

RESPONSIBLE BUSINESS REPORT 2025



CONTENTS

OUR APPROACH TO RESPONSIBLE BUSINESS 3

FY25 HIGHLIGHTS 7

COLLEAGUES 9

WELLBEING	11
DIVERSITY, EQUITY, AND INCLUSION (DE&I)	12
MONITORING OUR IMPACT	18

COMMUNITY 21

AG CHARITABLE TRUST	23
CHARITABLE DONATIONS	24
COLLEAGUE FUNDRAISING	26
COLLEAGUE VOLUNTEERING	30
ACCESS TO THE PROFESSION	32
PRO BONO	34

CLIMATE 36

NET ZERO JOURNEY	38
GHG EMISSIONS	39
ENERGY	42
WASTE AND RESOURCE USE	43
TRAVEL AND SUPPLIERS	44
BIODIVERSITY	45
COLLABORATIONS FOR SUSTAINABILITY	46

COMMERCIAL 48

CLIENT COLLABORATION	49
CLIENT ADVISORY	50
SUPPLY CHAIN SUSTAINABILITY	50

CONSCIENCE 52

GOVERNANCE AND OVERSIGHT	53
PROFESSIONAL EXCELLENCE AND INTEGRITY	53
CODE OF CONDUCT	53
FINANCIAL CRIME	54
MODERN SLAVERY	54
DATA PROTECTION	54
INNOVATIVE TECHNOLOGY	54
RAISING CONCERNS	54

MEASURING PROGRESS 56

KEY PERFORMANCE INDICATORS (KPIs)	59
DISCOVER MORE	62

ABOUT AG 63



OUR APPROACH TO RESPONSIBLE BUSINESS



OUR APPROACH TO RESPONSIBLE BUSINESS

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

Fostering a great place to work by prioritising diversity, equity and inclusion (DE&I), career development, and the health, safety, and wellbeing of our people



COMMUNITY

Contributing to the communities where we operate through volunteering, charitable initiatives, and our pro bono programme



CLIMATE

Reducing our environmental impact, working towards Net Zero, and supporting local biodiversity preservation efforts



COMMERCIAL

Collaborating with clients and suppliers to advance our shared responsible business objectives



CONSCIENCE

Upholding strong governance and accountability to ensure the continued success of our firm

We have a dedicated Responsible Business Working Group, led by our Head of Responsible Business and with representation from across different operational areas. They, along with our central Responsible Business team and colleagues from across the firm, help ensure that we deliver meaningful impact across each pillar.

Developments this year:

- The **AG 2030 Strategy** was launched, positioning responsible business at the heart of the firm's strategy. It sits under the "culture" pillar of our strategy, but also supports other pillars including "brand", "clients" and "innovation"
- A dedicated **Net Zero Working Group** was formed to identify and drive the changes needed to meet our near and long-term emission reduction targets, which were submitted to the Science Based Targets initiative (SBTi) for validation



You can hear directly from Andrew Johnston, our Managing Partner, on how delivering on our responsible business commitments will create a foundation for the firm's future success.

OUR RESPONSIBLE BUSINESS MILESTONES





We are a signatory to the United Nations Global Compact, having aligned our strategy and operations with the UN's Ten Principles on human rights, labour, the environment, and anti-corruption. Our latest Communication on Progress (CoP) to the UN is available [here](#).

We are taking steps to advance the UN's 17 Sustainable Development Goals (SDGs), which provide a framework that not only helps us address global challenges but also pushes us to continuously improve and evolve. While we acknowledge that there is more to do, we are proud of the progress we have made so far.

Throughout this report, look out for the SDG logos highlighting how our work under each pillar of our Responsible Business Strategy aligns with specific SDGs.

“

The UN's Ten Principles provide a framework around which we build our responsible business activity. Aligning our work with the SDGs means that we are playing our part, along with thousands of other organisations, in solving or at least mitigating some of the world's biggest problems – eradicating poverty, safeguarding the environment, and fostering peace, justice and prosperity for everyone. These are huge challenges which can only be tackled through focused action and collaboration on a global scale, and we are proud to be involved.”



Aster Crawshaw, Senior Partner



FY25 HIGHLIGHTS



FY25 HIGHLIGHTS

2025



New LGBTQ+ and disability pay gap reporting

2
new Inclusion Networks

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

8%
reduction in our global emissions
since FY24



Net Zero targets submitted to SBTi

£634,000
donated to charities



31%
increase in volunteering hours

11TH
place in Social Mobility Employer Index



Silver Circular Economy Award



COLLEAGUES



COLLEAGUES



The achievements of our people and the success of our business are, without a doubt, interconnected. We were proud to be named a Top 100 Best Employer 2025 (Professional Services) by the Financial Times.

Our approach centres on fostering a workplace where colleagues are provided with the time, support, and resources to fulfil their potential.



Through our 'Best You Can Be' programme, colleagues and managers engage in regular, personalised discussions. These sessions are tailored to individual needs and typically address wellbeing, career progression, and performance feedback.

- This year, over 86% of our firm benefitted from Learning & Development support. Colleagues can access a wide range of personal and professional skills training, 24/7 access to on-demand learning, and development programmes at key career milestones.

- Career coaching is accessible to everyone at AG. Since 2020, over 150 partners and colleagues have been trained as coaches. Group coaching is also available for participants in our development programmes, benefiting 227 colleagues and 36 clients this year.



WELLBEING

Promoting wellbeing and good mental health is a key focus for us.

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.

In addition:

- we run regular line manager mental health training, and topics such as resilience and managing stress are built into our L&D curriculum
- webinars on topics such as family health, parenting in the digital age, and nutrition keep colleagues informed and engaged
- everyone has access to free, confidential coaching with a panel of external wellbeing experts specialising in areas such as grief, domestic abuse, trauma, CBT and fertility support
- Time to Talk Day, Mental Health Awareness Week, and World Mental Health Day are marked to raise awareness and reduce stigma
- our team of trained Mental Health Champions is on hand to offer first-line support to colleagues.



“

As a Mental Health Champion, I've found immense value in supporting colleagues, raising awareness, and fostering a culture where mental health is openly discussed. It's rewarding to help create a safe and supportive space for meaningful conversations to take place.”



Sajida Hussain, Legal Director, Manchester

“

I have been a Mental Health Champion since AG first introduced them in 2019 and it is one of the most rewarding parts of my job. It is such a valuable initiative and a privilege to be able to help support colleagues in this way. The investment made in Mental Health Champions shows that AG really does take mental health seriously.”



Polly Bradley, Managing Associate, Manchester

DIVERSITY, EQUITY, AND INCLUSION (DE&I)

We work hard to sustain an inclusive environment where everyone can be their authentic selves.

Our DE&I programme focuses on five priority areas – disability, ethnicity, gender balance, LGBTQ+, and social mobility – with Inclusion Partners driving progress in collaboration with our central inclusion team. Feedback from employee networks is regularly sought to ensure our strategy remains relevant and impactful.

Recruitment and Outreach

Opening up access to the legal profession, getting closer to our diverse communities, as well as ensuring that our recruitment processes are as inclusive as possible, are key to ensuring a diverse pipeline of talent into our firm.

- Our **Legal Access Week** offers school-aged students from socially diverse backgrounds an opportunity to spend a virtual week at AG and gain first-hand experience of what it is like to work in a law firm. Hear directly from Ella, who took part in this programme and was subsequently offered a role as a solicitor apprentice.



- Our **Ethnicity Talent Law** initiative welcomes university students from ethnically diverse backgrounds to engage in dynamic legal skills sessions. Participants receive invaluable advice from our trainee solicitors on pursuing a legal career, as well as the opportunity to network with AG colleagues. Hear more from Amir about his involvement with the programme.



In FY25, 29% of our training contracts offers were made to ethnically diverse candidates (up from 20% last year).

- We collaborate with **10,000 Black Interns** (10kBI) to provide paid internships for talented Black career starters. In London, we hosted two candidates for six-week internships, supported by a supervisor, buddy, and hands-on experience across departments. Following her strong performance, Fawziya Mahdi-Rogers secured a training contract with us.

“

By the time I was offered the training contract, I had spent a total of two months at AG and worked across five different departments...What stood out was that my experience was consistently positive, no matter the team I was in, which made the decision to accept the offer an easy one.”



Fawziya Mahdi-Rogers, Future Trainee Solicitor

Progression and Development

Nurturing our diverse talent is crucial, as well as investing in programmes aimed at equitable career growth, such as mentoring, sponsorship, and tailored career development support.

- For the last 12 years, **Flourish** – our career development programme for women – has enabled around 600 women (colleagues and clients) to feel inspired and more proactively manage their career. Through our partnership with Women for Women International, each woman attending Flourish helps fund a woman in a war-torn country to participate in her own development programme.



WOMEN FOR WOMEN
INTERNATIONAL

- Working closely with a small faculty of law firms, we co-developed the **LGBTQ+ Lawyers' Programme (LLP)**, aimed at mid-level LGBTQ+ associates looking to take the next steps in their career. 30 delegates from 20 law firms across the UK and Europe took part and over £30,000 was raised for LGBTQ+ charities. The programme was recognised as LGBTQ+ Initiative of the Year at the Women & Diversity in Law Awards 2025 and the Legal 500 ESG Awards.
- We sponsored colleagues and clients to attend the **Black Counsel Forum Conference**, bringing together Black legal professionals from across the country to focus on their career development and expand their professional network. This strategic approach ensures we are investing in the careers of ethnically diverse colleagues and connecting them to diverse communities local to our offices.



Culture and Inclusion

Activities to foster an inclusive workplace culture are central to our strategy, including the work of our employee resource groups.

- Our **Reverse Mentoring Programme** pairs partners and senior managers with ethnically diverse colleagues, enabling honest conversations about lived experiences, cultural differences, and challenges faced. This initiative aims to break down stereotypes, raise awareness of privilege, and encourage allyship. Here Maariyah shares her experience of being a reverse mentor.



- In honour of one of our partners, Justine Delroy, who for many years has championed the firm's gender inclusion efforts, this year we launched the **Justine Delroy Legacy Awards**. Designed to showcase and promote our young female talent, as well as those colleagues of any gender who work tirelessly to promote greater equity, the awards were a huge success. Hear from this year's winners, Katie and Desiree, on how they felt as the first recipients.



