

Shoosmiths LLP

Environmental, Social and Governance Report 2021/2022

SHOOSMITHS

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Introduction

Welcome to our 11th annual report which relates to the financial year beginning 1 May 2021 and ending 30 April 2022. The report has six appendices related to our ESG progress during 2021/2022 and our plans in 2022/2023.

We are also signatories to a number of ESG initiatives and sets of principles and this report provides details of organisations we are associated with, and work undertaken during the year to live and reinforce our commitments.

As CEO and chairperson of Shoosmiths, we know that a range of ESG issues matter to our internal and external stakeholders. It is important that we disclose our performance via such reports as this as well as our annual Impact Report, now in its second year, our United Nations Global Compact Communication on Progress Report and our first annual Carbon Reduction Plan which provides additional detail about our net zero strategy.

Our ESG aspiration is to be the leading law firm in the UK famous for its positive contribution to society. Never has it been more important for businesses to try to make the world we live in a better place for all.

Equally in our respective roles we both recognise how important it is that we constantly encourage and push the firm to be bolder and better in how we identify and deliver on ESG issues. Issues that both in the short and longer-term shape Shoosmiths' direction, priorities and in turn its performance. We therefore remain committed to challenging the status quo and engaging with our stakeholders on the challenges that face us and the opportunities to be a force for good.



David Jackson
Chief Executive Officer



Peter Duff
Chairperson

About Shoosmiths

Shoosmiths LLP is a leading law firm. On 30 April 2022, we had 227 partners and partner equivalents and 1,662 employees. We are located in England, Scotland, Northern Ireland, and Belgium namely Belfast, Birmingham, Brussels, Edinburgh, Glasgow, Leeds, London, Manchester, Milton Keynes, Northampton, Nottingham, Sheffield, Solent and Thames Valley.

We have been delivering legal services to businesses and individuals since 1845. Clients include household-name blue-chip companies, leading financial institutions, public and private sector organisations and foreign-owned corporates.

During 2021/2022 we operated across four business units:

- Business advisory which provides commercial, employment, pensions and risk and litigation services
- Corporate which provides banking, corporate, restructuring and insolvency and tax advice
- Personal advisory which provides wealth protection, court of protection, family and conveyancing, and specialist litigation teams advising on clinical negligence, personal injury, special education needs, contentious probate and other professional negligence
- Real estate which provides construction, planning, property litigation, and core real estate advice.

We are accredited to the ISO 9001:2015 quality standard and ISO 27001:2013 information security system standard, are an Equal Opportunities Employer and in March 2021 achieved 'Platinum Standard' Investors in People status. We are a member of the World Services Group working with partners to deliver international advice for our clients.

The firm is involved with a number of organisations including a participant in the United Nations Global Compact, a signatory to the Legal Sustainability Alliance and a corporate member of Business in the Community. Full details are provided in appendix 6.

Shoosmiths website

<https://www.shoosmiths.co.uk>

<https://www.shoosmiths.co.uk/insights>

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- [Shoosmiths Serious Injury LinkedIn](#)
- [Shoosmiths Grads – Twitter](#)
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Read our responsibility policies, ESG, Impact Reports, United Nations (UN) Global Compact Communications on Progress and Carbon Reduction Plan at:

<https://www.shoosmiths.co.uk/our-responsibility/corporate-responsibility>

<https://www.shoosmiths.co.uk/our-responsibility/corporate-responsibility-reports-and-policies>

<https://www.shoosmiths.co.uk/our-responsibility/diversity-and-inclusion>

<https://www.shoosmiths.co.uk/our-responsibility/diversity-and-inclusion/social-mobility-at-shoosmiths>

<https://www.shoosmiths.co.uk/-/media/download-documents/carbon-reduction-plan-2021-22.pdf>

Find out about our Shoosmiths Foundation:

<https://www.shoosmiths.co.uk/our-responsibility/shoosmiths-foundation>

Read our annual slavery and human trafficking statements:

