

RESPONSIBLE BUSINESS REPORT 2025 - HIGHLIGHTS



At AG, our culture and values are central to our growth and success.

Our Board-approved Responsible Business Strategy is structured around five key pillars:



Colleagues

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



Community

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



Climate

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



Commercial

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



Conscience

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

These pillars ensure we operate ethically and responsibly, building a resilient firm that positively impacts our people, clients, communities, and the environment

FY25 HIGHLIGHTS INCLUDE:



New LGBTQ+ and disability pay gap reporting



8%
reduction in our global emissions since FY24

£634,000
donated to charities

2
new Inclusion Networks

11TH
place in Social Mobility Employer Index



SCIENCE BASED TARGETS
Net Zero targets submitted to SBTi

clean city awards scheme
ESTD 1994
Silver Circular Economy Award



31%
increase in volunteering hours

FT FINANCIAL TIMES
statista
BEST EMPLOYERS UK 2025

17%
increase in pro bono hours (value £5.4m)



COLLEAGUES

This year, over 86% of colleagues benefitted from learning and development support, while our Mental Health Champions and wellbeing initiatives supported a healthy workplace. We formalised new inclusion networks for Christian and Hindu, Jain and Sikh colleagues, and introduced LGBTQ+ and disability pay gap reporting. Our annual Inclusion Survey continued to show strong engagement, as well as highlight where there is room for improvement. Since last year, we have seen positive progress towards meeting 5 of our 7 diversity representation targets.

COMMUNITY

Our commitment to 'unlocking young potential' remains central. Initiatives like Legal Explorers and the Sonia McMahon Memorial Award expanded access to the legal profession and in total we supported 69 socially diverse students through work experience and mentoring. Overall, we increased our volunteering hours by 31% to 2,342. Our fundraising partnerships with our charity partners (Honeypot and Jigsaw) raised over £168,000 and €8,605 respectively. In total, £634,000 was donated to charities, while our pro bono programme delivered over 9,300 hours of legal support, to the value of £5.4 million.

CLIMATE

We are committed to Net Zero by FY2045, having submitted our Science Based Targets to SBTi. Since last year, we achieved an 8% reduction in global emissions, with Scope 1 and 2 emissions down by 63% and 37% respectively. Our transition to renewable energy continues, now at 70% globally, and 100% of UK office waste is diverted from landfill. We launched a pilot climate training programme to embed environmental knowledge, and our volunteering supported biodiversity projects with partners like the RHS and City of Trees.

COMMERCIAL

Collaboration with clients and suppliers is fundamental to our responsible business journey. We expanded our Ethnic Business Growth Programme with HSBC, joined the British Property Federation's Net Zero Pledge, and enhanced sustainability monitoring of our suppliers via EcoVadis. Our new Responsible Procurement Policy is intended to drive greater accountability and transparency across our supply chain. Our ESG practice, further bolstered by Rachel MacLeod who joined this year, advised clients on a range of sustainability and ESG matters.

CONSCIENCE

Strong governance and ethics guide our operations, with responsible business integrated into Board and Executive oversight. As a UN Global Compact signatory, we align with its Ten Principles and support the 17 Sustainable Development Goals. Furthermore, we refreshed our Code of Conduct, uphold rigorous modern slavery prevention, maintain our ISO 14001 and 27001 certifications, and appointed a Quality Manager to support with our pursuit of an ISO 9001 accreditation.



ABOUT AG

2,900+

colleagues globally



including

1,500+

lawyers

440+

partners

Advised

5,000+

clients

including

300+

companies listed on the
stock markets of

10

countries

Delivered services through
our office network and Global
Connect, our preferred firm
network, with

200+

expert local firms

9

core sectors

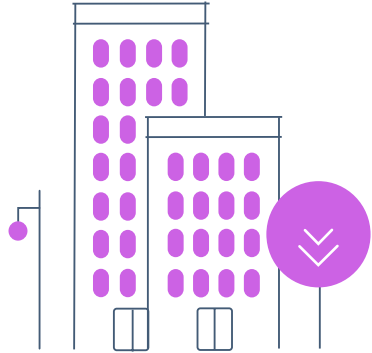
Energy & Utilities, Financial Services,
Healthcare, Retail & Consumer,
Real Estate, Transport, Industrials
and Manufacturing, Technology,
and Sport

21

offices

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

**Opened in FY26*



Revenue of

£550.9m

representing year on
year growth of

11%



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





addleshawgoddard.com

© Addleshaw Goddard LLP. This document is for general information only and is correct as at the publication date. It is not legal advice, and Addleshaw Goddard assumes no duty of care or liability to any party in respect of its content. Addleshaw Goddard is an international legal practice carried on by Addleshaw Goddard LLP and its affiliated undertakings – please refer to the Legal Notices section of our website for country-specific regulatory information.

For further information, including about how we process your personal data, please consult our website www.addleshawgoddard.com or www.aglaw.com. ADD.GOD.1169.25