- Our employee-led **inclusion networks** remain an integral and vital part of our DE&I programme. This year we have formalised greater engagement with our cultural and faith communities, introducing new networks for our Christian, and Hindu, Jain and Sikh colleagues, in addition to our existing Jewish and Muslim networks. These networks continue to provide a space for colleagues to connect and share their experience, and help us drive positive change across the business. You can hear directly from representatives of our networks, including our women's, LGBTQ+, disability and carers, and social mobility networks, as they talk about the role and impact that the networks have.





- In Muscat, we were delighted to host a **Women in Oman event** titled Breaking the Glass Ceiling attracting women from different business sectors. The session included insights from leading female figures in the region, highlighting their journey to success and the importance of challenging traditional barriers. You can hear more about the event from Gorvinder, who represented AG.



- During Ramadan, we held Iftar events at our Leeds, London and Edinburgh offices, and introduced additional contemplation rooms to ensure colleagues had adequate space to pray. In Manchester, we combined our Iftar meal with the launch of our relationship with the **Muslim Employment Charter**, which helps employers create an inclusive environment where Muslim professionals can thrive without compromising their faith commitments.



Policies and Practices

The firm's policies and practices continue to evolve, ensuring fairness for all and tailored support for those in under-represented groups.

- This year, for the first time, we calculated our **LGBTQ+ and disability pay gaps** within the UK. This means that we now report on data across all five of our DE&I focus areas, which helps inform our career development and reward strategies. You can read our latest Pay Gap Report [here](#).
- Having listened to feedback about the ease with which colleagues can request adjustments to allow them to carry out their roles as effectively as possible, we launched our new **workplace adjustments portal**. This can be used to request IT hardware or software, other physical equipment, or changes to a colleague's working practices. You can hear directly from Jaydene about why we developed the portal and how it is benefitting colleagues.



- We relaunched our Fertility Treatment Policy, strengthening our support for colleagues affected by fertility issues. We were subsequently proud to be the first large law firm named a **Fertility Friendly Employer** by Fertility Matters at Work. The accreditation process looked at our education, awareness building, communication, and practical and emotional support.



- Our **Parental Pods** provide a supportive network for parents returning to work after welcoming a new baby or child into their family. We are now looking to bolster the support we give our working parents, particularly those with neurodivergent children, and LGBTQ+ families. Hear directly from Vicki, one of our Pod Anchors, about the impact the Pods are having.



- We are committed to creating a supportive environment for colleagues experiencing menopause. Our **Me and My Menopause toolkit**, provides educational resources for employees and their partners, whilst our Menopause Policy outlines the support available, including workplace adjustments, flexible working, and access to welfare rooms.



AG has supported me during my menopause by giving me time off whilst going through my toughest days, allowing me to seek professional medical help and go to appointments for a variety of tests. This alone improved my quality of life. Holding seminars was another turning point as they provided a safe space to hold open discussions with colleagues in the office and inspired both men and women to get involved, which is important as you never know if this will impact you or someone you know."



Sue Perkins, Legal Support Assistant, Leeds

Community and Partnerships

External engagement with diverse communities, charities, networks and organisations supports our DE&I goals.

- AG was a proud sponsor of the **#IAmBlack Conference** in Glasgow, which brought together 600 professionals, entrepreneurs, students and over 30 employers. We also sponsored the legal day of **UK Black Business Week**, an exciting networking and development event which is fast growing traction within the Black community in London and beyond.



- The **Stronger Together** initiative fosters peer-to-peer and role model relationships to attract and retain talent from ethnically diverse communities in Yorkshire's professional services sector. Bringing together leading law and accounting firms in Leeds, the network champions racial equality across the Leeds City Region. Below, Louis shares his first-hand experience of being a mentee on the programme.



- In Germany, we signed the **Charta der Vielfalt** demonstrating our commitment to DE&I. The Charta der Vielfalt was launched in 2006 and has since garnered the support of over 5,000 companies and organisations, representing more than 14.7 million employees. At its heart, the initiative focuses on promoting diversity in the workplace.
- We are a founder member of the award-winning **Legal Neurodiversity Network**. Since its launch in 2023, the network now has over 4,000 followers on LinkedIn, a full committee, member law firms from across the UK, and a calendar of events and activity which are helping shift the dial on neuro-inclusion across the sector. The network won Best Initiative to Attract and Retain Talent in the Legal 500 ESG Awards.



MONITORING OUR IMPACT

Last year, we reset our diversity representation targets for gender and ethnicity, to take us to FY27.

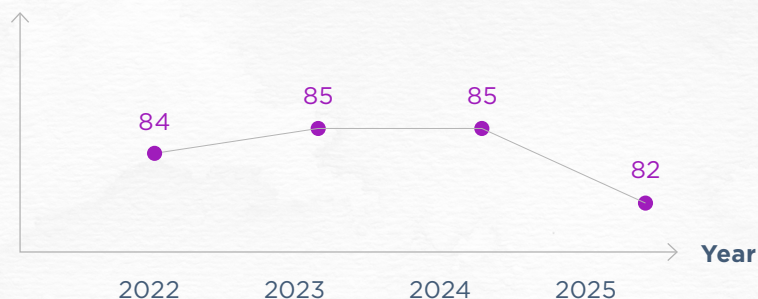
This was a collaborative process involving teams from across the firm in order to achieve accountability for our targets. We have set strategies and action plans in each area and you can see our progress below.

Gender			
	April 25	2027 Target	% change since target set
Partners (UK)	34%	40%	+1%
Partners (global)	32%	38%	+1%
Board	46%	40%	+10%

Ethnicity (UK)			
	April 25	2027 Target	% change since target set
Partners	8%	10%	-
Trainees	26%	28%	+5%
All roles	15%	18%	+2%
Black heritage trainees	3%	5%	-

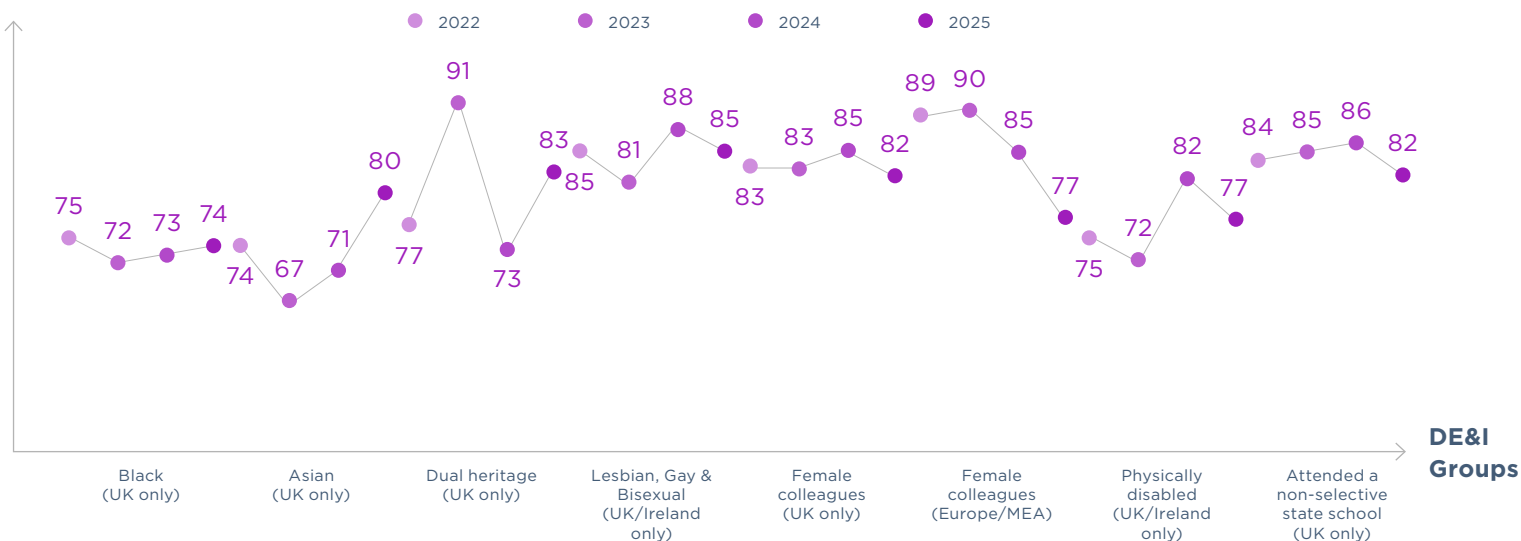
Our annual **global inclusion survey** is a key tool for understanding how colleagues across all groups feel about belonging, diversity, engagement, fairness, decision-making, and having a voice. The key metric is 'belonging' – the extent to which people feel they belong at AG and can bring their authentic selves to work.

Belonging Score %



The overall belonging score dipped a little this year, but continues to be high.

Belonging Score %



Our goal is to sustain momentum where scores are high, while addressing gaps in areas where colleagues feel less engaged. To achieve this, we are actively listening to feedback, engaging with our networks, and refining our strategy to strengthen support and inclusion across all areas.



FUTURE FOCUS

- Continue expansion of our DE&I programme, particularly in new jurisdictions.
- Increase support for working parents and those with caring responsibilities.
- Roll out our Integration Mentors programme, designed to support new joiners to the firm.
- Refresh and retrain our cohort of Inclusion Advocates, who promote DE&I within their teams.

COMMUNITY



COMMUNITY



Our community outreach strategy is centred on the goal of **Unlocking Young Potential** by improving access to education, employment opportunities, and the legal profession.

This focus directs our efforts while also enabling us to support other initiatives, especially those aligned with our DE&I focus.

We deliver this strategy through a combination of charitable activities, volunteering, and providing opportunities for young people to gain work experience within the firm. This includes our established solicitor and business services apprenticeship programmes.

Another cornerstone of our approach is improving **access to justice** within our communities. By applying their legal expertise, our lawyers can make a meaningful difference, ensuring those who need legal advice and representation can access it.