<https://www.shoosmiths.co.uk/slavery-and-human-trafficking-statement>

Read about our pay gap reports and diversity statistics:

<https://www.shoosmiths.co.uk/our-responsibility/diversity-and-inclusion>

Stay in touch with our latest ESG news via our blog

SHOUTback:

<https://www.shoosmiths.co.uk/our-responsibility/shoutback>

We would love to receive your feedback. Please send your comments, questions and suggestions to corporate.responsibility@shoosmiths.co.uk

Appendices

Appendix 1: Accountability and management of ESG for the period 1 May 2021/30 April 2022

The following committees are the key governing bodies that oversee the control and direction of ESG matters within Shoosmiths. Details are also provided of the employee networks that help to champion our priorities.

Board

The Board is chaired by the Chief Executive and comprises the Chairperson, any Non-Executive Director(s), Divisional Heads, Chief Financial Officer, Chief Operating Officer and appointed board members (if any) approved by the Partnership Council.

The role of the Board is to drive operations, management and the implementation of the firm's strategy and to ensure that the firm's business planning budget is delivered. The Board is responsible for all day-to-day operations of the LLP and all matters concerning the LLP, any Group Undertaking and the business of a Group Undertaking, which are not reserved to partners, the Partnership Council, or the Remuneration Committee.

Carbon Net Zero Working Group

Chaired by the Head of Corporate Responsibility, the role of this working group is to review and make recommendations to the Board on aspects of the firm's net zero strategy and aspirations. It is made up of representatives across the Divisions and Directorates with membership including the Chairperson and Chief Executive.

Client Forum

Chaired by the Business Development Director, the Client Forum is attended by the Chief Executive, Chairperson, Divisional Heads, Director of Quality and Risk, and Head of Relationships and Bids. It meets every six weeks, and its remit is to improve the client experience by bringing the client voice into the firm and creating a forum to openly discuss client feedback. This is used to make improvements to the client experience and to build on best practice. It is also an opportunity to discuss client-facing and external market initiatives to ensure our products and services are evolving in line with client needs and objectives.

Community Investment Programme Committees (local)

Each office, led by the local lead CR Champion, operates a Community Investment Programme (CIP) committee, responsible for delivering the community investment strategy locally. The committees coordinate activities to deliver our community goals and targets. This includes our annual programme of activities for local charity fundraising partners, donations to charities, projects with a range of other third-sector organisations and identifying staff volunteering opportunities.

Compliance and Risk Officers Committee

Chaired by the Director of Quality and Risk, the key roles of the Compliance and Risk Officers Committee are to:

- act as a forum for identifying quality and risk issues
- evaluate the significant operational risks faced by Shoosmiths for consideration by the Operations Board and strategic risks for consideration of the Partnership Council
- monitor the general status of risks and controls within Shoosmiths
- debate, develop and draft new Quality and Risk policies and procedures for consideration by the Executive Compliance Committee (EXCO).

Data Forum

The Data Forum is chaired by the Head of Projects and Innovation and sponsored by the Division Head of Corporate. It meets quarterly.

The Data Forum is a sub-set of Shoosmiths' main board with the responsibility for data governance and making the decisions to ensure that data projects remain aligned with the firm's strategic ambitions. The Forum oversees the development of a data governance framework, will prioritise data quality initiatives and the adoption of new technologies, and will promote the value of our data by championing the DART (Data and Reporting Technologies) Programme and future data initiatives.

Employee Forum

The Employee Forum meets with the Chief Executive and Chairperson every six months, and comprises representatives from every employment group across each office. The purpose of the Forum is for employee representatives to consult with management, to discuss any issues and to provide feedback from across the firm. Agenda items include:

- financial information
- firm ethos
- environment, health and safety
- equal opportunities
- training
- strategic plans
- general business developments.

