programme supporting parents of neurodivergent children. Parents and care givers can access a 10-hour coaching programme delivered by specialists to help participants best understand the brains of the children in their care and unlock their potential. Initial feedback from the pilot has been extremely positive and we will be looking at rolling out this programme permanently.

"

As a parent of a neurodivergent child, there is no 'guide book' to help you on this journey and it can be a very lonely, confusing and challenging world. The programme funded by AG brought insight into the workings of our child's brain, for both myself and my husband, whilst also giving us comfort that we are not alone. The final 1:1 session was hugely beneficial for my family because we have taken away a variety of strategies to try and put in place to support our son, as well as improve the whole family experience at home.

AG colleague



COMING NEXT

We have ambitious plans for FY25 including:

Embedding our new gender and ethnicity targets and supporting teams to implement action plans to deliver them.

Increasing the reach and impact of our DE&I activities outside of the UK.

Introducing programmes to support diverse talent joining the business and progressing their careers.

Reviewing the support we give colleagues who require workplace adjustments.



COMMUNITY

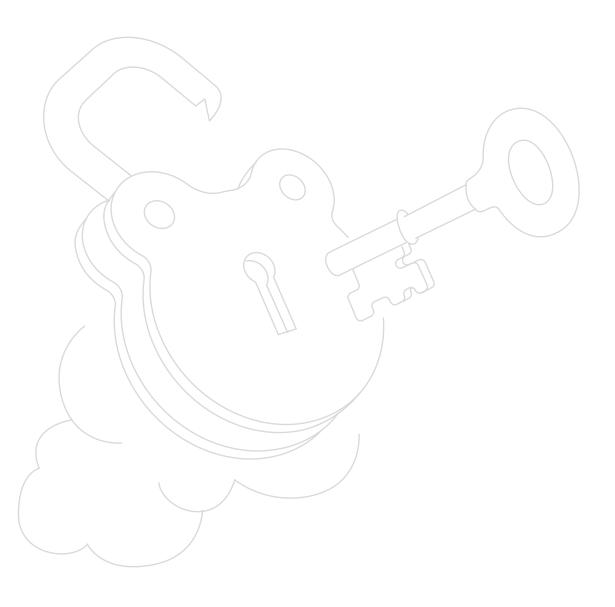


We have a long history of working in our communities, supporting charities, schools and colleges, community groups and individuals.

We have framed our community outreach strategy around the objective of 'Unlocking Young Potential' by providing access to education, access to work and access to the legal profession. This gives focus to our efforts, but also allows us to support other causes, particularly those which align to our DE&I strategy.

We implement our strategy through our charity work and volunteering, as well by bringing young people into the firm on work experience opportunities and via our established solicitor and business services apprenticeship programmes.

Facilitating access to justice for those in our communities is the other key tenet of our approach. When our lawyers put their skills and expertise to good use this can have a very significant impact, particularly in the wake of the cost-of-living crisis.



CHARITABLE TRUST

For over 30 years, the Addleshaw Goddard Charitable Trust has been providing support to a wide range of local, national and international charities. The Trust operates separately from AG but supports the firm's aim of unlocking young potential and making an impact in local communities. In recent years the focus has particularly

been on match funding colleagues' team and individual fund raising efforts.

Donations this year have totalled over £93,000

"

Over the last 12 months our colleagues at AG have been innovative and proactive in supporting a wide range of charities which the Trust has been delighted to support via our matched funding programme. The Trust has also made direct donations to a range of charities, making a big impact on our local communities. It's hugely rewarding being able to support our colleagues in their charitable pursuits and hearing about the difference the donations have made to the charities.

"

Raising money for Tommy's felt like an extremely worthwhile cause and, having been personally affected by some of these issues, is something close to my heart. I raised £2,500 with matched funding. I didn't set out with a specific fundraising target in mind, so I was really grateful to be able to raise this amount for such a worthwhile cause and wouldn't have raised so much without the matched funding available through AG.



Jon Cheney, Partner & Chair of the AG Trust





Abi Jones, Head of FP&A

CHARITABLE DONATIONS

In addition to the Charitable Trust, this year the firm has made significant donations to a number of charities, totalling over £350,000



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Thank you so much for donating an astonishing donation towards our work. We are incredibly grateful to you for your generosity. Every pound we receive is so appreciated, and we are committed to ensuring that your donation, makes a real difference. In Somalia, one of the worlds hungriest countries, an estimated 8.25 million people require humanitarian assistance. With Action Against Hunger's help, families have been able to access nutritious food, healthcare, and livelihoods programmes.

Action Against Hunger



"

On behalf of everyone at Place2Be, please accept my most genuine thanks for the incredible donation from Addleshaw Goddard which will go towards our vital in-school mental health support. At a time when children and their families, as well as teachers and school communities, face enormous challenges in everyday life, your generosity and support is truly appreciated.

Place2Be



Heather, Akeiah and team Addleshan Goddard Thank you so much For your wonderful support and For donating a Fantastic £15,000 to The Yard. It will make a huge difference to the liver of the disabled children and young people we support.

Warn regard

theyardscotland.org.uk

F D @theyardscotland

Nova and the feen at The Yard 0131 476 4506 info@theyardscotland.org.uk

You will find that it is a special place. It's meeting the needs of evenyone, and it does it beautifully.

Scotland Yard Adventure Centre (known as The Yard) is a registered Scotlish Charity SC002538 and Private Limited Company registered in Scotland 101671



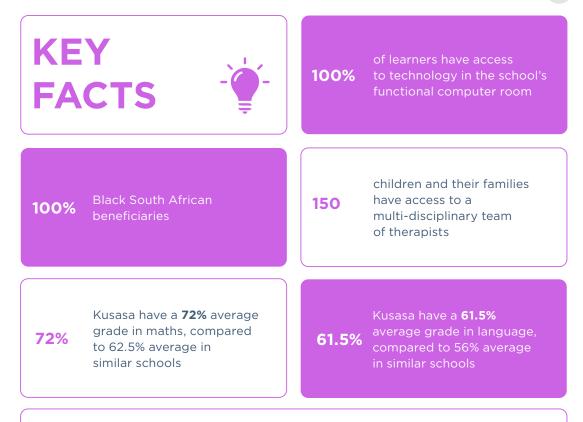


KUSASA



Our focus on unlocking young potential extends beyond our immediate communities. Within the firm, we 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. For those reasons, Kusasa was a great match for us.

The Kusasa Academy is an independently-funded junior school for children aged 4 – 9 in the Franschhoek Valley of South Africa. The school aims to provide a quality education and encourage a brighter future for underprivileged children in an area characterised by significant wealth inequality.