AG CHARITABLE TRUST

The Addleshaw Goddard Charitable Trust has been making an impact for over 30 years - operating independently from AG, but supporting the firm's aims. The Trust continues to support a wide range of charities, both in our local communities and globally. In recent years, the focus has particularly been on match funding colleagues' team and individual fundraising efforts, thereby helping a wide range of local, national and international charities.

Total donated by the Trust

£88,382

“

I am delighted to see the continued impact of the AG Charitable Trust and the engagement from colleagues. Providing matched funding means we are able to support colleagues' personal fundraising endeavours, which is always really inspiring. More recently we have also been able to celebrate the contributions made by colleagues undertaking a significant amount of pro bono work by making donations to their chosen charities, which has been a great privilege.”



Jon Cheney, Partner and Chair of the AG Charitable Trust

“

In April 2024, I took part in the Paris marathon to raise money for the Brain Tumour Charity. This charity is very close to my heart as I lost my dad to a brain tumour in May 2022. I was very grateful for the £1,000 donation from the Charitable Trust as raising money for the Brain Tumour Charity is extremely important to me – not only do they support families through counselling/therapy, but they are investing a lot of money into pioneering research to help individuals live longer and have a better quality of life through their ‘accelerating a cure’ strategy.”



Holly Robinson, Associate, London

CHARITABLE DONATIONS

In addition to the Charitable Trust,
the firm made donations to a
number of charities totalling

£545,000



“

This is extremely generous and beyond what we would have hoped for...As a result of your donation, more disabled and disadvantaged children and young people will get the chance to be regularly active and, importantly, join in with activities that so many of us take for granted.”

Julia Wright, Access Sport



“

£40,000 is enough to provide over 140,000 filling, nutritious breakfasts to children at risk of hunger. That means approximately 700 children will start every school day with a Magic Breakfast for an entire academic year - fuelling not just their learning, but their long-term potential too.”

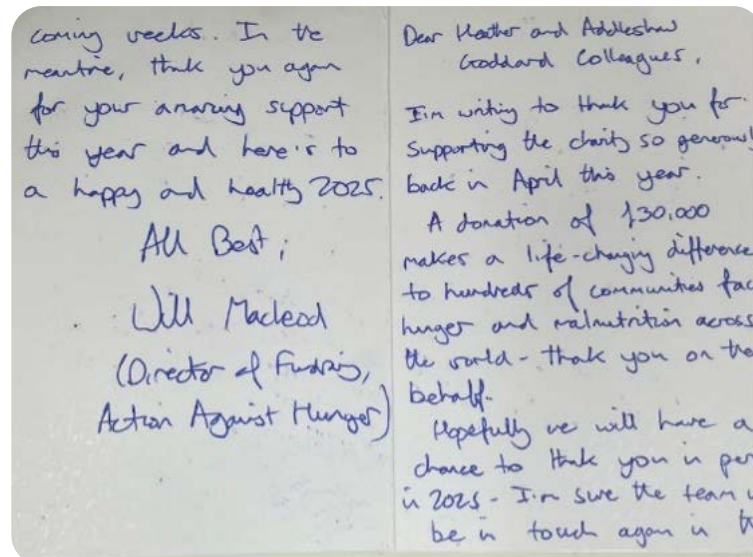
Beatrice Sayer, Magic Breakfast



“

Wow – this is incredible!! Thank you all so much for such a generous donation to Rock Trust, we’re so, so grateful for your kindness. This will make such a huge difference and allow us to continue providing our services to so many young people.”

Joanne Simpson, Rock Trust



Will Macleod, Action Against Hunger

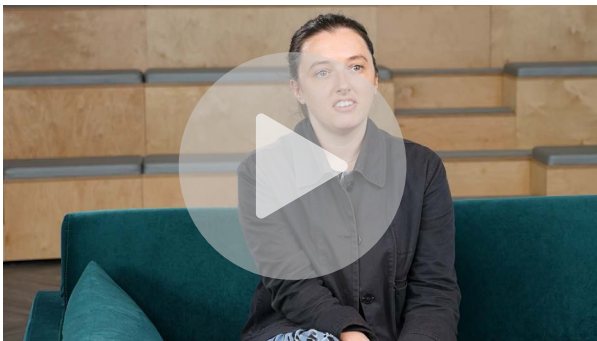


COLLEAGUE FUNDRAISING

In 2023 we launched three-year fundraising partnerships with two fantastic charities: the **Honeypot Children's Charity** 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. Colleagues across the UK have taken part in fundraising events, including the London Marathon, a Santa Dash, Tough Mudders, bake sales and quiz nights. Hear from Helen about the important work of the Charity Committee.



“

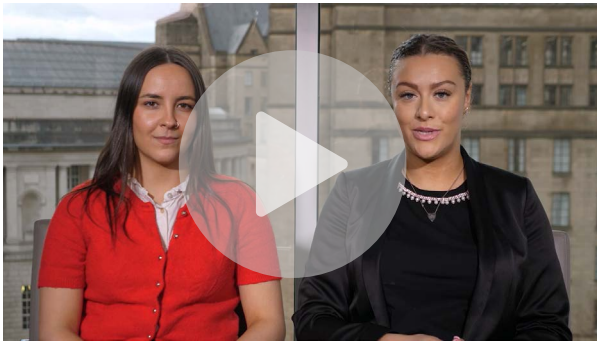
Having recently experienced the commitment and pressure that comes with caring for a family member with a life-defining illness, I cannot begin to imagine my own children shouldering such a burden. Yet, for thousands of young carers, this is their everyday reality. This is why Honeypot's work is so important and why I wanted to run and raise funds to provide young carers a respite and a chance to be children.”



John Hall, Commercial Finance Manager, Leeds, raised over £5,000 for Honeypot by completing 3 marathons in 3 weeks!



We have also been delighted to support Memory Making Days for Honeypot, with a number of colleagues helping to give the children a day to remember at Chester Zoo and Edinburgh Zoo. Aleiah and Erin took part and you can hear their thoughts on the experience.



Amount raised for Honeypot this year

£168,781

Total to date

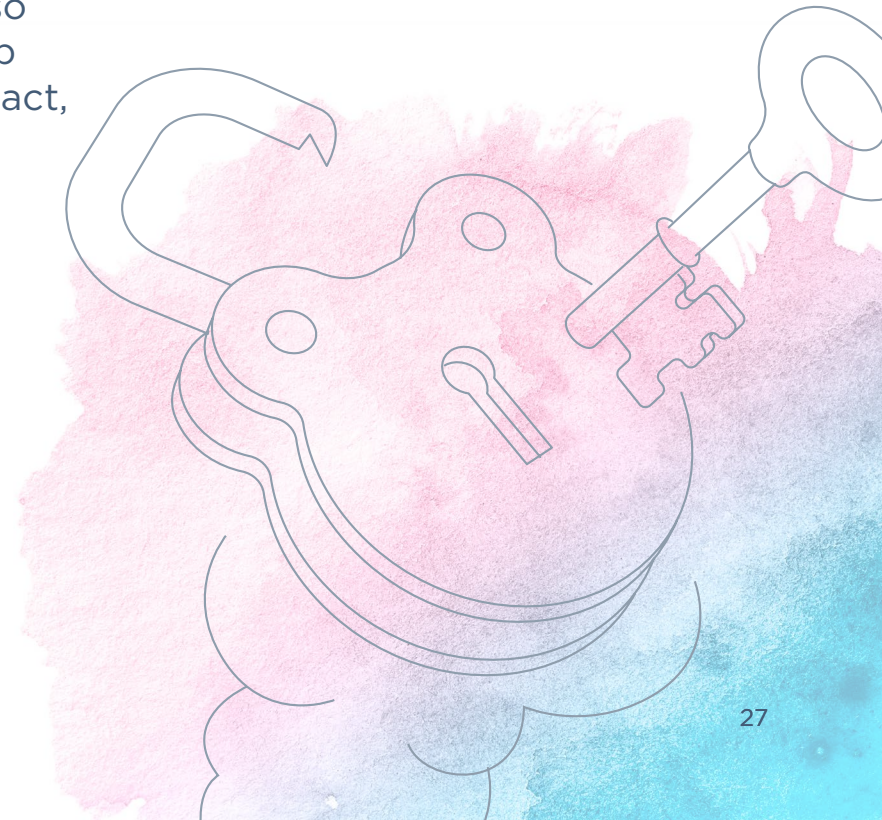
£290,407

“

We are deeply grateful for the generous and unwavering support from the AG team which has made a profound difference in the lives of the young carers we serve. Thanks to your funding, these remarkable children have been given the chance to enjoy respite, friendship, and the simple joys of childhood; opportunities they so richly deserve. Your partnership continues to have a lasting impact, and we are truly thankful.”



Simmi Woodwal
CEO, The Honeypot Children's Charity



JIGSAW

Young people's
health in mind

Jigsaw is focused on improving mental health outcomes for young people and creating an Ireland where young people are connected to their community, have easy-to-access mental health support and services. Our newly-formed Dublin Charity Committee have hosted fundraising events and provided pro bono support. Ann sits on the Dublin Charity Committee and you can hear about her involvement, as well as insights from Justin, our lead contact at Jigsaw.



Amount raised for Jigsaw this year

€8,605

(including **€1,422** of pro bono support)

Total to date

€14,500



After a hiatus during COVID, I was proud to re-establish our Dublin Charity Committee in November 2023 and launch our partnership with Jigsaw. As a parent of two teenage boys, their mission resonates deeply with me. Fundraising initiatives we have supported include our charity quiz, Pancake Tuesday, and Christmas Jumper Day. I also coordinated donations of furniture and supplies during our office move, and starred in Jigsaw's promotional videos to raise awareness. Knowing our efforts help young people to access vital mental health support is incredibly fulfilling."



