RESPONSIBLE BUSINESS REPORT 2026



ADDLESHAW GODDARD

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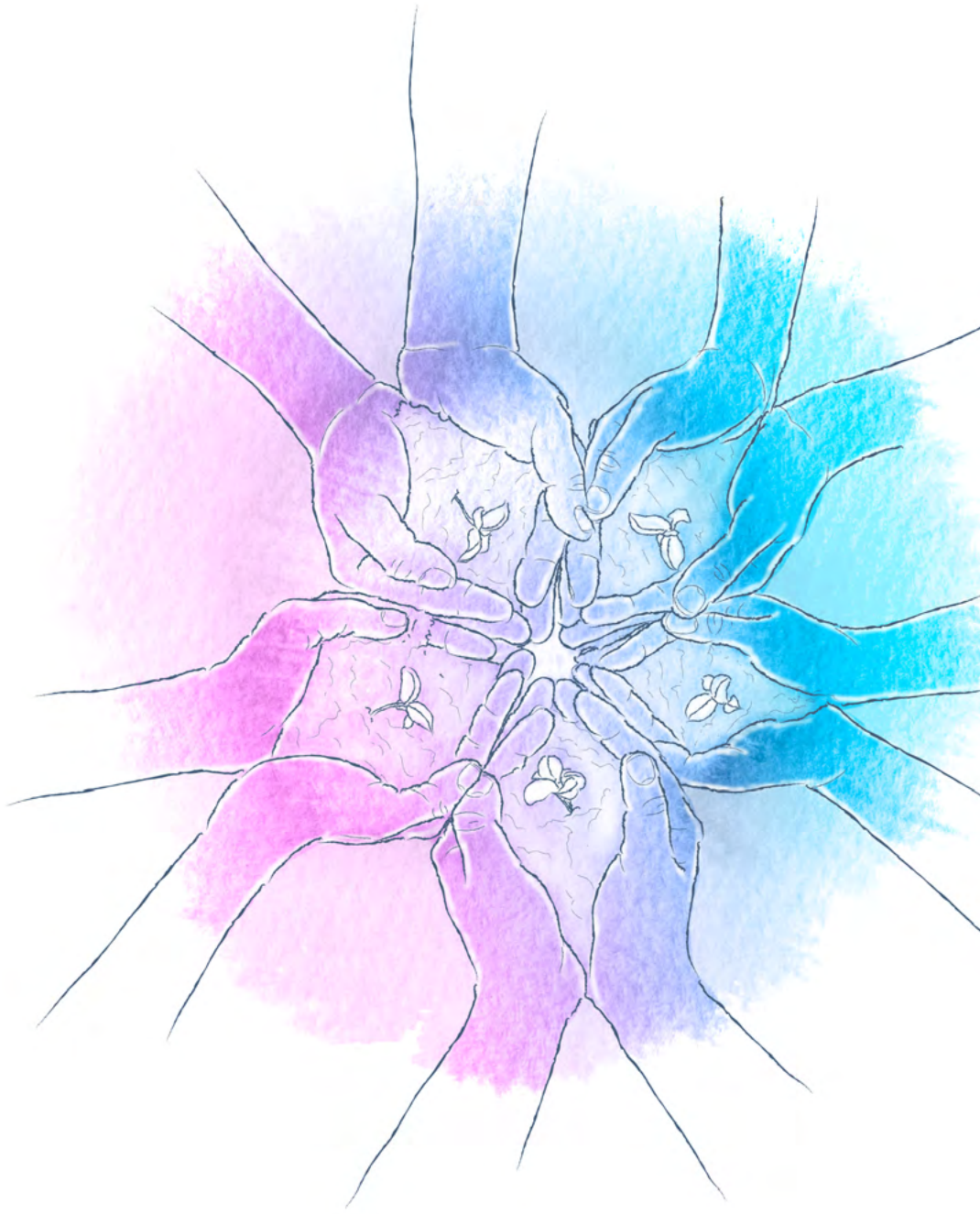
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Welcome to our latest Responsible Business Report

Our Board-approved Responsible Business Strategy is shaped by the issues that matter most to our stakeholders and our business. To ensure our approach remains relevant and effective, we engage throughout the year with colleagues through surveys, employee networks and regular feedback channels; with clients through relationship discussions and ESG-related conversations; with charities, communities and education partners through our responsible business programmes; and with suppliers through our procurement processes. These insights, together with regulatory developments and emerging ESG trends, inform our priorities and reporting.

This year, based on that feedback, we have taken a slightly different approach to our reporting. While remaining committed to celebrating our successes and being transparent about our challenges and where further work is needed, we recognise that many stakeholders do not have time to read a lengthy annual report.

With that in mind, we have focused on selected highlights from the last financial year across the five pillars of our Strategy:

- COLLEAGUES
- COMMUNITY
- CLIMATE
- COMMERCIAL
- CONSCIENCE

which demonstrate the breadth, creativity and impact of our work. For those who would like more details or additional examples, there are signposts to our website throughout the report.

As in previous years, the impact of our work is what matters most. Through case studies and videos, you will hear directly from our people, as well as individuals and organisations outside AG who have benefited from our work. We also show how our activities contribute to the UN Sustainable Development Goals and provide relevant data and metrics to help stakeholders assess our progress.

We hope you find this report informative and insightful. If you would like to discuss any aspect of our Responsible Business programme, please feel free to get in touch.

Mary Peterson,
Head of Responsible Business



SUSTAINABLE DEVELOPMENT GOALS



FY26 Summary

We have made further good progress this year in executing our Responsible Business Strategy.