We have worked with The Kusasa Project for the last four years, donating £70,000 to date, which has paid a teacher's salary for each year of our involvement.



Hear from Kusasa's Headteacher, Marie-Louise Raymond, about how our support has made a difference.



COLLEAGUE FUNDRAISING

In 2023 we launched three-year fundraising partnerships with two fantastic charities: Honeypot in the UK and Jigsaw in Ireland. These charities were voted for by colleagues and both align with our unlocking young potential strategy.

Honeypot supports young carers aged 5 – 12, providing welfare grants, respite breaks and educational support. In the first six months of the partnership we raised over £164,000, through direct donations, a Christmas appeal and team/individual fundraising.





"

We are so delighted and amazed by the incredible amount raised. Please pass on our sincere thanks to all involved in reaching this number. This amount will mean that an additional 341 young carers will get to have a much needed respite break at Honeypot House where they have the freedom to just be children, have fun, make happy childhood memories, feel less isolated and have a break from those ongoing adult responsibilities at home.



Georgina Hargreaves, Corporate Partnerships Manager, Honeypot



Jigsaw is focused on improving mental health outcomes for young people and to create an Ireland where young people are connected to their community, have easy-to-access mental health support and services. Our partnership began with the launch of the newly-formed Dublin Charity Committee and we have worked closely with Jigsaw to start an active programme of fundraising.

Colleagues have been fundraising in lots of innovative ways – in the case of our Dublin-based Finance colleagues, by completing the Howth Cliff.

In the first six months of the partnership, over **€8,000** was raised.



"

In such a short time so much has been achieved, by our partnership with Addleshaw Goddard, to help support young people's mental health. From delivering our 'We Are Jigsaw' presentation, to the Christmas Jumper fundraiser, the wonderful table quiz, Pro Bono support and a fundraising Colours Climb walk. The level of enthusiasm, engagement and help we have received from every single member of the team has been truly humbling. We are so genuinely excited for what the future holds as your charity partner.



Justin McDermott, Fundraising Manager, Jigsaw



Fundraising has also taken place for causes which support our DE&I strategy. For example, ten colleagues from our Paris office participated in "La Nuit des Relais", a relay race organised by La Fondation des Femmes. Funds raised support impactful projects promoting gender equality and combatting violence against women.



Gabriela took part in the race and shares her experience.



Charities received

£615,000

through a combination of direct donations, donations by the AG Charitable Trust (including matched funding), and colleague fundraising efforts.

A 14% increase on last year.

COLLEAGUE VOLUNTEERING

Colleagues across AG, in different roles and locations, gave up their time on a regular basis or used their annual CSR day, to volunteer for good causes.

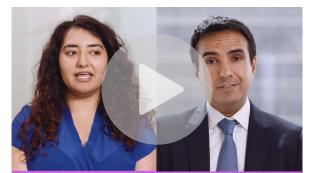


We logged **1,786** volunteering hours in the UK - **58% more than last year.**

Middle East CSR Committee

A new CSR Committee has formed across our Middle Eastern offices allowing colleagues who are interested in supporting their community and advancing DE&I to get involved.

Although still developing, the group coordinated the distribution of 600 lftar meals during Ramadan to the workforce on site at the Marwan Camp in the Sharjah Industrial Area in Dubai.



Niharika and Sandeep are members of the committee and share more about their experience.

School Tasking

The School Tasking project is an exciting outreach programme for primary school children in less advantaged areas, inspired by the popular TV show, Taskmaster. Children are introduced to some of the most interesting areas of law and given a chance to practise key skills, such as teamwork, communication and lateral thinking through a series of fun, interactive tasks. It also opens up children's minds to the possibility of a future career in law. AG volunteers supported school sessions taking place in Leeds, London, Manchester and Edinburgh.



Hear more about School Tasking from two of our volunteers, Heather and Sophie.

"

We've seen increased levels of engagement and a big uptick in volunteering hours this year which is fantastic. Much of this comes down to the fact that we now have a wider portfolio of activities in different locations which means that there is usually something for everyone to get involved with that suits their interests and skills.



Heather McKendrick, CSR Manager



ACCESS TO THE PROFESSION

Facilitating greater social mobility and access to the legal profession is an area where our DE&I and CSR goals closely align. For a number of years we have supported the PRIME initiative, where law firms provide quality work experience for young people who might otherwise struggle to get access to these kinds of opportunities.



LEGAL EXPLORERS

Our new flagship programme for ambitious Year 12 and S5 students in England and Scotland is one of the ways in which we meet our PRIME commitment. We are working closely with PRIME to ensure the programme is targeted at socially mobile candidates.

The programme runs for an academic year and our Legal Explorers receive:

- A laptop to access online sessions and support their studies
- Workshops giving them an insight into the firm and developing key skills for a future career in law
- A mentor to provide advice and support throughout their time with us
- An in-person insight day in April, and a week of work experience at one of our UK offices
- A one-off bursary payment to cover the time they spend on work experience

"

I've thoroughly enjoyed my experience in the Legal Explorers programme because it has provided me with an incredible insight into various aspects of the legal field through talks with my mentor. The interactive sessions have enhanced my understanding of routes into the profession but also developed my understanding of innovation and the use of technology to enhance legal processes. This ultimately makes the learning experience both engaging and rewarding.

Ibrahim, Legal Explorer



Gerald was one of our mentors and talks more about his experience.

"

I have enjoyed learning about the legal profession as well as exploring other routes into law like solicitor apprenticeships. The mentor meetings have helped me immensely by preparing me for the legal field and have provided insights into working in the corporate team. The opportunities to meet members of the AG team have also been very valuable.

Daniyal, Legal Explorer

SONIA MCMAHON AWARD

The Sonia McMahon Memorial Award was set up 13 years ago in honour of Sonia McMahon, a Partner in our restructuring team who tragically passed away aged 37. The award is targeted at young people from less privileged backgrounds and applicants are required to be either in the first generation of their family to attend university or have been entitled to free school meals.

This year's recipients were Jackson McGuire and Anya Tones, undergraduate law students at the University of Manchester and Northumbria University respectively. Each received a bursary of £5,000 towards the cost of studying law at university, as well as an AG mentor and work experience. It is a great privilege to engage with talented young people such as Jackson and Anya and improve their access to the profession.

"

It was such an honour to receive the award. My time at the firm was nothing short of fantastic. I was engaged in meaningful work that gave me a real insight into the role of a solicitor. Furthermore, the firm's culture was exactly what I had hoped for and learnt about - helpful, friendly, kind and nurturing. Everyone was willing to speak with me about the firm, their career and offer advice on how I can succeed in my own career.