Lonelle Johnson, Business Operations Manager, Dublin



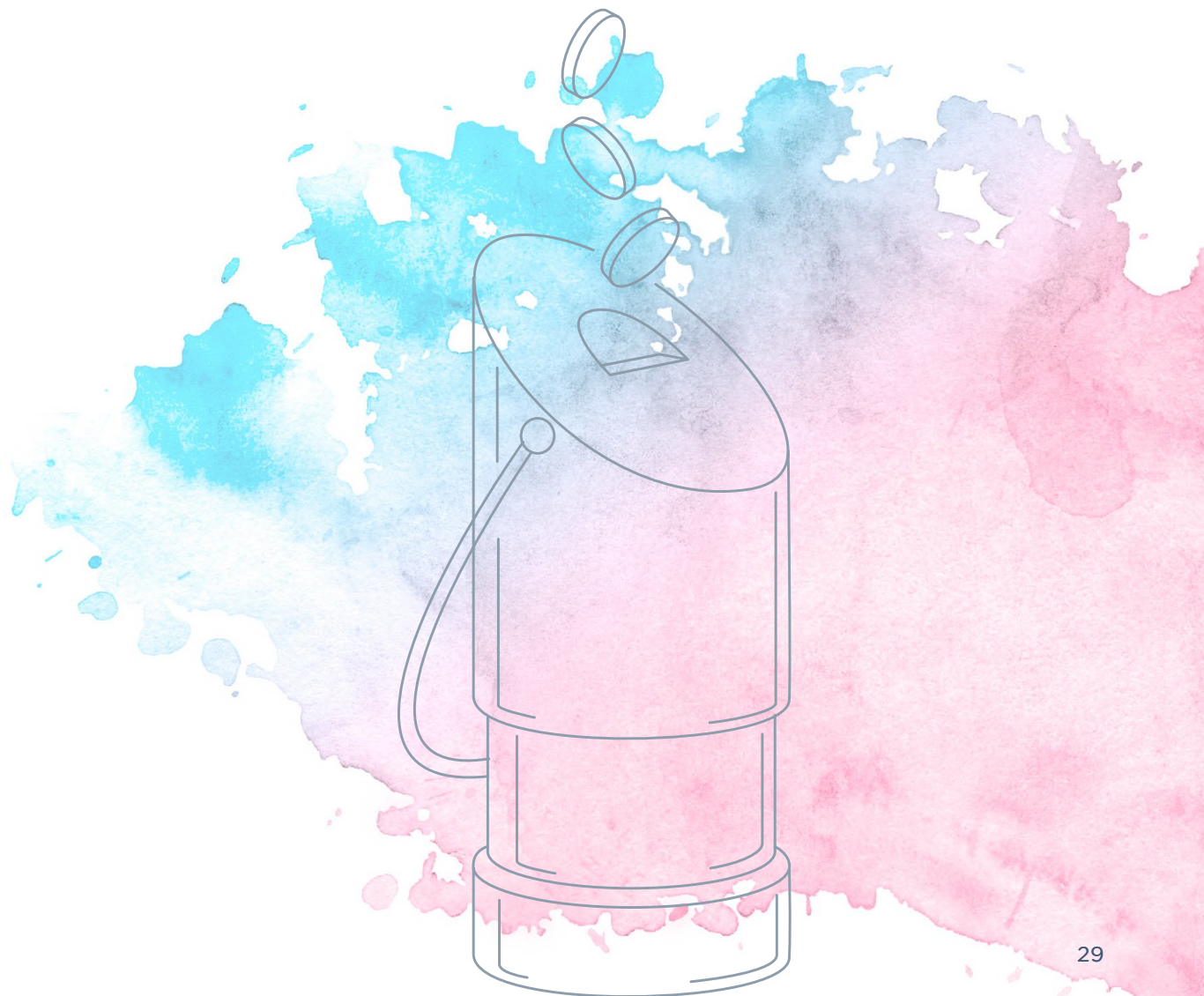


At Christmas, our colleagues in Munich took part in the Münchner Geschenke Regen. The aim of the campaign was to deliver smiles and joy to children and young people facing social disadvantages. The charity pairs companies with social organisations which provides educational support and conflict resolution for children, young people, and their families. We were matched with Balu and each child supported by Balu created a Christmas wish list, which our Munich colleagues fulfilled.

In total, charities received over
£634,000

through a combination of
direct donations, donations by
the AG Charitable Trust, and
colleague fundraising efforts.

A 3% 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. Our volunteering focused on supporting young people, as well as environmental projects, through our links with the RHS, the Canal and River Trust, Nell Bank, The Royal Zoological Society of Scotland, City of Trees and Spitalfields Farm.

RockTrust x Chelsea Flower Show

The Addleshaw Goddard Junglette Garden, designed by Mike McMahon and Jewlsy Mathews of Mike McMahon Studio, was a Gold Medal winner at the RHS Chelsea Flower Show in London. Afterwards, the garden was deconstructed, packed up, transported to Edinburgh and donated to Rock Trust, the Scottish youth homeless charity. Embarking on its second life, Mike and Jewlsy also gave an on-site gardening workshop to volunteers from the Rock Trust and AG.



“We could think of no better way to sustainably extend the life of the garden, which has sparked the imagination of crowds at Chelsea, than to see it have even more impact on the lives on young people here through Rock Trust.”

Alan Shanks, Partner, Head of Scotland

Hear directly from Joanne from Rock Trust on the significant impact that the garden has had.



2,342

volunteering hours firmwide -

31%

increase on FY24

99%

of colleagues enjoyed the experience

School Tasking

This exciting outreach programme for primary school children in less advantaged areas is inspired by the popular TV show, Taskmaster. Through fun tasks, children learn important legal principles, develop skills in communication and teamwork, and challenge traditional approaches to tasks. AG volunteers supported sessions throughout the UK and we hosted the regional final in our Manchester office.

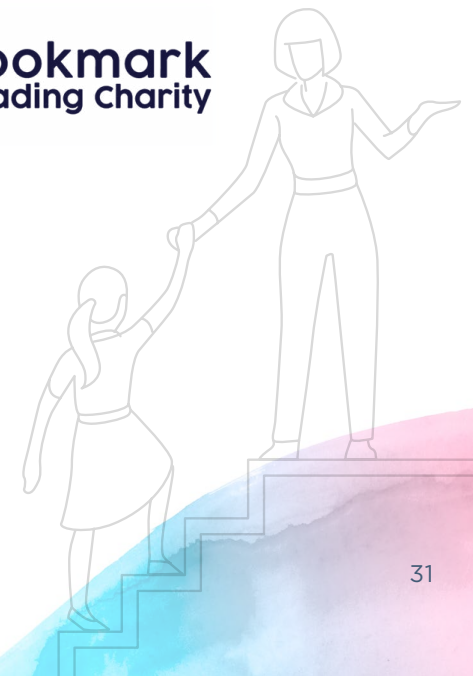


Bookmark

Bookmark's paired reading programme is aimed at addressing the attainment gap for primary school pupils' reading skills. AG volunteers help to foster a love of reading in their allocated student, and equip children with the reading skills they need for the future. Our volunteer, Mary, explains more about why she got involved.



Bookmark
Reading charity



ACCESS TO THE PROFESSION

Facilitating greater social mobility and access to the legal profession is an area where our DE&I and community goals closely align.



Legal Explorers

Our flagship Legal Explorers programme for Year 12 and fifth year students in England, Scotland and Ireland helps us meet our PRIME commitment to provide quality work experience for young people who might otherwise struggle to access these kinds of opportunities. The programme runs for an academic year and students 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 at one of our clients followed by a week of paid work experience

100% of our Legal Explorers felt more likely to pursue a career in law having completed the Legal Explorers Programme

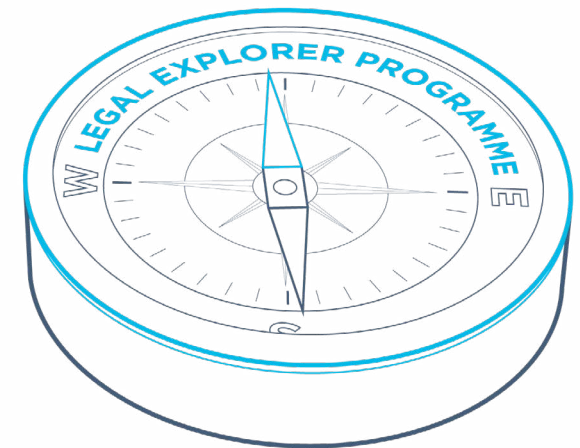
This year we increased the number of students and expanded the programme to our Aberdeen, Glasgow and Dublin offices. Hear from Polly in London, Jacob in Glasgow, and our colleagues in Dublin about their experiences of being a mentor.



“

The programme has helped me to understand the nature of the [legal] profession and the different paths to take within the legal sector. I have been provided with invaluable insights and information, and I am so glad that I took this opportunity.”

Avyukt Ashok, Legal Explorer



The Sonia McMahon Memorial Award

This award was set up 14 years ago in honour of Sonia McMahon, a partner in our Restructuring team who tragically passed away aged 37. It aims to support first year undergraduate law students from less privileged backgrounds, with two winners each receiving a £5,000 bursary, an AG mentor and a week of work experience at the firm.

This year's recipients were Rina Algoo and Hannah Maynard, students at the University of Birmingham and University of Nottingham respectively.



Hannah Maynard



Rina Algoo



Winning this award means a lot to me as it's an incredible opportunity that motivates me to make the most of my potential and pursue my goals in law."

Rina Algoo



PRO BONO

Our pro bono programme has gone from strength to strength this year. Colleagues across our international network of offices are incentivised to deliver 50 pro bono hours that can be counted towards their chargeable hour targets.

Hear more about our pro bono commitment from Lucy who supported our pro bono client, The Yard, and Edouard who worked with the Winston Churchill Centre for Education & Learning.



This year we also fundraised for vital pro bono services:

- Our Singapore office took part in the Just Jalan 2025 annual walk to raise money for Pro Bono SG, who are dedicated to enabling access to justice for the vulnerable and disadvantaged through legal awareness, advice, and advocacy. Chanaka, who took part with a number of his colleagues, shares his thoughts on the experience.



- 75 colleagues participated in the annual London Legal Walk, generating funds for essential legal services. Thanks to generous contributions from many colleagues, £2,220 was raised and this was doubled by the AG Charitable Trust.