Gold Medal

69
CHARITIES SUPPORTED
(13 more than last year)

5TH PLACE
in Social Mobility Employer Index

TOP 50 EMPLOYERS FOR GENDER EQUALITY
for 16th time

INITIATIVE OF THE YEAR
Legal Explorers Programme named Diversity and Inclusion Initiative of the Year – Community Focused (Women and Diversity in Law Awards 2026)

SCIENCE BASED TARGETS
Net zero targets validated by the Science Based Targets initiative (SBTi)

54%
REDUCTION
in Scope 1 and 2 emissions

£689,867
DONATED TO CHARITIES
(9% increase)



82%
Maintained inclusivity score of 82% in colleague inclusion survey

GREEN APPLE ENVIRONMENT AWARDS
International Green Apple Environment Award 2025

+£6M
VALUATION OF PRO BONO HOURS
(11% increase)

CDP
score of **B**

+3K
VOLUNTEERING HOURS FIRMWIDE
(31% increase)

+10K
PRO BONO HOURS FIRMWIDE
(16% increase)

Stonewall Proud Employer Leader
"Leader" status in Stonewall's accreditation scheme

While we are encouraged by this progress, we recognise there is more to do, particularly in reducing our value chain emissions, and accelerating progress towards meeting our diversity representation targets.

AG's culture is at the heart of everything we do. It shapes how we support our colleagues, serve our clients and contribute meaningfully to the communities around us. Looking back on the last financial year, I am incredibly proud of how far we've come and all that we've achieved together. We remain committed to building on this momentum, challenging ourselves to do better, and creating an even greater positive impact in the years ahead.

Aster Crawshaw,
Senior Partner



More details on our Responsible Business Strategy **can be found here.**

Colleagues



This pillar of our strategy recognises that our people are key to our success. Our focus in this area is to promote wellbeing and support colleagues at every stage of their career, from joining to retirement, including during key career transitions. It also includes our efforts to become a more diverse and inclusive business, in which everyone is empowered to be their authentic selves.

Our diversity, equity and inclusion (DE&I) programme prioritises five areas – **disability, ethnicity, gender balance, LGBTQ+, and social mobility** – with Inclusion Partners working alongside our central Inclusion team to drive progress. We regularly gather insights from our nine employee networks to ensure our strategy stays relevant and impactful. With support from our networks, we ran numerous events and activities and marked national DE&I campaigns.

Click here to see progress against our DE&I KPIs.

Below you can read about a few of our highlights.

- National Inclusion Week was marked in London with acclaimed comedian, author, advocate, and podcaster Fern Brady. Fern shared her insights on feminism, living as an autistic person in a non-autistic world, and her journey of embracing her bisexual identity. It was a powerful and inspiring event, blending honesty and humour, and an opportunity to reflect on the importance of inclusion.
- Partnering with Neurodiversity Uncovered, we offered specialist coaching to neurodivergent colleagues, empowering them to reach their full potential and enhance their professional development. Support was also offered to colleagues who are parents or carers of neurodivergent children.



Click below to hear insights from Richard, who helped bring this initiative to life.



I jumped at the chance to join the neurodiversity coaching programme, and it has been absolutely revolutionary. For the first time, I felt truly seen as a parent balancing a demanding career and the realities of caring for neurodivergent children. The practical strategies, expert insight, and supportive forum have helped me navigate challenges, let go of guilt, and create space for my own wellbeing. I'm exceptionally grateful and encourage others to take advantage of this invaluable support.

Laura Uberoi,
Partner



- Following the success of **Parental Pods**, our new parent support programme, it was extended to parents of children of any age that are neurodivergent, benefitting colleagues across the UK, Dubai, Dublin and Poland.

- Our ethnicity network, **AG Embrace**, hosted our first Lunar New Year celebrations in Singapore, London, Manchester, and Leeds. London held the largest event, welcoming 100 clients and colleagues, helping to strengthen key connections within the East Asian business community in the City.



- Partnering with the charity **Barnardo's**, we offered a group of young people in Manchester who are not in education, employment or training, a week of paid work experience. Since the programme concluded, all participants reported feeling much more motivated and confident, and all have secured employment.

BARNARDO'S
Changing childhoods.
Changing lives.

- The **Justine Delroy Legacy Awards** ran for the second time in memory of our colleague, Justine, with the aim of celebrating female talent, as well as individuals who advocate for greater gender equity.

Click to hear directly from this year's winners, Lina and Katherine, on what this recognition means to them, alongside reflections from Mary, one of our judges.



Future Focus

1. Deliver targeted support to team leaders to help achieve our gender and ethnicity representation targets
2. Become a Disability Leader in UK government's Disability Confident employer scheme
3. Launch refreshed firmwide DE&I training to ensure colleagues understand their role in creating an inclusive and respectful workplace

> The young people were really positive about their experience at Addleshaw Goddard. They all said the culture felt inclusive and welcoming and that they enjoyed the placement. They also spoke about how much their confidence had grown over the week, and this was something your team also noticed.

Head of Operations,
Barnardo's

Click here to learn more about DE&I at AG.

Click here to learn more about our approach to career development and wellbeing.

Community

The Community pillar of our strategy is focused on **Unlocking Young Potential** by widening access to education, employment, and careers in the legal profession. We bring this to life through a combination of charitable partnerships, volunteering, and creating opportunities for young people to gain meaningful work experience, including through our apprenticeship programmes. Enhancing access to justice within our communities is another key facet of our approach.

Click here to see progress against our Community KPIs.



Charitable Giving

In 2023, we launched fundraising partnerships with two outstanding charities – **Honeypot Children's Charity** in the UK, who support young carers, and **Jigsaw** in Ireland, the National Centre for Youth Mental Health.

