

Environmental

- We have green programmes and adopt sustainable principles across all our sites.
- Our waste is recycled at source and we contract with waste companies committed to 100% recycling for our office waste.
- Low energy systems are in place for heating, lighting, water and consumables across all offices.
- We have a team who look at reducing our consumables further through initiatives like default double-sided printing and paperless office roll-out.
- Technology investment to reduce travel means we are able to significantly reduce our carbon footprint.
- Flexible and agile working options reduce travel and reduce our carbon footprint.
- Local and sustainable sourcing is used wherever possible to reduce our carbon footprint and benefit our local communities.

Social

- Corporate social responsibility is led by our people and is accessible to all. We are immensely proud to have raised funds for a wide array of local causes.
- We are active in the communities we work and live in. Our people are school governors, active in local sports clubs and mentors.
- Gateley Pride is our network for LGBTQ+ colleagues and allies across all our offices.
- We are Stonewall diversity champions.
- We are founding signatories and gold award holders of the Law Society Diversity and Inclusion Charter.
- We are transparent in our diversity and inclusion reporting to our people – giving everyone room to breathe.
- Our Thrive programme delivers leadership and support in the work life balance and wellbeing arena, with successful initiatives in mental health support, yoga, mindfulness, sleep clinics and walking groups.
- Our Inspire programme aims to ensure that we retain our talent: such as support programmes for people returning to work after absence (e.g. illness and maternity leave); mentoring programmes for future leaders; and innovative career development programmes outside traditional law firm models.
- Our Employee Assistance Programme is a 24 hour/365 day programme accessible to anyone who needs support inside or outside work; such as bereavement counselling, anxiety, financial debt management or mental health issues.
- Our Myflex benefits programme and share programmes reflect our inclusive ethos. By daring to be different, we can attract, reward and retain the very best talent.

Governance

- Lexcel Quality Standards accreditation holder.
- Group-wide anti money laundering /anti-bribery policies.
- Group-wide processes to ensure there is no modern slavery in our supply chain.
- Group-wide Internal Audit & Risk committee led by a Non-Executive Director.
- Group-wide HS&E committee with representatives from across the business. actively set, deliver and audit our HS&E strategy.
- Engagement and oversight across the group.
- Investors in People accreditation holder.