Over **9,300** hours of pro bono legal advice delivered to individuals and charities, to the value of **£5.4 million**

17% increase in hours since FY24





FUTURE FOCUS

- Maximise the impact of our fundraising and volunteering in the last year of our Honeypot and Jigsaw charity partnerships.
- Extend our charitable giving outside the UK.
- Further develop our volunteering opportunities to ensure there is a range of high quality and varied programmes on offer.
- Refresh our pro bono governance and strategy, securing more senior-level involvement to drive further growth.

CLIMATE



CLIMATE



SCIENCE
BASED
TARGETS

SCIENCE BASED TARGETS

Climate change is a critical global issue, and we have a responsibility to play our part in addressing it. Demonstrating leadership and integrity in this space, and reducing our emissions and environmental impact, helps us build resilience and supports long-term business sustainability.

This year we calculated our firmwide greenhouse gas (GHG) emissions reduction targets and submitted them for validation to the Science Based Targets initiative (SBTi)*, confirming our commitment to align with climate science and help limit global warming to 1.5°C.

Using the GHG Protocol Standard, we have used our global FY24 baseline for emissions and have adopted the following targets:

Near-term targets

- Reduce absolute Scope 1 and 2 GHG emissions by 42% by FY30 from a FY24 base year
- Reduce Scope 3 GHG emissions by 51.6% per full-time employee by FY30 from a FY24 base year

Long-term targets

- Reduce absolute Scope 1 and 2 GHG emissions by 90% by FY45 from a FY24 base year
- Reduce Scope 3 GHG emissions by 97% per full-time employee by FY45 from a FY24 base year

We are committed to achieving Net Zero GHG emissions across our value chain by FY2045

*SBTi defines and promotes best practice in science-based target setting and independently assesses companies' targets.



NET ZERO JOURNEY

As part of our commitment to achieving our Science Based Targets (SBTs), we have taken a series of important steps to embed sustainability into the way we operate:

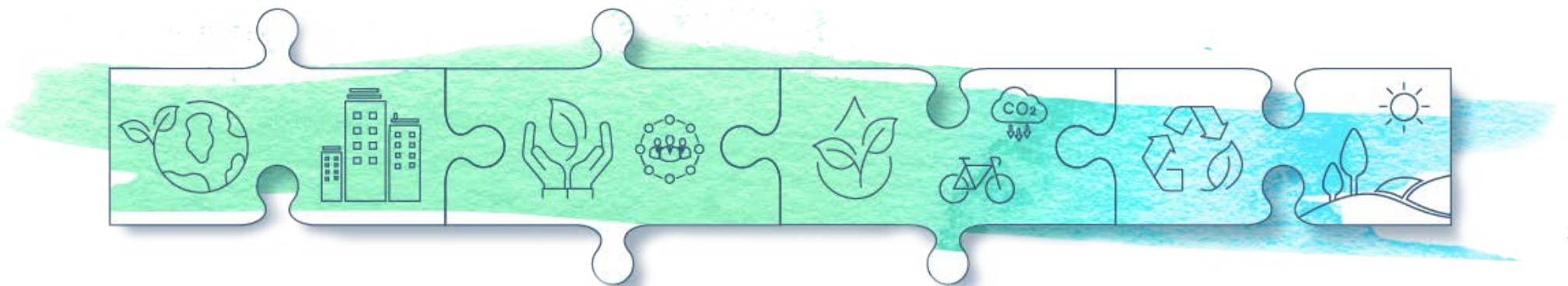
- **Global Carbon Reporting** – We are now reporting on our global emissions footprint. This step improves transparency, enables consistent benchmarking, and ensures that our progress towards Net Zero is monitored on an international scale.
- **Net Zero Working Group** – This newly-formed group brings together key stakeholders from across the firm with operational responsibility for areas such as business travel, facilities management, office services, procurement, and more.
- **Carbon Reduction Workshop** – We hosted an interactive session bringing together colleagues to identify practical, high-impact actions for reducing our emissions. This included exploring innovative solutions, sharing good practice, and identifying actions that can deliver meaningful reductions in both the short and long term.
- **Roadmap Development** – Work is well underway by our Net Zero Working Group to develop our Net Zero roadmap, which will set out the specific actions, milestones, and initiatives required to achieve our SBTs. This plan will serve as a living document, allowing us to track progress, adapt to new opportunities or challenges, and ensure accountability at every stage.
- **Supplier Engagement** – Recognising that a significant proportion of our emissions come from our supply chain, we have engaged with key suppliers to collect accurate emissions data. This helps us build a clearer picture of our Scope 3 footprint and identify opportunities to collaborate on reducing environmental impact.
- **Climate Awareness** – We launched a pilot training programme in conjunction with AXA Climate School for colleagues and suppliers to improve understanding of climate change science, carbon footprints, greenwashing and Net Zero principles. This initiative aims to empower everyone connected to our business to contribute actively to our climate goals, both in their professional roles and beyond.

90% of participants found the training relevant to their understanding of environmental issues.

91% rated the quality of the first module as “Good” or “Excellent”.

90% said the training enhanced their understanding of climate change and its impacts.

By taking these steps, we are building strong foundations for our Net Zero journey. This work is not a one-off exercise but an ongoing process that will require innovation, collaboration, and commitment at every level of our business.



GHG EMISSIONS

This year we are able to report for the first time on our global emissions to provide a more transparent and comprehensive view of our environmental impact, and track progress against our firmwide targets.

Our FY25 data has been prepared in accordance with ISO 14064-1 and independently verified in line with ISO 14064-3 by NQA (a global leader in assurance, testing, inspection, and certification services).



	FY24 (Baseline)	FY25
Scope 1 & 2 emissions (Tco2e)	754.65	472.43
Scope 3 emissions (Tco2e)	13,056	12,248
Total emissions (Tco2e)	13,810	12,720.43

A more detailed breakdown of our emissions can be found [here](#).

Since last year, we have seen a decrease in emissions across **Scopes 1, 2 and 3**, and an overall **8%** reduction in total emissions.



Scope 1

Direct emissions from operations



Scope 2

Indirect emissions from purchased energy



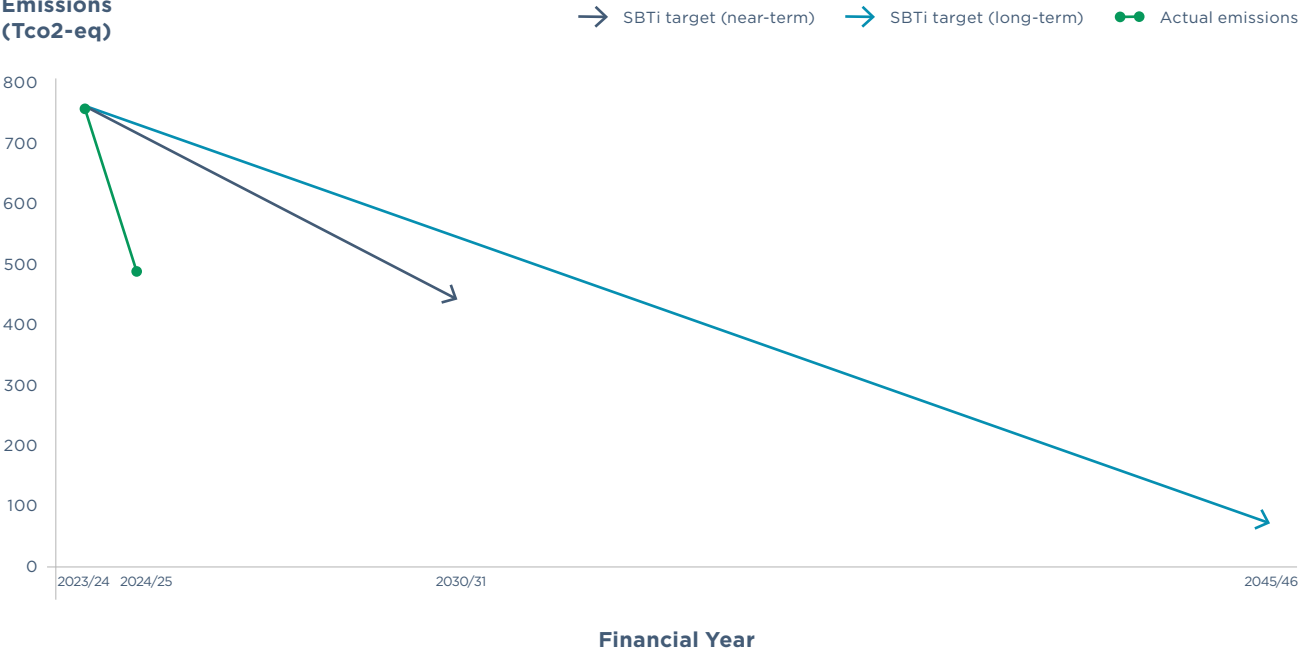
Scope 3

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

PROGRESS AGAINST TARGETS

Scope 1 & 2

Emissions
(Tco2-eq)



Our performance means that currently we are well on track to meet our near-term Scope 1 & 2 target.

The reductions this year have mainly been due to our continued transition to renewable energy tariffs across our office portfolio.



Scope 3

Emissions
(Tco2-eq per FTE)



We are also on track to meet our near-term Scope 3 target, assuming our reductions continue with the same trajectory.

This year, reductions from purchased goods and services, deliveries, commuting and waste have all contributed to the decrease.

We did see an increase in our global business travel emissions – with increased headcount and new office openings playing their part – so this will be an area of focus going forward.

Our greatest opportunities for future reductions lie in energy efficiency, renewable energy procurement, responsible business travel, waste, and engaging our supply chain.

Click on the boxes below to read more about our approach.

ENERGY



WASTE AND RESOURCE USE



TRAVEL AND SUPPLIERS



BIODIVERSITY



ENERGY

Reducing our energy consumption is one of the most effective ways to cut our Scope 1 and 2 emissions. We are focused on improving efficiency, sourcing renewable energy options, and encouraging more sustainable behaviours across our offices, whilst maintaining a productive and comfortable working environment.

We track our electricity and heating consumption across our offices, which allows us to spot trends, identify higher-usage locations, and target interventions where they will have the greatest impact.