"

I was elated to have been successfully selected for the Sonia McMahon Award. Being in the first generation of my family to attend university, this is an extremely beneficial opportunity. I hope to repay the faith AG have invested in me by my commitment to my studies and working towards achieving my ultimate goal as a qualified lawyer.



Jackson McGuire



Anya Tones



PRO BONO

Championed across the business by our Pro Bono Partners, our pro bono programme provides an outlet for colleagues to use their legal skills and expertise to help others. By delivering free legal advice to individuals, charities and social enterprises we're able to empower them to thrive, whilst also giving back to the communities in which we operate.



Our lawyers are allocated up to 50 hours of chargeable time each year to carry out pro bono work, which counts towards their billable targets.

To ensure our efforts have maximum impact, our Senior Pro Bono and Inclusion Manager works with the members of our pro bono steering committee from across our global business in the UK, France, Germany, Ireland and the Middle East to identify new opportunities and innovative approaches to deliver. Our partnerships with TrustLaw and LawWorks provide us with access to global pro bono opportunities. Our strategy is built around:

- the provision of pro bono advice to charities and social enterprises (where feasible, assuming the role of that client's complete legal function);
- supporting legal advice centres in the community and/or supervising students at centres run by local universities and law schools;
- working collaboratively across large scale pro bono projects, particularly with our clients.

Our pro bono practice has grown by **16%** and delivered nearly **6,000** hours of pro bono work firmwide to a value of over **£2.3million**.

"

This year has brought some exciting pro bono opportunities, giving colleagues an opportunity to contribute to the growth and development of our pro bono practice and work on causes which really matter to them. I am grateful for the collective efforts of so many colleagues who are making a tangible difference to both individuals and charities.



Richard Fisk, Senior Pro Bono & Inclusion Manager





Royal British Legion

We've been supporting veterans and serving members of the UK armed forces who are bringing appeals relating to the eligibility or level of awards given for injury or disablement caused whilst in service. Many of those who have sustained life-changing injuries – both physical and mental – struggle to get the level of compensation required to adjust to life after service. AG colleagues have helped them appeal these decisions, securing them lifeenhancing awards.

The programme resonated with many colleagues across the firm at all levels who have either seen military service themselves or had friends or relatives who were current or former members of the armed services.

71 volunteers provided more than **1,300** hours of support to a value of over **£570,000**.

"

Many volunteers, myself included, have found the experience both professionally and personally rewarding, honing and expanding our legal skills including reallife advocacy, but also providing an enormous sense of satisfaction from helping those who need it most, as well as reinforcing our pride in the firm.





Children's charities

Linked to our strategy of unlocking young potential, we have partnered with various children's charities regionally and globally providing advice in areas such as GDPR, commercial law, environmental law, employment law, safe guarding and real estate. We've also engaged our Innovation and Legal Technology team to provide pro bono strategic advice and tech solutions.



We provided nearly **500** hours of support from **71** volunteers across the firm to a value of over **£160,000**.

Paris terrorist attack

The terrible attack on the Rue Copernic Synagogue in Paris on 3rd October 1980 left four dead and 46 wounded. Partner, David Père, has represented several victims of the attack and the Paris Dispute Resolution team has also assisted the French Association of Victims of Terrorism. The recent extradition of a suspect from Norway to France and indictment of the main suspect in February 2024, 40 years after the bombing, has left the victims hopeful that a trial can now take place.



You can hear directly from David about what this important work means to him and the victims.

Paul Chaplin, Partner

Street Law

Street Law is our new pro bono programme which we deliver in local schools and communities. It's an interactive, fun way of teaching young people about their rights and responsibilities, along with how laws are created and why it matters. The sessions use tools such as mock trials, debates and discussions around areas of law including human rights, crime, employment, housing and personal injury.

At one participating school, St Augustine's in Edinburgh:

- 96% of students agreed or strongly agreed they enjoyed the programme
- 92% of students agreed or strongly agreed the programme improved their knowledge and understanding of law.



You can hear from Colette, one of our Street Law volunteers, about her experience.

COMING NEXT

We know that we can further increase the breadth and depth of our activity and so our focus for FY25 is on the following areas:

Developing our Legal Explorers programme, increasing the number of students and extending the locations to include our Dublin and Aberdeen offices.

Engaging with our inclusion and environmental networks to identify where we can work together on volunteering and charitable projects to achieve mutual goals.

Embedding our charity partnerships, focussing on fundraising, volunteering opportunities and raising the profile of issues around youth mental health and young carers.

Developing relationships with more key pro bono clients to ensure a continued pipeline of good quality pro bono work.

Growing global engagement in volunteering and pro bono, using campaigns such as Pro Bono Week as a platform to increase colleague awareness.

CLIMATE

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CLIMATE



COMMITMENT TO NET ZERO

We believe that focusing on carbon reduction and committing to net zero is crucial for maintaining the operational efficiency and long-term resilience of our business. We also understand that everyone must play their part if we are to avoid the most serious impacts of climate change. As such, we've started our journey towards reducing carbon emissions and becoming a Net Zero business. By implementing thoughtful and innovative strategies, our aim is to guide our operations towards a greener, more sustainable future through responsible business practices.

In 2023 we submitted a letter of commitment to the SBTi (Science Based Targets Initiative) confirming our intentions to set near and long-term emission reduction targets for our global business, aligned with the SBTi's target-setting criteria. Working with Normative, a carbon consultancy, we are now developing these targets and plan to submit to SBTi for validation during FY25.

OUR CARBON FOOTPRINT

We have been measuring our carbon footprint in the UK for a number of years and are now able to share the latest data.

To calculate these figures we followed the March 2019 HM Government Environmental Reporting Guidelines, the GHG Protocol Corporate Standard and used the 2023 UK Government GHG Conversion Factors for Company Reporting.

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per m^2 of office area.





SCOPES 1 & 2 (UK)

Financial Year	Emissions tCO ₂ e
20	2,262
21	1,205
22	279
23	177
24	75

Since last year we have seen a 58% reduction in our scope 1 and 2 carbon emissions (market-based approach) demonstrating that we are continuing to achieve reductions for activities and procurement over which we have direct control. You can read more **here** about our approach to energy consumption.



We met our target of achieving a CarbonNeutral® certification in accordance with the CarbonNeutral® Protocol in our UK operations by 2024 – through reducing scope 1 & 2 emissions by 96.7% from a FY20 base year and purchasing neutralisation offsets for the remaining unabated/ residual emissions.

SCOPE 3 (UK)

Financial Year	Emissions tCO ₂ e
22	410
23	1,209
24	2,145

Progress on measuring and managing our scope 3 emissions is more embryonic.

Our emissions have increased by 77% since last year, despite reductions in emissions relating to waste and business travel via car.

