

Corporate responsibility policy

Corporate responsibility (CR) lies at the heart of our business strategy. Our ESG vision is to be the leading law firm famous for its positive contribution to society. 'Shine: Bright ideas for positive change' encapsulates our approach to corporate responsibility as a result of the way we manage our business and empower everyone to play their part.

In understanding, measuring, addressing and reporting on the direct, and indirect economic, social, and environmental impacts associated with our firm our programme focuses on:

- building and maintaining enduring community relationships that have positive impacts for the organisations we work with;
- demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services. Continual improvement forms an important part of our approach;
- working collaboratively in the marketplace with our clients and suppliers to evidence best corporate responsibility practice aligned with our vision; and
- having a culture of excellence and a strong employee proposition. Nurturing an environment that inspires our people, captures their imagination, and celebrates the value of our difference; an environment that acts as a beacon for attracting other curious and driven people.

We are committed to appropriate governance that delivers effective management, monitoring and regular reviews of our approach.

This policy is made available to all interested stakeholders.

Date: 3 July 2023

Signed: David Jackson, Chief Executive