Our IT strategy for carbon reduction supports our Net Zero goals by:

- upgrading to more efficient equipment and software
- optimising IT systems
- partnering with sustainable suppliers
- responsibly recycling IT assets.

Like many businesses, we are in the process of understanding the impact that AI will have on our emissions, and are engaging with suppliers on this topic.

This year, we have:

- reduced total electricity use across several locations through improved efficiency
- achieved a 3% reduction in baseload energy at our head office in London
- increased the proportion of renewable electricity sourced
- implemented energy saving projects such as lighting optimisation, reviewing printer time-out standby times, and refreshing heating, ventilation and air conditioning (HVAC) schedules.

Our aim is to transition to 100% renewable electricity tariffs by 2030 for our global office portfolio, by engaging with our landlords and serviced office providers. Currently, we are at 70%.

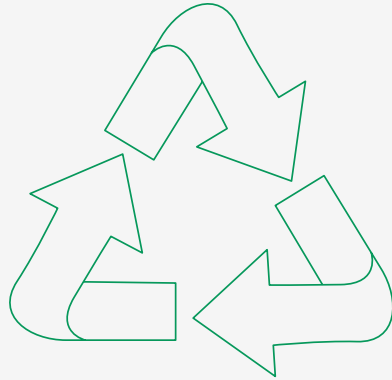


WASTE AND RESOURCE USE

As a professional services firm, our environmental impact from material use and waste is limited, but we recognise that every action counts in our journey to Net Zero. Our resource use strategy focuses on three key principles:

REDUCE

Using less wherever possible, from paper to single-use items.



RECYCLE

Ensuring that where waste is unavoidable, it is separated and recycled correctly.

REUSE

Extending the life of materials through reuse schemes and sharing networks.

Combined, this helps us to cut GHG emissions, reduce costs, and protect the planet's natural resources.

We ensure that appropriate recycling facilities are in place, waste streams are clearly labelled, and collection processes meet local environmental standards. This year, we carried out comprehensive waste audits to clarify what is being disposed of, and what can and cannot be recycled in each office location. We anticipate these audits will lead to increased segregation of waste and fewer contamination issues in recycling bins.

Total waste (by weight) increased slightly by 0.8% this year as the firm grew; but encouragingly the amount of waste per employee reduced by 7%. You can find further detail [here](#).

Currently, 100% of waste generated by our UK operations is diverted from landfill, and we are committed to maintain that where possible. Globally, this year we achieved 76%, and we will continue to enhance the collection and quality of waste data from our international offices, to identify more opportunities to improve waste diversion.

We were proud to receive a silver CCAS (Clean City Award Scheme) Circular Economy Award for our London office in recognition of our commitment to promoting circular economy principles and reducing waste.

As part of this commitment, we donated 31 refurbished laptops to schools and charities, and a further 30 laptops were repurposed for our internal Legal Explorer programme and donated to the participating students.



TRAVEL

Business travel helps us connect with clients, collaborate across offices, and grow our business — but it is also a significant contributor to our Scope 3 emissions. As our firm continues to expand internationally, managing the environmental impact of our travel remains a priority within our Net Zero strategy.

Our headcount grew by 6% in FY25, which contributed to a 27% increase in business travel emissions compared with FY24.

Travel is reviewed on a quarterly basis by our Environmental Steering Group. Our travel patterns show that emissions were not evenly distributed throughout the year, with peaks linked to major business events and the openings of new international offices. As such, we will be collaborating with our Events team to promote more sustainable hotels and low-carbon travel options.

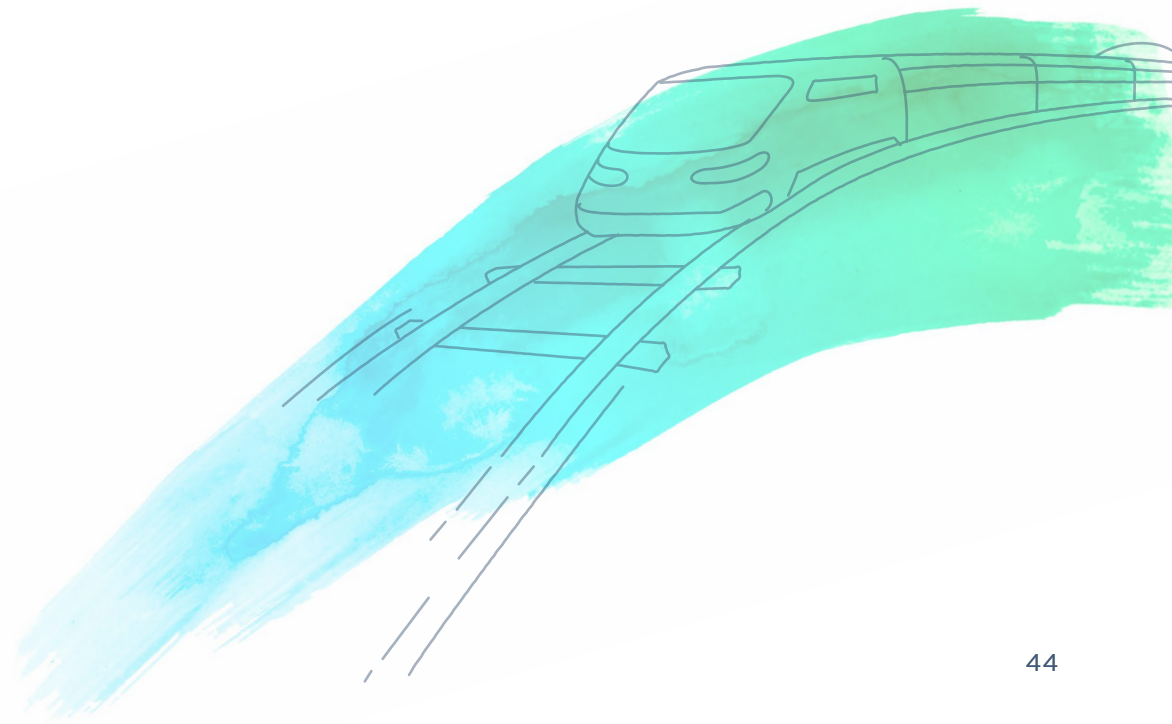
While total emissions have increased, there are signs of progress. This year, we continued to see an uptick in rail travel (over air) as a primary mode of transport, particularly for domestic journeys. This shift reflects both greater awareness among colleagues and active promotion of lower-carbon travel options.

By combining data-driven insights with practical resources and event-specific planning, our aim is to shift our travel culture towards low-carbon solutions — without losing the personal connections that are vital to our client service and firm culture.

SUPPLIERS

The largest proportion of our Scope 3 emissions comes from purchased goods and services, so engaging with our suppliers to incentivise and support them to reduce their emissions is a critical part of our Net Zero journey.

This year, we began reaching out to key suppliers to better understand their Net Zero journeys and obtain their emissions data. Using actual data, rather than estimations based on spend, will be key in ensuring our data is as accurate as possible, as well as help us identify how we can make further reductions. You can read more about the steps we are taking with our suppliers [here](#).



BIODIVERSITY

Biodiversity is essential to a healthy, resilient natural environment, on which we all depend. As part of our commitment to being a responsible business, we support projects that protect and restore nature in our local communities.



In 2024, we announced our three-year partnership with the Royal Horticultural Society (RHS), becoming the first ever Official Legal Partner of the RHS Chelsea Flower Show. The RHS is the UK's leading gardening charity; they aim to enrich everyone's life through plants, and make the UK a greener and more beautiful place. To read more about our gold award-winning garden at Chelsea, and how we extended its life beyond the show, click [here](#).



Spitalfields City Farm, London - colleagues helped out with all aspects of daily life at the farm, one of our local green spaces which fulfils an important social and environmental function.



Canal & River Trust, Leeds - volunteers adopted a stretch of the Leeds & Liverpool canal in central Leeds, contributing 100 hours of vegetation management and litter picking along the towpath and locks, and removing weeds from the waterways. Hear Sairah and Becky talk more about their experience.



RZSS (Royal Zoological Society of Scotland), Edinburgh - volunteers spent time helping with habitat management and getting involved with the zoo animals. Zilan and Kelly took part and you can hear about how they found the day.



City of Trees, Manchester - volunteers supported urban biodiversity by planting over 80 trees, in addition to maintaining over 60 more and picking over 14 bags of litter.



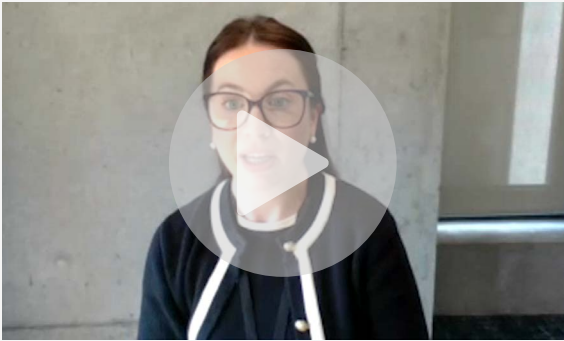
In FY25, AG volunteers spent over 550 hours on environmental projects.

COLLABORATIONS FOR SUSTAINABILITY

Our external partnerships strengthen our collaboration with key stakeholders and clients on shared sustainability goals, and are a valuable opportunity to exchange ideas and best practices with other leading organisations, inspiring innovation and helping us refine our approach to reducing emissions.



Internally, our Environmental Network brings together colleagues from across our offices to share best practice, spark innovation, and support our environmental strategy. Whether it's identifying opportunities to reduce our carbon footprint, trialling new sustainable initiatives in our offices, or running awareness campaigns, our volunteer leads help keep the conversation – and the momentum – going. Hear from two of our network leads, Charlotte and Kate, about their role and the impact they are making.



Each year, we host an Environmental Week to raise awareness of important environmental issues. Environment Week 2024 had a Climate focus as we prepared to submit our Net Zero targets to SBTi, and brought together colleagues, through talks, quizzes and competitions.