This is mainly due to an overall increase in business travel and commuting as colleagues have returned to predominantly office-based working, coupled with headcount growth of 26% over this period.

You can read more **here** about our approach and plans in relation to business travel.

TOTAL EMISSIONS

As a result of our increase in scope 3, our total emissions have risen by 60% using the marketbased approach.

Our target now is to drive for a levelling off and downward trend for the aspects of our carbon footprint which have increased through the various activities outlined below.

As a related step, we are doing further work to ensure the quality and completeness of our data in preparation for the launch of our SBTi-approved global targets.

To allow a fair comparison to be made with prior years, the data presented here is UK only, but from next year we will be including emissions data from our offices outside the UK, as well as bringing into scope the emissions which are produced as a result of the goods and services which we buy.

You can read more **here** about how we have started to engage with our suppliers in order to capture their carbon data as accurately as possible.

ENERGY USE

0

FY19

FY20

Mindful of the environmental impact of our operations, we work closely with our building management teams and engineers to adopt sustainable practices aimed at reducing energy consumption in our offices.

This year we achieved our target of lowering baseload energy (the amount of energy used when a building is unoccupied) across our UK offices by over 3%, through measures such as:

• Replacing existing fluorescent lamps with energy efficient LEDs in London and Scotland. • Optimising energy controls linked to the lighting modules and our Building Management System in Leeds and Manchester.

Greater attendance across our offices this year and increased colleague numbers led to higher overall energy usage, as the graph below shows. However, as we reduced our natural gas consumption by 11% and further increased our use of renewable energy tariffs (so that 94% of our offices in the UK are now powered by renewable energy) our market-based scope 2 emissions decreased overall.

FY21

FY22

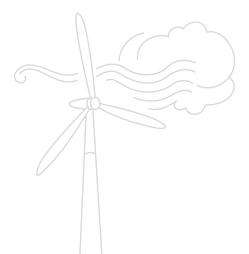
FY23

FY24

Looking ahead, we aim to obtain more comprehensive data sets for our offices outside the UK to better understand the global picture and purchase renewable energy for those offices wherever feasible.

Digital technologies have an environmental cost that is not often clearly visible to an organisation. With that in mind, we have launched a strategy to reduce the energy consumption of our IT operations, based on best practice and standards such as ISO 14001 and ISO 50001. As well as IT equipment, software and services, it covers IT infrastructure, such as network, data centres, storage, back up and security systems.

We are targeting a 10% reduction in IT related emissions by FY27, compared to a FY23 baseline. This will in part be driven through improvements in the energy efficiency of IT equipment, software and infrastructure, by replacing with more energyefficient alternatives and implementing power management and energy saving features.



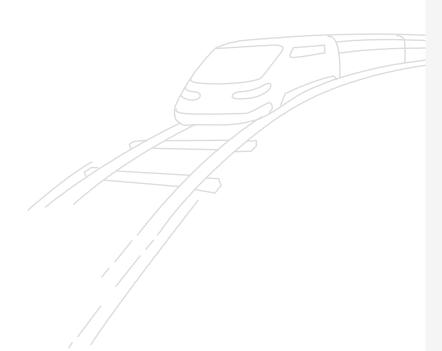
BUSINESS TRAVEL

Business travel is a necessary part of how we work as spending time together with colleagues and clients is important to collaboration and the delivery and quality of our services.

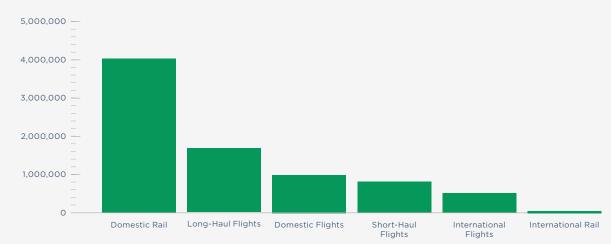
This year we saw a rise in business travel (particularly flights) as business activities fully recommenced post pandemic, we opened new international offices and reintroduced events which bring colleagues together, such as team away days.

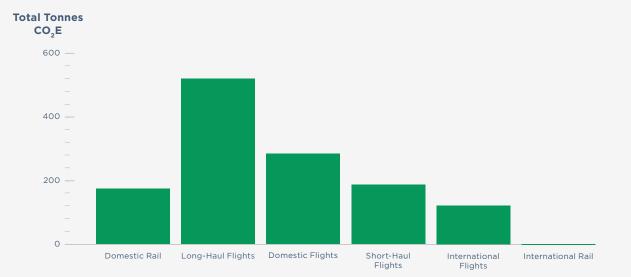
The resultant effect on our emissions highlights to us the importance of continuous monitoring in this challenging area of corporate travel and events, and the need for targeted strategies to mitigate the environmental impact.

Most kilometres this year were covered by rail and our aim is to further increase the use of more sustainable travel alternatives, replacing where possible domestic and short haul flights which are significantly more carbon intensive.



Total km





Already business travel data is reviewed regularly through departmental managers to look at individual behaviours. It is also now looked at in aggregate by our Environmental and Travel Managers and Environmental Steering Group to consider strategies to influence and change travel choices.

Actions we will be taking next year around business travel include:



Greater collaboration between our events and travel teams to limit significant emission spikes during certain months associated with corporate events.

Whilst we implement various strategies to manage down this area of our footprint, this year we chose to mitigate the additional carbon produced by engaging with carbon market experts Climate Impact Partners to offset our UK business travel emissions using climate reduction projects including naturebased solutions, improved household technology and renewable energy solutions.





Implementing a new travel booking portal which allows individuals to view and track the emissions associated with their travel and make more informed decisions. This will also give us greater insight into how different areas of the business affect our travel carbon footprint.



A review of our travel policy to reduce demand for the most carbon intensive travel options and promote more sustainable travel habits.



RESOURCE USE AND WASTE

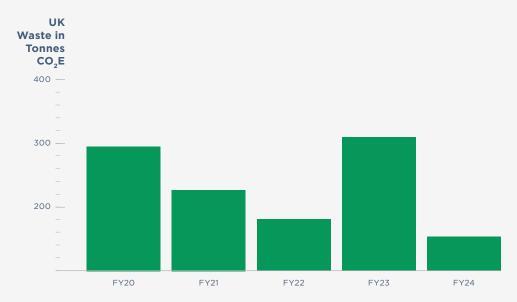
Linked to our commitment to net zero is our goal to continually reduce the amount of resources that we are consuming as a business, as well as the amount of waste that we are producing. In the production and disposal of goods there is a carbon impact, and so our strategy is important for this reason, as well as to preserve the planet's precious finite resources.

Our strategy centres around (1) **reducing** our use of consumables, (2) **reusing** items to increase their lifespan and (3) **recycling** waste to keep materials out of landfill.