This year, colleagues have continued to raise money for Honeypot, supported by the **Addleshaw Goddard Charitable Trust**. For over 30 years, the Trust has delivered meaningful impact, operating independently of AG while supporting the firm's broader objectives. Its principal focus is on match funding colleagues' individual and team fundraising efforts, amplifying support to a wide range of local, national, and international causes.

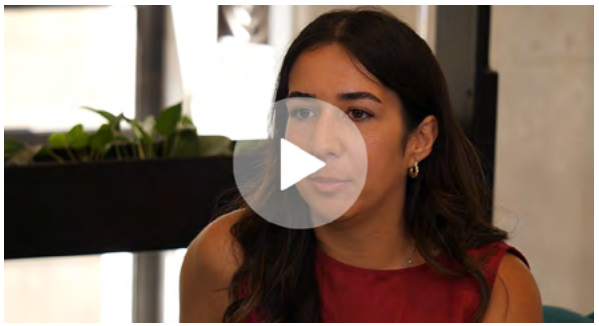


One colleague who benefited from match funding was Helena Evans, a London-based Associate, who set herself the challenge of completing the Marathon des Sables Legendary. She achieved her goal in just six days, at one point travelling 100 km in a single day. In total, she successfully traversed 271.5 km of Sahara Desert and raised £5,230 (including £2,000 AG match funding). That was enough to fund a 2-night break for 10 young carers at one of Honeypot's houses.



Our Dublin colleagues have been equally active in raising money for Jigsaw. A team taking part in the London Landmarks Half Marathon met their fundraising target by running a week-long game inspired by The Traitors. Shields were hidden around the office, murders were conducted in 'plain sight', and potential traitors were voted out throughout the week. Colleagues had great fun and raised €4,000.

A highlight of the year was the permanent relocation of the award-winning **Addleshaw Goddard Freedom to Flourish Garden** from the 2025 RHS Chelsea Flower Show to Honeypot House in Hampshire. Designed by Carey Garden Design Studio, the garden won an RHS Chelsea Gold Medal before being rehomed to become a permanent feature of Honeypot's residential breaks for the young carers they support.



JIGSAW
Young people's health in mind

the honeypot children's charity
happy memories, brighter futures

"We are incredibly grateful to Addleshaw Goddard for their continued support and for creating such a meaningful and lasting legacy for Honeypot. The Freedom to Flourish Garden is more than just a beautiful space - it is a place where our young carers can pause, reflect and enjoy moments of calm and joy during their time with us. This garden will be enjoyed by so many children for years to come and stands as a wonderful symbol of what this partnership has achieved together.

CEO, Honeypot Children's Charity

The total amount donated to charities this year was

£689,867

a 9% increase on last year.

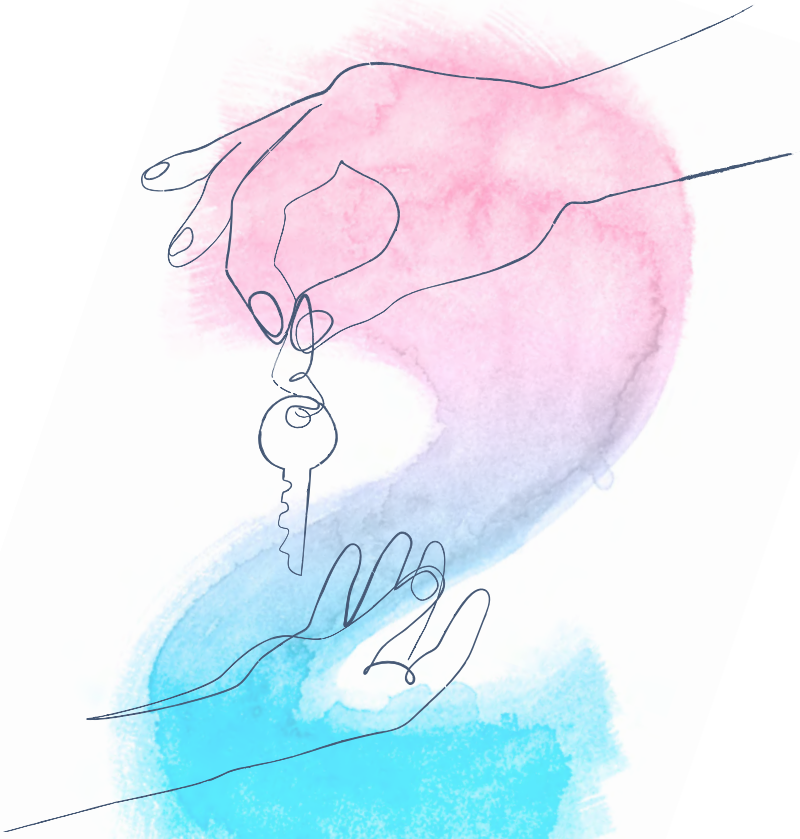
Volunteering

Colleagues across AG regularly dedicate their time, either through ongoing commitments or by using their annual CSR day, to support a variety of good causes. Our volunteering activity focuses on initiatives that benefit young people, alongside environmental projects. **Hours this year have increased by 31%**, fuelled by an increase in team volunteering days, often in collaboration with our clients.

Some highlights include:

- Partnering with **The Felix Project** and **FareShare**, colleagues helped to pick, pack and sort food for distribution to charities and community organisations. Their support helped reduce food waste and provide food to people experiencing hardship.
- Our Dubai office welcomed students from **Oldham College** as part of their educational visit to Dubai. The students explored potential career pathways and learned more about working in an international business and professional services setting.
- Colleagues participated in meadow clearance at **RHS Harlow Carr,** supporting biodiversity and environmental conservation. The work helped encourage the growth of native wildflowers and contributed to the long-term management of soil health and fertility.