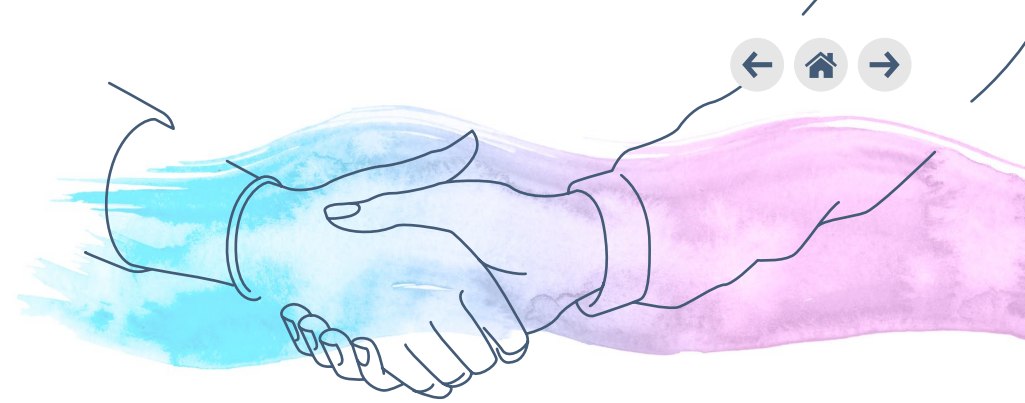


FUTURE FOCUS

- Develop our Net Zero Roadmap following validation of our SBTs.
- Introduce a CO₂ travel dashboard showing firmwide emissions, allowing flight searches and CO₂ comparisons.
- Develop and enhance climate awareness training to include focused modules and firm-specific content.
- Continue with our global rollout of ISO 14001 EMS certification, with the next phase being our offices in the Middle East.
- Engage more of our key suppliers to obtain emissions data and understand their Net Zero ambitions.



COMMERCIAL



Partnerships are essential when it comes to sustainability, and the commercial pillar of our strategy is where we seek opportunities to work with clients and suppliers on our respective responsible business journeys.

CLIENT COLLABORATION

We often begin a client relationship by sharing our responsible business strategy and credentials, but in many cases the relationship goes much further. This year, we collaborated with a number of clients on initiatives that advance our respective responsible business objectives, enabling us to achieve greater impact collectively than we could alone.

- In partnership with HSBC, we launched the second year of the Ethnic Business Growth Programme. The programme expanded its legal and business mentorship support to 14 ethnically diverse businesses – seven from the North West, and seven from London and surrounding areas.
- AG joined the British Property Federation Net Zero Pledge. This enhances our ability to collaborate with clients on shared sustainability goals and ensures our participation in critical industry-wide discussions.

- A group from AG spent a day at the Felix Project with our client, Aviva. The Felix Project is London's largest food redistribution charity and rescues high quality, surplus food that would otherwise go to waste and redistributes it to over 1,200 community organisations across the capital.



“

We had a great time packaging meals for distribution to those in need. We worked as part of a team and packed over 700 meals in the morning we were there!”



Julie Middlemass, Partner, Leeds



CLIENT ADVISORY

Our ESG practice continues to offer advice and support to clients as they, like us, take action to become more sustainable and to drive standards. Projects worked on by our ESG team and beyond include:

- Advising Octopus Energy on the expansion of its heat pump business through the acquisition of Daulto GmbH. Octopus and Daulto are on their way to being the market leader in the heat pump business in Germany, ultimately accelerating the heat transition to more sustainable alternatives.
- Advising Starbucks on the roll out of the first-to-market recyclable and compostable coffee cup. This advice was provided across 14 markets and covered technical aspects of the packaging, green labels, sustainability claims and placing the cups on the various markets.
- From a thought leadership perspective, our Global Investigations team launched the [Redefining Compliance: Shaping Culture, Driving Change report](#) – a culmination of months of interviews and analysis with a range of compliance leaders from across the UK, France and Germany – exploring how clients can improve and develop their own compliance functions as drivers of growth and integrity.

This year we were joined by Rachel MacLeod, a senior lawyer within our ESG team. Rachel works with clients across a range of sectors and further bolsters our ESG practice.

“

It has been a genuine pleasure to join Addleshaw Goddard and contribute to the continued growth of our ESG practice. I am thoroughly enjoying my role in advancing the firm’s sustainability offering and it is a privilege to work with such a diverse pool of clients, supporting them as they navigate ESG risks and work to build more sustainable futures.”



Rachel MacLeod, Legal Director

SUPPLY CHAIN SUSTAINABILITY

Our procurement decisions have important social, environmental and economic impacts. We believe that building a sustainable supply chain is also fundamental to supporting our journey to Net Zero, ensuring business resilience and risk mitigation.

Here are three key steps we’ve taken this year:

1. Our new [Responsible Procurement Policy](#) was launched, reaffirming our aim of promoting accountability and sustainability throughout our supply chain, and our clear expectations of suppliers’ conduct. We upskilled our Procurement Team and set each member responsible procurement objectives.
2. In partnership with EcoVadis, we launched enhanced sustainability monitoring for key suppliers. This analysis enables us to identify areas of risk or lower performance and engage directly with those suppliers to better understand their practices, offer guidance where needed, and encourage improvements.
3. Leveraging our carbon accounting platform, we asked our most carbon intensive suppliers to submit this emissions data, giving us greater visibility of our supply chain’s footprint and allowing us to more accurately calculate our scope 3 emissions.

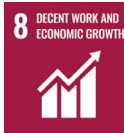


FUTURE FOCUS

- Bring our key suppliers together to share best practice in sustainability and build supplier capability.
- Expand our enhanced sustainability monitoring to more suppliers.
- Engage more of our key suppliers to obtain emissions data and understand their Net Zero ambitions.



CONSCIENCE



Being a responsible business relies on strong governance and sustainability considerations being embedded into decision making. In a volatile world, colleagues benefit from being part of a well-run and ethical organisation, as this builds the resilience that is needed to adapt to the rapidly changing environment.

GOVERNANCE AND OVERSIGHT

Our Board, chaired by our Senior Partner, meets monthly to approve and oversee the firm's strategy. External non-executive members provide independent oversight and guidance. The Executive, led by our Managing Partner, formulates strategy for Board approval and manages business operations. Recognising the link between diversity and decision-making quality, we monitor the composition of these groups.

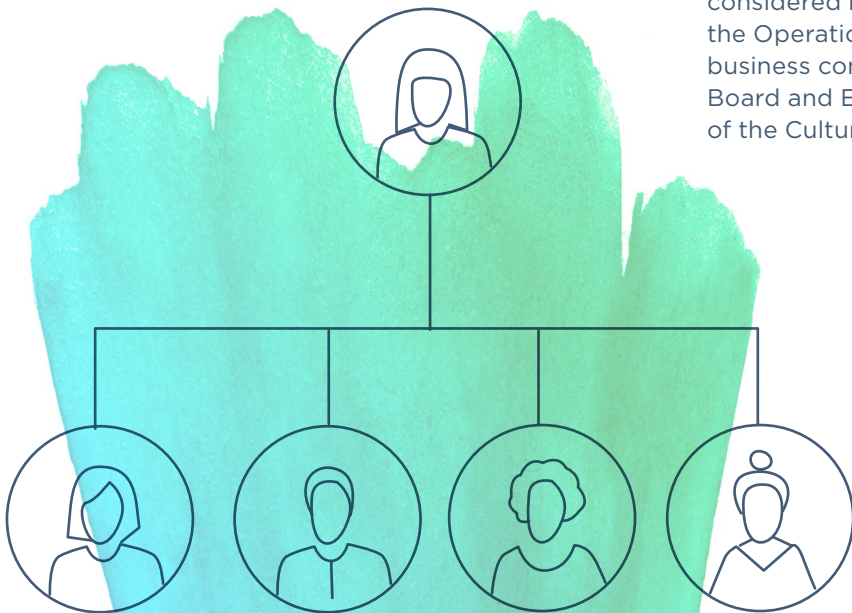
Responsible business, as a standalone agenda item, is considered bi-annually by the Board and quarterly by the Operational Executive. Additionally, responsible business considerations are woven through our wider Board and Executive agenda - it forms a key element of the Culture pillar of the firm's 2030 strategy.

PROFESSIONAL EXCELLENCE AND INTEGRITY

We uphold trust in the legal profession through holding our people to the highest standards of professional behaviour and integrity in all their interactions. Our Office of the General Counsel oversees legal and regulatory compliance, providing policies, training, and oversight. To support quality management and pursue ISO 9001 certification, we have also appointed a Quality Manager.

CODE OF CONDUCT

Our Code of Conduct ensures a safe, inclusive, and ethical workplace, promoting integrity and accountability. Covering areas like professional standards, working with respect, and financial disclosures, it safeguards against risks while reinforcing legal and ethical obligations. Refreshed this year, the Code aligns with best practice and evolving standards, and annually colleagues are asked to (re)read and confirm their understanding.



FINANCIAL CRIME

We equip colleagues to detect and prevent financial crime through policies and mandatory training on anti-money laundering, sanctions, and anti-bribery. Regular audits ensure compliance and identify training needs. This year, we launched an anti-fraud policy and updated our guidance on gifts, hospitality, and fraud risks linked to emerging technologies, like AI.

MODERN SLAVERY

We take all necessary steps to prevent modern slavery within our business and supply chain. Teams in Procurement and HR receive training on prevention, detection, and reporting. Our Modern Slavery Act Transparency Statement confirms no instances of modern slavery have been identified to date.