Waste is monitored and measured on a regular basis and we have established recycling and re-use schemes for our office, food, and electrical equipment. Recycling stations are available in all offices, prompting colleagues to segregate waste wherever possible.

Waste has been on a downward trajectory over the last five years, with the exception of FY23, which coincided with increased office attendance post Covid. This year we implemented tighter controls and checks on our waste data, meaning that we were able to report more accurately due to enhanced data collection and analysis.

Encouragingly, we have seen a significant reduction in the amount of waste produced in our UK operations and achieved our target of zero waste to landfill, despite headcount growing year on year.



Our goal is to apply our ISO 14001 certification (which currently covers our UK operations) to our global business, so our focus is to expand our waste data collection to cover all offices.

CATERING

In our catering operations we are keen to keep food waste to a minimum, so ingredients are weighed and waste strictly monitored to identify efficiencies.

In early 2024 we began trialling a food donation distribution service at our London office to redirect any viable food items rather than disposing of them.

We continue to work hard to remove single use plastics and disposables. For example:

- Sustainably sourced ceramic mugs in kitchen areas reduced usage of disposable cups.
- All food takeaway containers in our staff restaurants are biodegradable.
- Colleagues can use their own containers when purchasing food and drink from the staff restaurants in return for a discounted price.

OFFICE SUPPLIES

Since 2015 when we started tracking, we have reduced paper consumption from 50 million pieces to 6.7 million pieces this year.

We achieved this through initiatives like e-filing, digital mail solutions and our stationery recycling scheme enabling colleagues to reuse or recycle materials.

We did see a slight uptick from 6.4 million pieces last year, which reminds us of the continued need to maintain focus.

Other initiatives include:

- Recycling toners and ink cartridges.
- Priority for digital subscriptions and removal of journal and magazine prints where practicable.
- Donating redundant law books to local schools, law libraries, universities and other institutions. In London alone, we have recycled over 5,000 library books over the last 18 months.

IT ASSETS

In recent years, unless laptops are beyond economical recovery, they are never thrown away, instead donated to those in need.

To date we have sent over 50 laptops to Ukrainian orphans via the Dnipro Kids charity and 20 laptops to RefuAid, a charity that provides people who have fled their homes with tailored support to rebuild independent and dignified lives in the UK.

"

Thanks again, we really appreciate your support – there is such a high demand for laptops, so they will go to great use and will be highly appreciated by our clients.

RefuAid

Our new IT carbon strategy also plans to:

- Extend the 'useful life' of laptops by one year.
- Collaborate with IT suppliers and vendors to facilitate more take-back and recycling.
- Promote colleague awareness of recycling options and greater buy in to reuse and refurbishment of equipment.

BIODIVERSITY

Climate change is a major contributor to biodiversity loss because it alters habitats and ecosystems. Biodiversity is essential for the processes that support all life on earth and it is clear that the success and resilience of businesses will increasingly be linked to the health and wellbeing of our natural environment. For that reason, we actively seek out projects near to our offices which allow colleagues to connect with their communities and take practical steps to regenerate local ecosystems and promote biodiversity.



This year, AG volunteers spent over **400** hours on a range of environmental projects.



We continued to work with **the Canal & River Trust** to adopt mile-long canal stretches in Leeds and Manchester, to increase urban biodiversity. Our volunteers assisted with canal management, cleaning graffiti and removing plastic waste from our precious inner city green spaces. We were proud to receive a Gold Green Apple Environment Award and Silver Green World Award for our efforts.



We are a corporate sponsor of **RZSS (Royal Zoological Society of Scotland)** and have chosen to sponsor the Scottish wildcat as part of that partnership to assist with their reintroduction to the Scottish Cairngorms. Volunteers also spent time at the zoo helping with habitat management and getting involved with the animals.



Colleagues from our London office spent time at **Spitalfields City Farm**, one of our local green spaces. Spitalfields grows produce that is used by the community and volunteers helped out with all aspects of daily life at the farm.







COLLABORATING FOR SUSTAINABILITY

Global challenges require joined up solutions and we can only achieve our sustainability ambitions if we work collaboratively with our colleagues, suppliers and other partners.

INTERNAL COLLABORATION

We are fully aware that to manage our environmental impact, we need our colleagues to understand the part they play in contributing to, as well as reducing, our overall carbon footprint and then inspire them to take action.



"

Our dedicated Environmental Steering Group ensures that we're engaging directly with colleagues, taking on board their feedback and suggestions. It's made up of volunteers from across the business who want to play a part in helping us develop our strategies and supporting activities. It's great to see their enthusiasm and hear their ideas for local office initiatives.



Lisa Sivori, Environmental Manager



In this year's annual Environmental Week we engaged colleagues through a series of activities aimed at fostering awareness and action. We released 'bite-size' interviews on why striving for net zero is so important and highlighting what we are doing about it, offering both individual and corporate perspectives on practical steps we can take. We also had fun events like a green quiz and subsidised vegan meals in our staff restaurants.

EXTERNAL PARTNERSHIPS

Recognising the part we can play in broader business initiatives and the shared learning opportunities available, we are involved with the following alliances and schemes:

LEGAL SUSTAINABILITY ALLIANCE



The only not-for-profit sustainability network run by law firms for law firms. AG is a founding member.

CLEAN CITY AWARD SCHEME

Set up in 1994 to develop partnerships with all types of London City businesses to encourage, recognise and reward best practices in high profile areas of air quality, climate action, resource use and Plastic Free City.

AG was awarded the Chairman's Cup 2024 for environmental best practice across multiple categories in our London Office. The judges were particularly impressed with our move away from traditional paper sources to more sustainable alternatives, our reduction in couriers and deliveries, and efforts to engage and promote environmental issues internally.



GREENER LITIGATION PLEDGE



The Pledge calls for members to recognise the importance of restricting global warming to 1.5°C, and commit to taking active steps to reducing their carbon footprint whilst always maintaining and promoting the highest standards of justice and client service.

GREEN WORLD AMBASSADOR



Having won a Gold Green Apple Environment Award in 2023, our case study has been published in The Green Book 2024, the world's only annual international work of reference on environmental best practice, making us a Green World Ambassador.



COMING NEXT

Our environmental strategy is multifaceted. We know there is progress to make across a number of areas and our activities for FY25 will include:

Net zero – Finalising and publishing global emission reduction targets in line with the SBTi's criteria and submitting to the SBTi for a complete validation.

Monitoring – Refining and publishing global environmental data, including emissions and waste.

Business travel – Implementing a travel booking portal that allows users to view and track their individual business travel carbon footprint.

Colleague awareness – Rolling out formal environmental training to encourage colleagues to make more sustainable choices.