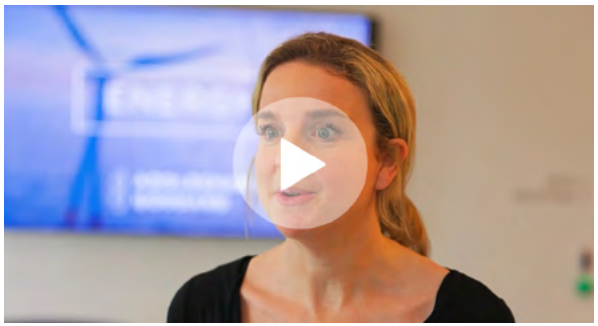




Click here to see more examples of projects we have delivered through our charitable partnerships.

Access to the Profession

Facilitating greater social mobility and access to the legal profession underpins much of our outreach work. In February we worked with the Lord Mayor's Appeal in the City of London to support its **'We Can Be'** programme, encouraging girls to consider a career in the City. We welcomed students from Kingsmead School to our London office, where they met AG colleagues, as well as alumni, who shared details about their career paths. Click below to see AG featured in this film by The Lord Mayor's Appeal.





As well as running throughout the UK, our **Legal Explorer programme** in Dublin had a second successful year. Our Irish colleagues were delighted to welcome six students who took part in online workshops, in-person insight sessions, mentoring meetings, and came into our offices for work experience. One of our mentors, Alison Devine, spoke to local radio about her involvement with the programme.





Through awards established in memory of former colleagues, AG continued to support aspiring legal professionals from lower socio-economic backgrounds. This year, Gracie Keane and Mariam Tambajang each received a £5,000 bursary, mentoring and work experience to support their legal studies through the **Sonia McMahon Memorial Award**, while Yasser Maait was recognised through the **Exploration Award in Memory of Greg Carr** for his innovative contribution to our Legal Explorer programme.

> The Exploration Award has given me the freedom to explore commercial law through the lens of creativity and social awareness, embodying the message that Gregory Carr championed... This Award means a lot to me because it taught me that law can be fun and engaging, making it an even more compelling career choice.

Yasser Maait,
Legal Explorer



Pro Bono

Our pro bono programme has seen continued growth this year, with **hours increasing by 16% to a value of over £6 million.** Lawyers globally are incentivised to deliver 50 pro bono hours that can be counted towards their chargeable hour targets. This year we have relaunched our Pro Bono Steering Group, refreshed our Pro Bono Policy and expanded our network of Pro Bono Partners, who guide our strategy and lead on some of our key pro bono client relationships.

Through our longstanding support of **parkrun**, a charity delivering more than 2,800 free weekly community events across 22 countries, colleagues across our international offices provided pro bono legal advice on a range of strategic initiatives. This included advising from London on the acquisition of a new app to improve access to member data, supporting a growth funding agreement from Warsaw, and advising on sponsorship arrangements from Dublin to raise the charity's local profile. Teams in Leeds and London provided employment law advice on evolving EHRC guidance, while colleagues in Aberdeen and across the firm supported data and technology enhancements to strengthen the app's user experience.

We supported **Child Bereavement UK** in developing a report examining the Child Death Review process from the perspective of bereaved families, highlighting gaps in communication, guidance and support during an exceptionally difficult time. The evidence-based report amplifies the voices of bereaved families and is now being used to advocate for more consistent, compassionate support across England following the death of a child. In addition, funding from the AG Charitable Trust enabled Child Bereavement UK to present the report's findings at the European Association for Palliative Care Annual Congress in Prague.

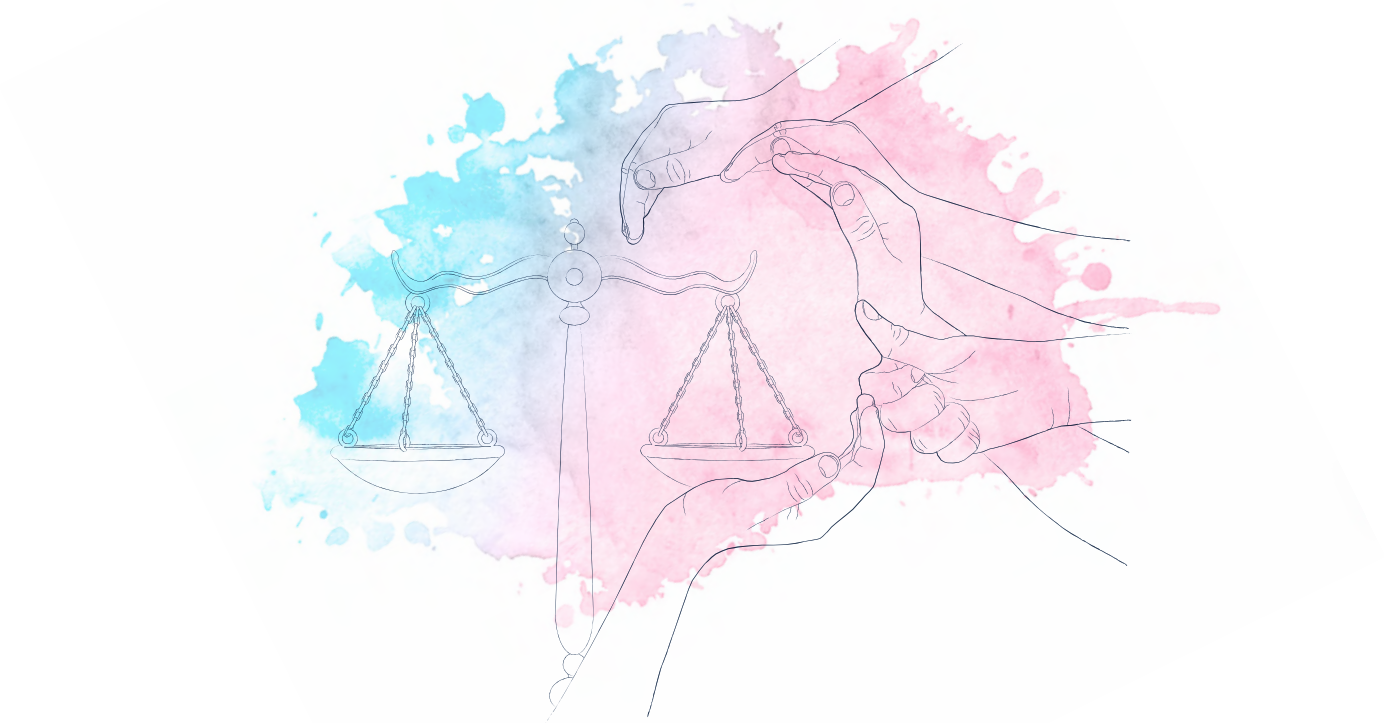
We worked with **Hestia** on the Legal Health Check project, a technology-enabled pro bono collaboration designed to improve access to support for survivors of domestic abuse and modern slavery. Working alongside other law firms and specialist charity partners, we helped develop two digital intake tools that enable frontline workers to carry out more consistent, comprehensive and sensitive assessments of individuals in crisis.

