

RESPONSIBLE BUSINESS POLICY STATEMENT



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At Addleshaw Goddard (AG), we are committed to conducting our business responsibly, ethically and sustainably, understanding that our actions impact not only our immediate stakeholders, but also the broader ecosystem of which we are a part. This policy statement outlines our responsible business (RB) governance structure, the key pillars that guide our RB activities, and how we track and measure our progress.

GOVERNANCE STRUCTURE

Our commitment to RB is supported by a robust governance structure that ensures accountability and places RB considerations at the centre of our operations and strategic decision-making. Our Head of Responsible Business, reporting directly to our Managing Partner, coordinates our efforts, and each member of our Operational Executive sponsors an element of our RB strategy.

Our strategy, approved by our board, is operationalised through measurable Key Performance Indicators (KPIs) and is delivered by a dedicated working group with representatives from across the firm. Additionally, we are signatories to the United Nations Global Compact (UNGC), aligning our operations with universal principles on human rights, labour, environment, and anti-corruption, as well as supporting the UN's 17 Sustainable Development Goals.

RB STRATEGY

Our RB strategy is designed to create a positive impact across all our stakeholder groups and is built around five key pillars.

- **Colleagues:** Promoting diversity, equity and inclusion, and fostering a work environment that supports career development, and prioritises the health, safety and wellbeing of our colleagues. Initiatives like the Mindful Business Charter, which we co-founded in 2018, aim to reduce avoidable stress and promote a healthy workplace environment.
- **Community:** Engaging in volunteering, charity work and pro bono legal services to make a positive contribution to our local communities. Through our 'Unlocking Young Potential' approach, we focus on facilitating access to education, access to work and access to the legal profession for young people, with the aim of promoting greater social mobility.
- **Commercial:** Working collaboratively with our clients and suppliers to further our respective RB journeys, ensuring that our supply chain reflects our values.
- **Climate:** Minimising our environmental impact, while actively contributing to local biodiversity preservation efforts. This includes integrating climate resilience into our operations, promoting sustainable sourcing practices, and implementing circular economy principles and waste reduction initiatives. We are committed to reducing carbon emissions and achieving Net Zero by 2045 or earlier, a goal supported by our dedicated Net Zero Working Group.
- **Conscience:** Ensuring the continued good governance, ethical decision-making and accountability that underpins the ongoing success of our firm.

MEASURING OUR PROGRESS

At AG, we are dedicated to continuous improvement and innovation in our RB practices, ensuring we meet the evolving needs of our stakeholders and the wider communities we impact.

Our [Gold EcoVadis rating](#), placing us in the top 5% of rated companies, gives assurance that our RB commitment is embedded in our policies and evident in our actions across the following areas: environment, ethics, labour and human rights, and sustainable procurement.

We have set RB targets in a number of areas:

- We have set firmwide GHG emissions reduction targets, validated by the Science Based Targets initiative (SBTi), aligning our approach with climate science and the goal of limiting global warming to 1.5°C. Using the GHG Protocol Standard, we have adopted the following targets measured against a baseline year of FY24:
 - Near-term targets: Reduce absolute Scope 1 and 2 GHG emissions by 42% and reduce Scope 3 GHG emissions by 51.6% per full-time employee by FY30.
 - Long-term targets: Reduce absolute Scope 1 and 2 GHG emissions by 90% and reduce Scope 3 GHG emissions by 97% per full-time employee by FY45.
- We have targets to drive greater female representation across our global business at senior levels, and greater ethnic representation at all levels within the UK.

Progress against our targets, alongside other KPIs, is reported at least annually to our Board and Operational Executive.

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