Consumables – Ensuring 30% of stationery lines have been replaced with a more sustainable alternative.

ISO 14001 – Starting the work to expand our current ISO 14001 certification to cover our global footprint.



COMMERCIAL

COMMERCIAL



This part of our strategy recognises our place in the supply chain ecosystem, as both a provider of legal services to a diverse range of clients, as well as a purchaser of goods and services from an equally wide range of businesses.

In both respects, responsible business considerations are increasingly relevant, as entities up and down the supply chain look to de-risk and realise the benefits that a more sustainable supply chain brings. We are maturing our approach to this area – both in terms of engagement with clients and potential clients, and with those businesses from whom we are procuring goods and services for our business operations.

CLIENTS

When it comes to clients, our starting point is to communicate our responsible business strategy and credentials. But in many cases our relationship has evolved beyond this to collaborating on initiatives which help to further our respective responsible business aims and where we can make more impact together than individually. We have many examples of projects in DE&I, volunteering and pro bono where our impact has been enhanced by working together with clients, pooling our ideas and resources.

CASE STUDY

In January 2024 we launched the Ethnic Business Growth Programme, a new pro bono partnership, in collaboration with our client, HSBC, and with support from the Rowan Group. The programme links ethnically diverse trailblazers with legal and business professionals who can act as mentors and support them in achieving maximum impact and growth for their business. Establishing a strong network and gaining access to mentorship can significantly assist ethnically diverse business owners in overcoming challenges and provide them a platform to amplify their brand, products or services. The offering to these businesses was significantly enhanced by bringing together three different organisations with diverse skills and expertise to create a fantastic package of support.



Natasha has been involved from the outset and you can hear more about her experience.

OUR ESG PRACTICE

As well as partnering with clients on innovative projects which meet our respective responsible business goals, we support them in navigating the legal, risk and regulatory aspects of their sustainability journeys. Our ESG practice has advised policy makers, government bodies and a broad range of companies on areas such as transition planning, sustainable financing, non-financial reporting, value chain due diligence, ESG-washing disputes, through to technology integration, executive remuneration and contractual frameworks. A few of our standout projects this year include:

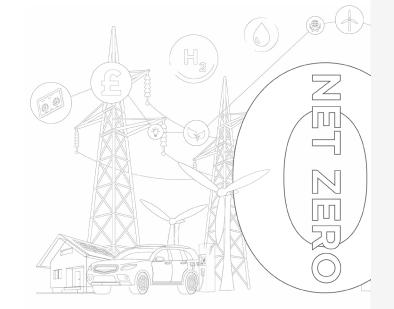
We supported a global food and beverages company on the preparation of their decarbonisation transition plan and its implementation. This included a first-to-market solution to reduce their waste and carbon footprint through efficient manufacturing and biodegradable alternatives.

We advised a global bank on its first three bespoke green loans to major housing providers to help those housing providers finance retrofitting of over 120,000 homes.

Advising the Taskforce for Nature-related Financial Disclosures (TNFD) on their governance, implementation of the TNFD Framework for biodiversity disclosures and in respect of creating more accessible data related to nature for the private markets and financial institutions. We recognise the investment required to stay ahead of the curve and the need to make a broader contribution in this space. As such, AG's lawyers are represented on the boards and committees of the UK Sustainable Finance and Investment Association, the International Sustainable Finance Centre and the LMA Sustainability Committee.

We're proud to have offered pro bono advice to the TNFD, UN Global Compact, UNICEF and the Centre for Sport and Human Rights. As well as supporting these organisations, it allows us to represent our clients' voices in defining the future regulatory landscape.

This year, we were delighted to welcome David Alfrey to the AG partnership. David is a leading ESG lawyer with a deep understanding of the regulatory landscape, geopolitical drivers and international trade regimes. His joining the team further reinforces our ability to offer our clients best in class and end-to-end sustainability advice.



"

Together with our clients we have seen strides being taken globally towards a sustainable and responsible future. True to AG's mission of "more imagination, more impact" we pride ourselves in providing creative and grounded solutions to our clients, supporting them throughout the whole journey where that is needed. We believe in "walking the walk" and our commitment to supporting our clients goes hand in hand with our commitment to continuously better ourselves and learn from those around us.



David Alfrey, Partner

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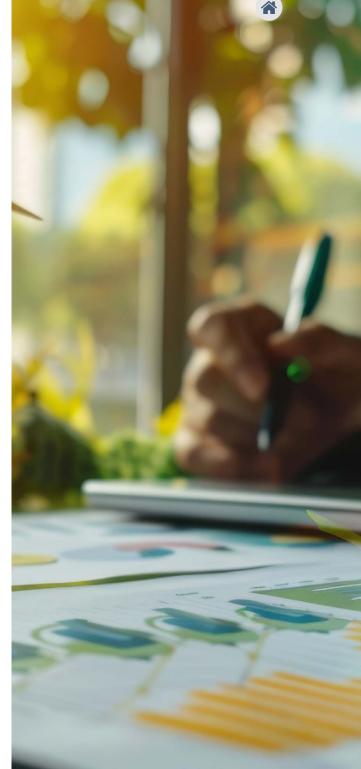
We are committed to developing a diverse and ethical supply chain, ensuring that our suppliers share our values and commitment to responsible business practices. Environmental, social and governance factors are routinely factored into significant procurement decisions. For example, when selecting our new London office at 41 Lothbury, the projected environmental performance of the building, both in the build/renovation phase and post occupation, was a key part of our selection criteria.

Once we have selected a supplier, we expect them to adhere to minimum standards and behaviours throughout the term of their contract. This year we decided to partner with EcoVadis so that we could take a more in depth look at the responsible business performance of our key suppliers and use this to influence our future procurement decisions. The initial group was identified by considering factors such as level of risk and spend, and where we felt maximum impact could be achieved. As well as driving improved supplier performance, we are conscious that there are likely to be areas where we can learn from the good practices that our suppliers are demonstrating.

ecovadis

Suppliers will also play a critical role in supporting our pathway to net zero. In preparation for the launch of our SBTi approved targets, we have begun the process of engaging with some of our most carbonintensive suppliers to better understand their carbon footprints and obtain data to calculate our global scope 3 emissions as accurately as possible. Once collected, this data will be analysed and used to develop a supplier engagement strategy focusing on communication, support and monitoring, with the ultimate aim of reducing emissions.

From our initial work, it is already clear that carbon related to purchased goods and services make up the majority of our global scope 3 emissions, so this collaborative approach of engaging with suppliers and, where necessary, providing tools to help them record and manage their carbon data, will be vital to achieving our shared Net Zero goals.