You can hear more about the impact of the Hestia project below.



> Addleshaw Goddard has been a huge support to parkrun, providing legal advice across a vast range of legal matters. The various lawyers we have worked with have engaged closely with our staff to fully understand parkrun and our objectives which has provided the foundations for us to continue to grow and maximise the fantastic impact of parkrun for communities across the globe.
>
> **Global Head of Legal & Governance,**
> parkrun

We provided pro bono support to the **National Park City Foundation**, helping to strengthen its governance and future-proof its operations as the organisation experiences rapid growth. By reviewing and improving policies across areas including employment, health and safety, financial crime and pensions, and advising on emerging regulatory developments, we enhanced the charity's resilience and ability to scale sustainably. This support will enable the Foundation to attract and engage more volunteers, ultimately contributing to the creation of greener, healthier communities and increased access to urban green space.



Future Focus

1. Successfully conclude our Honeypot and Jigsaw three-year charity partnerships
2. Launch AG's first global charity partnership, bringing colleagues together across our offices
3. Work towards achieving a 12,000 hours pro bono target

> Just when we needed it most Addleshaw Goddard helped us to navigate the growing pains of our quickly expanding charity, to ensure we are well placed to confidently scale our organisation in London and beyond in the years to come.

Executive Director,
National Park City Foundation

Click here to find more examples of past and current pro bono projects.

Climate

Climate change represents a significant global challenge, and we are committed to taking meaningful action to protect the planet. Reducing our environmental impact also strengthens our firm's resilience and underpins our long-term business sustainability.

Net Zero Journey

AG has near-term science-based targets (SBTs) to be met by 2030, and a 2045 net zero target, approved by the **SBTi**. Our verified carbon footprint for FY26 shows continued progress towards our SBTs, although emissions associated with purchased goods and services remain a challenge and will require sustained engagement across our supply chain.

Our near-term targets (baselined to FY24) and progress against them are as follows:

- 42% reduction in Scope 1 and 2 emissions – 54% reduction achieved in FY26.
- 51.6% reduction in Scope 3 emissions (per FTE) – 31% reduction achieved in FY26.

You can view progress against our broader environmental KPIs **here.**

Scope 1

Direct emissions from operations

Scope 2

Indirect emissions from purchased energy

Scope 3

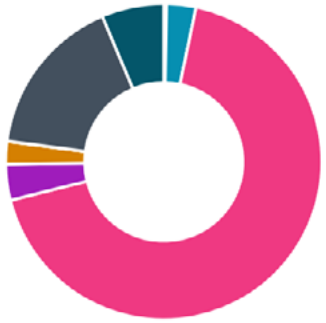
All other emissions associated with the firm's activities including travel, purchased goods and services, commuting and waste

Supplier Sustainability

Emissions from purchased goods and services comprise the largest part of our footprint. We continue to pursue supplier-specific carbon footprints from our key suppliers to enable more accurate data reporting. We will be enhancing our supplier engagement strategy throughout the new reporting year, encouraging larger suppliers to provide us with data, and supporting smaller suppliers to begin capturing their carbon data. Our goal is that our supply network will align with our own environmental ambition, reporting emissions annually and setting their own SBTs. Like many businesses, we are in the process of understanding the impact that Artificial Intelligence (AI) will have on our emissions, and we are also engaging with suppliers on this topic.

Click here to read more about our supplier engagement programme.





- Purchased goods & services 68%
- Business travel 17%
- Upstream energy 4%
- Energy and heating 3%
- Couriers and shipping 2%
- Company vehicles <1%
- Waste <1%

AG's FY26 carbon footprint: 10,456 (tCO2e)

A New Sustainable HQ

A core element of AG's net zero strategy is maintaining a portfolio of sustainable, energy-efficient offices. This year, 36% of our people moved into new offices; notably, we found a new home in London and Glasgow, providing high-quality workspaces while supporting our environmental commitments. Although building emissions represented only 3% of our FY26 carbon footprint, our offices also influence waste generation, consumption and colleague commuting. These relocations have enabled improvements to waste segregation and facilities that support more sustainable travel choices.