DATA PROTECTION

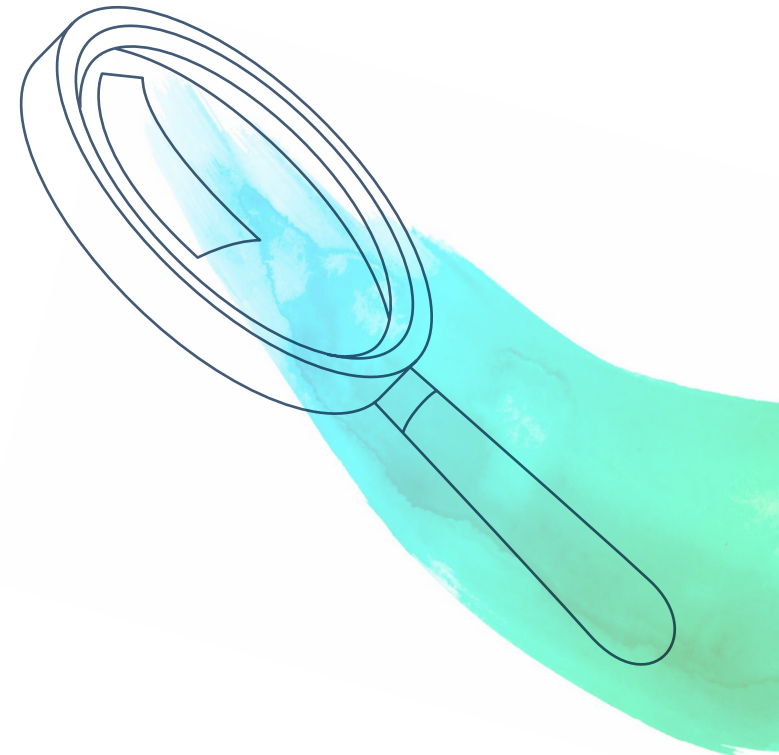
Cyber security is an increasing concern for all businesses, and we are committed to safeguarding client and personal data through robust controls and audits. All colleagues complete annual training, and new suppliers are assessed for IT security. In Manchester, Leeds, London, Glasgow, Edinburgh and Madrid, our Information Security Management System is certified to ISO 27001, but all offices globally effectively operate to the same standards, in line with best practice.

INNOVATIVE TECHNOLOGY

The rise of AI has driven a focus on 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 fully informed. We provide clear policies on AI use, setting guardrails to ensure responsible application, and guidance to our clients about how we use technology to deliver work in a safe and secure way. We have recently started to gather carbon data from AI suppliers, to better understand the impact that the adoption of AI may have on meeting our Net Zero targets.

RAISING CONCERNS

We foster an open culture where concerns can be raised easily and are taken seriously. Our Whistleblowing Policy supports anonymous reporting via the Safecall helpline, covering issues from bullying and harassment, to fraud or corruption. External complaints are addressed through a procedure overseen by our Complaints Partner.





FUTURE FOCUS

- Bring more offices into scope of our ISO 27001 information management certification.
- Review our approach to tackling modern slavery and refresh our Modern Slavery Statement.
- Begin work towards attaining ISO 9001 quality management certification.

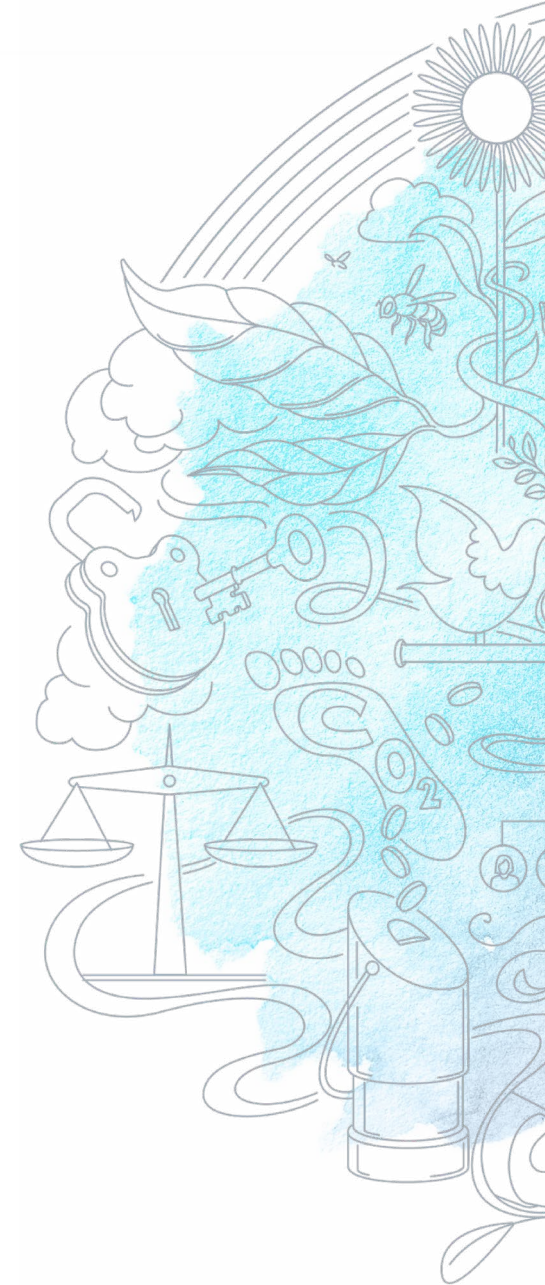
MEASURING PROGRESS



MEASURING PROGRESS

We report annually to the UN on our work to embed the Ten Principles of the Global Compact and support the Sustainable Development Goals. Alongside this, we commit to external assessments and disclosures to highlight areas where we are making progress, as well as where we can improve.

FY25 Result		
EcoVadis		Silver medal – places AG in the top 15% of 130,000+ companies rated by EcoVadis
CDP		D – 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		83.49 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, Edinburgh and Madrid offices)



We are proud of our various accreditations in the UK:



11th place



FT Top 100 Best Employer 2025 (professional services) –
2nd ranking law firm

This year we were delighted to win the following awards:



Innovation in Diversity in the 2024
Legal Innovation & Technology
Awards, for our Neurodiversity
support programme



*Best initiative to attract and retain
talent* in the Legal 500 ESG Awards
2025, for the Legal Neurodiversity
Network co-founded by AG



Best LGBTQ Initiative of the Year
in the Women and Diversity in
Law Awards 2025 and Legal
500 ESG Awards 2025, for our
LGBTQ+ development programme,
developed in collaboration with
other law firms



Silver Circular Economy Award,
City of London Clean City Awards,
for our commitment to promoting
circular economy principles and
reducing waste in our London office

KEY PERFORMANCE INDICATORS (KPIs)

Our KPIs allow us to track progress, evaluate outcomes, and remain focused on our long-term goals.

KPI	FY24	FY25	Change on previous year
COLLEAGUES			
% female board members (global)	35.7	46.2 (Target 40%)	+10.5%
% female partners (UK)	32.5	33.7 (Target 40%)	+1.2%
% female partners (global)	31	31.5 (Target 38%)	+0.5%
% ethnically diverse partners (UK)	7.7	7.6 (Target 10%)	-0.1%
% ethnically diverse trainees (UK)	21.2	26.1 (Target 28%)	+4.9%
% trainees of Black heritage (UK)	2.9	3.4 (Target 5%)	+0.5%
% ethnically diverse colleagues (UK - all roles)	13.2	15.4 (Target 18%)	+2.2%
% colleagues from a socially diverse background (UK)	59.1	55.5	-3.6%
% colleagues who disclosed they are LGBTQ+ (UK)	5.5	6.5	+1%
% colleagues who disclosed a disability (UK)	5.5	5.8	+0.3%
% of colleagues who provided diversity data (UK)	78.8	76.6	-2.2%
% of women in new partner promotions (global)	33.3	44.1	+10.8%
% of ethnically diverse colleagues in new partner promotions (global)	13.3	13	-0.3%
Parental leave return rate % (UK)	96	94.3	-1.7%
Parental leave retention rate % post 12 months (UK)	89.5	90.1	+0.6%

KPI	FY24	FY25	Change on previous year
Inclusion survey engagement score (global)	85	82	-3%
Inclusion survey response rate % (global)	73	58	-15%
% of colleagues who received career-related or skills training (global)	98	85.7	-12.3%
Hours of training per colleague per year (global)	7.2	6.3	-12.5%
Refer to our 2024 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	1	-
COMMUNITY			
Pro bono hours (UK)	7,109*	8,433	+18.6%
Pro bono hours (global)	8,001*	9,376	+17.2%
Total value of pro bono hours (global)	£3,263,599*	£5,460,295	+67.3%
Volunteering hours (UK)	1,786	2,342	+31.1%
% colleagues volunteering (UK)	23	19	-4%
Amount donated to charities (global)	£615,000	£634,337	+3.1%

*Pro bono hours were underreported in FY24 Report

KPI	FY24	FY25	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 Report .			
Total gross Scope 1 GHG emissions (market based) (Tco2e)	9.35	3.43	-63.3%
Total gross Scope 2 GHG emissions (market based) (Tco2e)	745.3	469	-37.1%
Total gross Scope 1 GHG emissions (location based) (Tco2e)	9.35	3.43	-63.3%
Total gross Scope 2 GHG emissions (location based) (Tco2e)	1,877	1,380	-26.5%
Total gross Scope 3 GHG emissions (Tco2e)	13,056	12,248	-6.2%
Total GHG Emissions in Tco2e (market based) (Tco2e)	13,810	12,720	-7.9%
Total GHG Emissions per FTE in Tco2e (Tco2e)	5.51	4.87	-11.6%
Business Travel Emissions per FTE	0.79	0.97	+22.8%
Waste produced (in tonnes)	338.56	341.19	+0.8%
Waste produced per FTE (in tonnes)	0.14	0.13	-7.1%
% of total waste diverted from landfills	79.33	75.94	-3.4%
Energy consumption (Mwh)	8,352.11	6,754.95	-19.1%
% of purchased renewable energy	66.36	70.36	+4%
Energy consumption per FTE (Mwh)	3.33	2.59	-22.2%

DISCOVER MORE

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



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Mob +44 7725 732138

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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

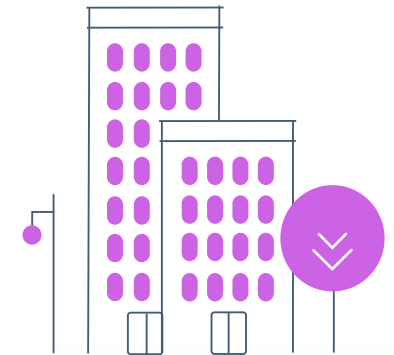
Energy & Utilities, Financial Services,
Healthcare, Retail & Consumer,
Real Estate, Transport, Industrials
and Manufacturing, Technology,
and Sport

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

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