SUSTAINABLE PROCUREMENT

Careful procurement decisions about the products we use day-to-day help to make us more sustainable as a business, as well as drive wider social and environmental benefits. For example, we try to source local ingredients for our catering operations, to reduce the miles travelled. Additionally, in our UK offices we serve coffee sourced from Redemption Roasters, who provide professional coffee industry training to prison inmates, or ex-offenders, providing pathways to long-term employment and a reduction in re-offending.

Two suppliers we have recently partnered with are:

RED-INC

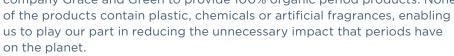


Red-Inc is an award-winning B-Corp company that has helped us make more sustainable choices when ordering stationery, including switching from standard tree-based paper to a sustainable alternative made from agricultural waste (envoPAP). With every box ordered, a new tree is planted, so with every 10 boxes ordered, we save the equivalent of an acre of rainforest. This year, 54% of paper used in our UK offices was envoPAP, equating to over 200 acres of forest – and we plan to see this increase.

Of particular significance are those suppliers to whom we outsource key parts of our business operations, such as print and post services, catering and office maintenance. They are critical partners in achieving improved environmental performance and sustainability is a key priority within the contract.

GRACE AND GREEN

G &G &G We introduced free sanitary products in our female and gender-neutral toilets across our UK offices. We partnered with ethical period care company Grace and Green to provide 100% organic period products. None of the products contain plastic, chemicals or artificial fragrances, enabling





Donna and Hannah work for SPS, who provide AG with a range of office services. Here, they discuss various initiatives they have been involved with.



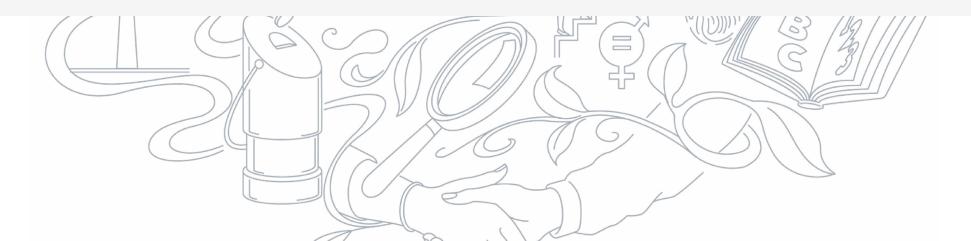
COMING NEXT

We only see ourselves working more closely with clients and suppliers in the future. Our focus for next year will be on:

Looking for more opportunities to partner with our clients on innovative and impactful responsible business projects.

Analysing the EcoVadis data from our initial group of suppliers and engaging further, particularly where we identify areas of risk or lower performance.

Continuing engagement with our key suppliers to obtain data related to their carbon emissions and carbon reduction plans, as well as extending this to more suppliers.



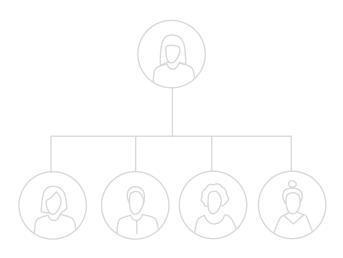
CONSCIENCE

CONSCIENCE



Being a responsible business is underpinned by

good governance. A focus on sustainability in decision making drives both innovation and flexibility – which are two key components of resilience. And in a volatile world, colleagues benefit from being part of a resilient organisation, well set to adapt to the changing environment.



GOVERNANCE AND OVERSIGHT

Our Board, chaired by our Senior Partner, convenes monthly and is responsible for approving the strategy of the firm and overseeing its execution. Our external non-executive member provides valuable independent oversight, advice and guidance. Our Executive, led by our Managing Partner, formulates the strategy for the Board's approval and manages the firm's operations subject to Board oversight. Conscious of the link between diversity and better quality and objectivity of decision-making, the composition of both these groups is monitored and, this year, over a third of our Board and our Executive members have been female.

Responsible business is tabled as an agenda item at Board meetings bi-annually and at Operational Executive meetings quarterly, to ensure there is good oversight on progress and challenges. Additionally, ethical and responsible business considerations are woven more broadly through our Board and Executive agenda – it is one of the lenses through which we formulate our strategy and make decisions.

We believe that when our values shape the choices we make, it promotes clarity and confidence in decision making.

PROFESSIONAL EXCELLENCE AND INTEGRITY

We understand the importance of upholding confidence in the legal profession through the way that each of us conducts our work, every day. As such, we hold our people to the highest standards of professional behaviour and integrity in all of their interactions, adhering to the laws and the requirements of our professional regulators in the jurisdictions in which we operate. All colleagues must comply with our Code of Conduct, which outlines our behavioural expectations in the workplace, and they are asked to confirm their understanding and acceptance of the Code annually.

Overseen by our Office of the General Counsel, our approach is regularly reviewed and new policies, training sessions and updates are provided to colleagues where required. As an example, this year we published a new Competition Law Compliance Policy following feedback that colleagues would benefit from additional guidance.

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FINANCIAL CRIME

We help colleagues understand their obligations to detect and prevent financial crime through a comprehensive suite of policies and mandatory training on areas such as anti-money laundering, sanctions compliance, and anti-bribery and corruption (including the giving and receiving of gifts and hospitality). Regular audits take place to ensure compliance against our key policies and processes and may indicate future training needs. Our full suite of policies and procedures is contained in our Practice Manual and they are updated regularly in line with changing regulation, legislation and market practice to ensure that they are up to date, relevant and accessible.

MODERN SLAVERY

We have both a legal and moral obligation to ensure that we, as well as our suppliers, do not knowingly or inadvertently facilitate or participate in modern slavery and human trafficking. We therefore take appropriate steps to prevent modern slavery within our organisation and our supply chain. Colleagues who work in teams where there is a need for increased vigilance (such as Procurement and Human Resources) receive training on the prevention, detection and reporting of Modern Slavery. Our Modern Slavery Act Transparency Statement contains more information about our approach and confirms that, to date, no instances of modern slavery have been identified within our business or supply chain.

DATA PROTECTION

Cyber security is an increasing concern for all businesses, and at AG we are committed to protecting our confidential client and personal data through relevant controls and regular audits. Our Data Protection and IT Security teams work in tandem to ensure we are meeting all of our obligations - and all colleagues take part in mandatory annual training. New suppliers are routinely assessed in terms of the robustness of their IT infrastructure to ensure that we are not exposing ourselves to any unnecessary risks. In Manchester, Leeds, London, Glasgow and Edinburgh, our Information Security Management System is certified to ISO 27001, but all offices globally effectively operate to the same standards, utilising shared systems and practices to ensure that data is processed and safeguarded in line with best practice.