Our colleague, Dan, explains more about the relocation to our London office.

Our Glasgow colleagues moved to a modern building with a BREEAM 'Very Good' rating and EPC A certification. Located close to public transport links, it offers cycle storage, showers, changing facilities and energy-efficient LED lighting. It is also supplied with 100% renewable electricity. In London, our HQ was moved to 41 Lothbury, a Grade II listed former banking hall. By reusing the existing structure, the refurbishment achieved 78% lower embodied carbon than a typical new build. The fully electric building runs on renewable energy and uses heat pumps instead of gas boilers. Integrated planting throughout the space, including outside terrace areas, supports both biophilia and biodiversity, helping us reduce environmental impacts associated with occupation while preserving a historic building.



Business Travel

General awareness of our carbon impact is essential for helping colleagues make informed choices. Our travel management company launched a carbon footprint dashboard showing the firm's business travel carbon footprint for the year. Colleagues are presented with charts showing the emissions associated with rail, flights, hotels and car rentals, as well as an overall running total. When choosing their trip, they can see in real time the estimated footprint of their journey and accommodation, and can sort travel options by the lowest carbon footprint.

Our travel-related emissions this year reduced by 7%, but business travel will continue to be closely monitored ensuring we prioritise low-carbon modes of transport wherever possible. This aligns with guidance from initiatives such as the **Legal Sustainability Alliance** and **Greener Litigation Pledge**, of which we are an executive member and signatory respectively.

Future Focus

1. Continue roll out of ISO 14001 to our international offices
2. Pilot carbon literacy training programme for colleagues who are pivotal in our net zero journey
3. Publish a net zero roadmap and begin developing a climate transition plan

LSA Legal Sustainability Alliance MEMBER | 2025

Greener Litigation

Click here if you would like more information about our approach to sustainability.

Commercial

Collaboration is essential to advancing sustainability and, under the Commercial pillar of our strategy, we actively seek opportunities to work alongside clients and suppliers on our shared responsible business journeys.

Client Collaboration

While we often introduce new clients to our responsible business strategy and credentials, many partnerships evolve into deeper collaboration. Over the past year, we have worked with clients on projects that align with both organisations' responsible business objectives, creating outcomes and impact that neither of us could achieve alone.

- For the third time, we partnered with a financial services client to offer a year-long mentoring programme for socially diverse law students, giving them insights into the working lives of both in-house and private practice lawyers.
- With another client, we developed a new programme, offering law students who met certain social mobility criteria, two weeks of work experience, one at the client's offices and one at AG's.
- Our Financial Regulation team partnered with a major retail and commercial bank to volunteer for the day at Spitalfields City Farm, supporting farm maintenance for the benefit of the local community.
- To mark International Women's Day, around 300 clients and colleagues in the UK attended panel events on mentorship, allyship and career development. Colleagues in Germany, Warsaw and Paris also delivered client events and initiatives focused on professional development, inclusion and advancing gender equality across the profession.
- On International Men's Day, we collaborated with one of our commercial property clients to host a hybrid event with guest speaker Richard Pomfrett, founder of the Boys-2-Men charity, discussing positive approaches to modern masculinity.

Client Advisory

Our ESG practice continues to guide and support clients as they, like us, advance their sustainability and wider responsible business agendas. Examples of projects where we advised clients on ESG-related considerations included:

- Advising the UK National Wealth Fund, as lender, on ESG matters in connection with its £36.6bn debt financing of the Sizewell C nuclear power station, which will deliver 60+ years of clean, reliable power after the project completes, along with 70,000+ jobs.
- Providing retail and consumer clients with advice on compliance with the EU Deforestation Regulation (EUDR), which will require companies to carry out due diligence to ensure that products made from certain materials have not been produced on land that has been subject to deforestation or forest degradation.
- Supporting manufacturing and retail clients to understand the impact of developments in EU and UK packaging regulations aimed at reducing the amount of single-use packaging used for products and ensuring packaging is safer and more sustainable.
- Delivering interactive workshops for clients on topics such as exploring bias in the workplace and embracing neurodiversity.

Supply Chain Sustainability

Purchased goods and services make up the largest part of our carbon footprint, so engaging with suppliers to incentivise and support them to reduce their emissions is a priority. We've made good progress this year:

- Through our carbon accounting platform, we requested emissions data from our most carbon-intensive suppliers, giving us improved visibility of our supply chain footprint, as well as any targets our suppliers have set to reduce their emissions. This helps us make more informed supplier selection decisions.
- In collaboration with EcoVadis, we extended our enhanced sustainability monitoring for targeted suppliers (identified by factors such as risk and spend) to suppliers supporting our IT and HR operations. The EcoVadis assessment process helps us identify potential risks and engage directly with suppliers to understand their practices, provide guidance, and support improvements.
- We launched a pilot training programme in conjunction with AXA Climate School for colleagues and key suppliers to improve their understanding of climate change science, carbon footprints, and net zero principles. The aim was to empower everyone connected to our business to contribute actively to our climate goals, both in their professional roles and beyond.

Click here to see our performance against our supplier KPIs.



Future Focus

1. Develop our supplier engagement programme to support SME suppliers in developing their environmental strategy
2. Offer carbon literacy training to suppliers who have a significant influence on our operational sustainability
3. Identify new and engaging ways to collaborate with our suppliers and clients on responsible business projects, across the UK and our international offices

Click here if you would like more information about how we work with clients to support their responsible business objectives.

