

Community Investment Policy Statement

Purpose

Shoosmiths' Sustainability Vision is to be a low-carbon law firm that delivers for our clients and communities to enable a sustainable future.

This policy lays out Shoosmiths LLP and related entities (Shoosmiths) commitment to community investment through volunteering and philanthropy.

Scope and application

This policy applies to all Shoosmiths activities, locations and those who work within Shoosmiths, failure to comply with this policy may result in disciplinary action.

Principles

- We will comply with all relevant legal requirements in relation to our people donating their time, or the firm donating funds, to charitable causes;
- We will provide one paid day a year for employees to spend undertaking volunteering activities;
- We define volunteering activities as activity of voluntary character and personal commitment, exercised in an organised setting within a structures framework/ Volunteering must be unpaid and undertaken for the benefit of individuals or society as a whole;
- Volunteering does not include pro bono, which is covered by our Pro Bono Policy;
- We will provide opportunities for our employees to engage in volunteering, however the expectation is on employees to find volunteering opportunities;
- All volunteering activities must be risk assessed and checked to be in compliance with the firm's insurance policies;
- We will not support political parties or groups, religious organisations or personal appeals by, or on behalf of individuals;
- The Shoosmiths Foundation, managed by our Shoosmiths Foundation Steering Committee, will run periodic grant funding rounds, funding will not be provided outside of these funding rounds;
- Each office will nominate an office charity, which will receive the majority of funds raised by the office each year;
- We will provide opportunities for colleagues to donate via payroll giving;
- We will match funds raised by employees for charities, up to a maximum amount per fundraising activity; and
- We will implement, maintain, and communicate this policy across the firm and make it available to all interested internal and external stakeholders.

Monitoring and review

The policy will be reviewed periodically to ensure its suitability and effectiveness. The Director of People has ultimate responsibility for this policy.

Policy approved by Sustainability Steering Committee

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Revision history

Revision number	Date	Reviewed by	Reason for review	Approved by
1	16/07/2025	Senior Sustainability Manager	Replacement of Policy with Policy Statement and supporting internal guidance	