RAISING CONCERNS

We work hard to maintain an open and supportive culture and as part of that we want to make it as easy as possible for any colleague or individual connected to the firm to express concerns about issues or behaviours which are contrary to our values. Underpinned by our Whistleblowing Policy, our Safecall helpline is widely promoted across the firm. Any type of concern can be raised anonymously, from bullying and harassment, to fraud or corruption – and the firm commits to undertaking a thorough and impartial investigation. We also have a complaints procedure, overseen by our Complaints Partner, which provides an avenue for those outside the firm to raise any issues.

INNOVATIVE TECHNOLOGY

The rapid rise in the use of AI has been a notable feature of the year and has necessitated a focus on safe and secure adoption of new technologies. We have been promoting both the benefits and use cases of AI, alongside the ethical considerations and drawbacks so that our colleagues can use these tools in an effective and responsible way. We have a clear policy around using AI solutions for legal work, setting out what data can be used in which tools and guardrails that ensure validation checks are carried out if using AI to generate outputs. We are clear about what we consider to be the appropriate use cases for AI internally; for example, we do not use it to inform decisions in areas such as recruitment and reward. As mentioned above, we have robust information security processes to ensure security of client and firm data when using any technology solutions, especially concerning the use of data to train AI models or cross-iurisdictional risks.





COMING NEXT

Our approach is always evolving and our focus for FY25 includes:

Developing our AI policy alongside advancements in the underlying technology – with a focus on sharing best practice internally and with our clients.

Refreshing our Code of Conduct to ensure it is clear and user friendly, aligning with latest guidance and best practice.



MEASURING OUR PROGRESS

MEASURING OUR PROGRESS

ACCREDITATIONS AND AWARDS

We are committed to transparency - highlighting areas where we are making progress, alongside where we can improve and want to do more.

As well as reporting to the UN on our work to embed the Ten Principles and support the Sustainable Development Goals, we commit to external assessments and disclosures to provide an objective perspective:

	FY24 result	
ecovadis	Bronze medal	
CDP	C - the average rating for specialised professional services	
Achilles	100% on standards through assessment for Safety, Health, Environmental and Quality practices and procedures as a registered supplier on Verify - Category C	
Hellios FSQS	82.72 ESG rating	
ISO 14001:2015	Environmental management system certification (covers all UK offices)	
ISO 27001:2022	Information security management system certification (covers Manchester, Leeds, London, Glasgow and Edinburgh offices)	





KEY PERFORMANCE INDICATORS

We understand the importance of data in helping to set meaningful targets, monitor how we are doing and report annually to all our stakeholders. As part of our strategy, we established relevant Key Performance Indicators (KPIs) to track and report our progress and you can see these below.

КРІ	FY24	Change on previous year
COLLEAGUES		
% female board members (global)	35.7% (Target 40%)	-6%
% female partners (UK)	32.5% (Target 40%)	+0.1%
% female partners (global)	31% (Target 38%)	+0.4%
% ethnically diverse partners (UK)	7.7% (Target 10%)	+0.3%
% ethnically diverse trainees (UK)	21.2% (Target 28%)	+4.9%
% trainees of Black heritage (UK)	2.9% (Target 5%)	+2.9%
% ethnically diverse colleagues (UK - all roles)	13.2% (Target 18%)	+0.6%
% colleagues from a socially diverse background (UK)	59.1%	+0.6%
% colleagues who disclosed they are LGBTQ+ (UK)	5.5%	+0.3%
% colleagues who disclosed a disability (UK)	5.5%	-0.1%
% of colleagues who provided diversity data (UK)	78.8%	-3.5%
% of women in new partner promotions (global)	33.3%	-16.7%

КРІ	FY24	Change on previous year	
% of ethnically diverse colleagues in new partner promotions (global)	13.3%	+4.2%	
Parental leave return rate (UK)	96%	-0.1%	
Parental leave retention rate post 12 months (UK)	89.5%	+5.3%	
Inclusion survey engagement score (global)	85%	0%	
Inclusion survey response rate (global)	73%	+18%	
% of colleagues who received career-related or skills training (global)	98%	+57.7%	
Hours of training per colleague per year (global)	7.2	+1.2	
Refer to our 2023 Pay Gap Report for gender, ethnicity and social mobility pay gap data			
Number of H&S RIDDOR incidents (global)	0	0	
Number of reported workplace accidents/ incidents (global)	1	-2	
COMMUNITY			
Pro bono hours (UK)	5,470	+23.5%	
Pro bono hours (global)	5,923	+16.5%	
Total value of pro bono hours (global)	£2,305,650	+15%	
Volunteering hours (UK)	1,786	+58.9%	
% colleagues volunteering (UK)	23	+1%	
Number of socially diverse students supported through work experience/mentoring/apprenticeships (UK)	113	+73.8%	

KPI	FY24	Change on previous year
Number of charities supported through financial contributions / grants (UK)	65	+54.8%
Amount donated to charities (global)	£615,000	+14.2%
CLIMATE - STREAMLINED ENERGY AND CARBON REPORTING (SECR)		
Total Scope 1 & 2 emissions (location-based) (tCO ₂ e)	1,314	+8%
Total Scope 1 & 2 emissions (market-based) (tCO ₂ e)	75	-58%
Total Scope 3 emissions (tCO ₂ e)	2,145	+77%
Total gross emissions (Scope 1, Scope 2, location-based, Scope 3) (tCO ₂ e)	3,459	+43%
Total gross emissions (Scope 1, Scope 2, market-based, Scope 3) (tCO ₂ e)	2,220	+60%

DISCOVER MORE

If you would like to learn more, or have any questions for us, please reach out.

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WHO WE ARE

19 OFFICES

in the United Kingdom (London, Manchester, Leeds, Edinburgh, Glasgow and Aberdeen), Europe (Dublin, Berlin, Frankfurt, Munich, Hamburg, Paris, Luxembourg and Madrid), Asia (Singapore) and the Middle East (Qatar, Dubai, Oman and Riyadh)

Each year,

98

COUNTRIES

3,000+ major businesses, including 51 FTSE 100 companies, appoint us in over We deliver services through our office network and Global Connect, our preferred firm network, with

200+ EXPERT, LOCAL FIRMS

9 SECTORS

Energy & Utilities, Financial Services, Healthcare, Retail & Consumer, Real Estate, Transport, Industrials and Manufacturing, Technology and Sport Revenue of **£495.6M**

2700+

colleagues

including

400+

partners

IN FY24,

representing year on year growth of

12%



LAW FIRM OF THE YEAR AT THE LAWYER AWARDS 2024

The Lawyer





RANKED IN THE TOP 10 MOST INNOVATIVE LAW FIRMS IN EUROPE

The Financial Times





MORE IMAGINATION MORE IMPACT

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