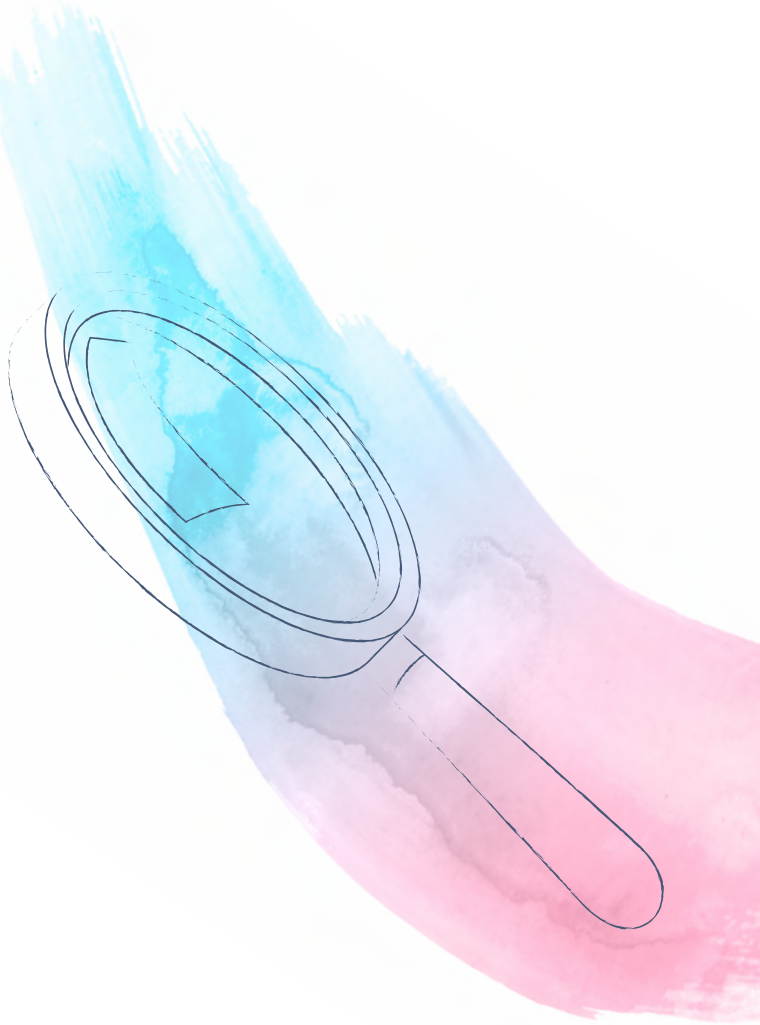
Conscience

Being a responsible business means embedding strong governance and sustainability into our decision-making. By maintaining high standards of professional conduct and integrity, we support our colleagues to thrive, build resilience and uphold trust in the legal profession.

This year we made progress in the following areas:

- We established a cross-functional working group, supported by our Executive-appointed Modern Slavery Champion, to deliver a risk-based roadmap focused on strengthening modern slavery governance, enhancing supplier due diligence, raising awareness and developing KPIs to measure progress.
- Conscious of growing data security risks, we expanded the scope of our ISO 27001 certification to cover nine offices, representing 92% of headcount, reinforcing our commitment to maintaining robust systems, processes and controls to safeguard information. In practice, all offices work to the same standards.
- Following the introduction of a new Anti-Fraud Policy to strengthen fraud prevention, awareness and accountability, we completed an Anti-Bribery & Corruption Risk Assessment to identify and mitigate risks across our practice groups and higher-risk business services functions.

Leveraging the benefits of AI is at the forefront of many businesses' agendas, including AG's. Our AI Governance Policy and Framework support the responsible use of AI across client services and business operations, recognising the opportunities AI presents while ensuring potential risks and impacts are carefully managed. Guided by our AI Governance Principles, we focus on security, legal compliance, fairness, confidentiality, transparency, data protection and maintaining the highest standards of client service. All AI use is supported by appropriate human oversight, robust safeguards and ongoing colleague training, with oversight provided by our AI Governance Committee. We continue to monitor emerging regulatory developments and evolving industry guidance to ensure our governance framework remains fit for purpose.



Future Focus

1. Refresh our approach to compliance training delivery, to respond to colleagues' feedback and drive engagement
2. Continue to strengthen our AI governance framework to support the responsible, secure and effective use of AI across the business
3. Develop our approach to AI agents, embedding appropriate controls and assessing their use against cost, speed, quality and environmental impact

To learn more about our governance, oversight and ethical practices, **click here**

Measuring Progress

FY26 RESULTS	
EcoVadis	Gold medal (top 5% among 150,000 companies).
CDP	B score for specialised professional services.
ACHILLES	Achieved 100% against assessment standards for Safety, Health, Environmental and Quality practices and procedures as a registered supplier on Verify – Category C.
HELLIOS FSQS	ESG rating of 86.78.
ISO 14001:2015	Environmental management system certification covering AG's UK offices in London, Leeds, Manchester, Edinburgh, Glasgow and Aberdeen.
ISO 14064-3	Greenhouse gas reporting prepared and audited in accordance with ISO 14064-1 and independently verified by NQA in line with ISO 14064-3.
ISO 27001:2022	Information security management system certification covering AG's offices in Manchester, Leeds, London, Edinburgh, Glasgow, Aberdeen, Madrid, Dublin, and Warsaw.
UN Global Compact	Click here for our latest UNGC Communication on Progress.

Click here to explore the range of awards and accreditations we have achieved in the UK.

Key Performance Indicators (KPIs)

Our KPIs allow us to track progress, evaluate outcomes, and remain focused on our long-term goals. While many of our indicators improved during FY26, some metrics remained static or declined. We are using these insights to inform future priorities and target resources where further progress is required.

KPI	FY25	FY26	CHANGE ON PREVIOUS YEAR
COLLEAGUES			
% of female board members (global)	46.2%	50% (Target 40%)	+3.8%
% of female partners (UK)	33.7%	34.3% (Target 40%)	+0.6%
% of female partners (global)	31.5%	31.8% (Target 38%)	+0.3%
% of ethnically diverse partners (UK)	7.6%	8.8% (Target 10%)	+1.2%
% of ethnically diverse trainees (UK)	26.1%	26.6% (Target 28%)	+0.5%
% of trainees of Black heritage (UK)	3.4%	2.8% (Target 5%)	-0.6%
% of ethnically diverse colleagues (UK - all roles)	15.4%	16.6% (Target 18%)	+1.2%
% of colleagues from a socially diverse background (UK)	55.5%	55.6%	+0.1%
% of colleagues who disclosed they are LGBTQ+ (UK)	6.5%	7%	+0.5%
% of colleagues who disclosed a disability (UK)	5.8%	4.8%	-1%
% of colleagues who provided diversity data (UK)	76.6%	87%	+10.4%
% of women in new partner promotions (global)	44.1%	46%	+1.9%
% of ethnically diverse colleagues in new partner promotions (global)	13%	13%	No change
Parental leave return rate (UK)	94.3%	94.5%	+0.2%
Parental leave retention rate after 12 months (UK)	90.1%	83.7%	-6.4%
Inclusion survey engagement score (global)	82%	82%	No change
Inclusion survey response rate (global)	58%	54%	-4%
% of colleagues who received career-related or skills training (global)	85.7%	93.2%	+7.5%
Hours of training per colleague per year (global)	6.3	7.9	+25.4%
Refer to our **2025 Pay Gap Report** for gender, ethnicity, social mobility, disability and LGBTQ+ pay gap data.			
Number of H&S RIDDOR incidents (global)	0	0	No change
Number of reported workplace accidents and incidents (global)	1	0	-1 incident

KPI	FY25	FY26	CHANGE ON PREVIOUS YEAR
COMMUNITY			
Pro bono hours (UK)	8,433	8,861	+5.1%
Pro bono hours (global)	9,376	10,903	+16.3%
Total value of pro bono hours (global)	£5,460,295	£6,074,790	+11.3%
Volunteering hours (global)	2,342	3,072	+31.2%
% of colleagues volunteering (global)	19%	22%	+3.3%
Number of socially diverse students supported through work experience, mentoring and apprenticeships (UK)	69	67	-2.9%
Number of charities supported through financial contributions / grants (UK)	56	69	+23.2%
Amount donated to charities (global)	£634,337	£689,867	+8.8%

KPI	FY25	FY26	CHANGE ON PREVIOUS YEAR
CLIMATE Figures below are for our global operations. Data was prepared in accordance with ISO 14064-1 and independently verified in line with ISO 14064-3 by NQA. UK data (SECR reporting) is available in the Addleshaw Goddard Carbon Reduction Plan.			
Total gross Scope 1 GHG emissions (market-based) (tCO_2e)	3.4	30.4	+794%*
Total gross Scope 2 GHG emissions (market-based) (tCO_2e)	469	313.5	-33.2%
Total gross Scope 1 GHG emissions (location-based) (tCO_2e)	3.4	30.4	+794%*
Total gross Scope 2 GHG emissions (location-based) (tCO_2e)	1380	1158	-16.1%
Total gross Scope 3 GHG emissions (location-based) (tCO_2e)	10941	10112	-7.6%
Total GHG Emissions in tCO_2e (market-based)	11413	10456	-8.4%
Total GHG Emissions per FTE in tCO_2e	4.4	3.7	-15.3%
Waste produced (in tonnes)	341.2	350.1	+2.6%
Waste produced per FTE (in tonnes)	0.1	0.1	-4.6%
% of total waste diverted from landfill	75.9	99.7	+23.8%
Energy consumption (MWh)	6755	6416.8	-5.0%
Total renewable energy consumption	4752.8	5045.3	+6.2%
Energy consumption per FTE (MWh)	2.6	2.3	-12.4%

*The increase in Scope 1 emissions is a result of a rise in company car expenditure in our Middle East offices, which next year we expect to be lower. Overall, these emissions represent 0.3% of our carbon footprint.

KPI	FY25	FY26	CHANGE ON PREVIOUS YEAR
COMMERCIAL			
% of targeted suppliers covered by a sustainability assessment (EcoVadis or equivalent)	70	97	+38.6%
% of targeted suppliers engaged in ESG capacity building	58	76	+31%

KPI	FY25	FY26	CHANGE ON PREVIOUS YEAR
CONSCIENCE			
Number of instances of Modern Slavery identified within our business or supply chain	0	0	No change



About AG

3,200+ colleagues, including **2,000+** lawyers and **470+** partners

22 offices across the globe – United Kingdom (London, Manchester, Leeds, Edinburgh, Glasgow, and Aberdeen), Europe (Dublin, Berlin, Frankfurt, Munich, Hamburg, Paris, Luxembourg, Madrid, Warsaw, and Amsterdam*), Asia (Singapore) and the Middle East (Qatar, Dubai, Abu Dhabi, Oman, and Riyadh).

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*Opened in FY27

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If you would like to learn more, or have any questions for us, get in touch.



MARY PETERSON
Head of Responsible Business
+44 20 7160 3231
+44 7725 732138
mary.peterson@addleshawgoddard.com



addleshawgoddard.com

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