Environment, Health and Safety Committee (national)

Chaired by the Health and Safety Manager the National Environment, Health and Safety Committee meets quarterly and is made up of the Head of Estates Management, National Estates Manager, and Regional Estates Managers. The Head of Corporate Responsibility (Environment responsibility) and Head of Diversity and Inclusion (Wellbeing responsibility) attend.

The committee studies accident and notifiable disease statistics and trends, monitors, progresses and develops the annual National Health and Safety Plan, plans implementing of new Health and Safety legislation, examines safety audit reports and develops safety rules and safe systems of work, training and communication.

Environment, Health and Safety Committees (local i.e., in offices of approximately 100 employees or more)

These committees meet at least twice a year and consist of the Regional Estates Manager/Estates Team Leader (chair), representative from a cross section of departments, Human Resources representative and Environment Champion.

These employees propose, promote and maintain high standards in health, safety, and welfare at work for the firm which, following approval by senior management will become mandatory. Issues raised at local level may be raised at the National Committee meetings for further discussion.

Executive Compliance Committee (EXCO)

Chaired by the Director of Quality and Risk the Executive Compliance Committee members are responsible for developing, delivering, and maintaining the Shoosmiths Compliance and Risk Strategy and for ensuring the service provided to clients is in accordance with all legal and regulatory requirements and relevant client contractual obligations, including the fair treatment of clients/customers. The agenda covers:

- discussing Shoosmiths wide strategy issues, which relate to compliance including
- compliance and risk strategy including
- update on significant legal and/or regulatory developments
- proposed services, products which impact compliance
- strategic issues which affect compliance
- management of compliance and risk, including
- results of internal and/or external compliance reviews
- risk update including review of firm wide Risk Register and any accepted risks
- high level review of professional indemnity claims, incidents and breaches
- high level review of complaints
- new policies and procedures to mitigate risk
- changes to systems and controls to mitigate risk
- AOB; and
- advise the Board of wider regulatory issues.

All members of the Shoosmiths Executive Compliance Committee are Financial Conduct Authority (FCA) Senior Managers or Certificated Persons, including the Compliance Officer for Legal Practice (COLP) and the Compliance Officer for Finance and Administration (COFA).

Finance and Audit Committee

Chaired by the Chairperson the primary role of the Finance and Audit Committee is to provide oversight on financial and audit matters on behalf of the Partnership. This includes:

- receiving periodic financial reports from the Partnership's Chief Financial Officer
- receiving planning and final audit reports from the Partnership's external auditors
- providing a challenge for the Board on matters of a financial nature, including firm performance and funding.

Heads of Office Forum

Heads of Office (HoO) report to the Chief Executive on all office related matters and issues. All HoO meet with the Chief Executive regularly on a 1:1 basis and attend quarterly HoO meetings with the Chief Executive and other HoO. The Forum is an important link between the Chief Executive, Chief Operating Officer and Heads of Office in terms of sharing best practice, addressing operational issues and sharing other ideas that come from the HoO role and contacts.

International Board

Chaired by a partner the international board is constituted to consider, formulate and implement (assuming sign off is obtained from the Board) Shoosmiths' international strategy and provides recommendations to the Board, Strategy Committee and wider partnership.

National Estates Management Meeting

The National Estates Management meeting, chaired by the National Estates Manager, meets quarterly to provide updates on strategic estates projects (include property, refurbishment, energy saving projects and work environment changes) and review the teams' working practices to ensure consistency and best practice across all offices to exceed legal compliance requirements. It is made up of representatives from each property region – Scotland, North, West Midlands, East Midlands, the South – and the senior management team.

Operations Executive

Chaired by the Chief Operating Officer, the Operations Executive oversees and takes any necessary decisions in the following areas:

- operations of the firm – ensuring that directorate operational matters are reviewed, and changes/ improvements are approved in accordance with the Operation Executive's delegated authority
- organisational development – ensuring that the firm and management is able to support the achievement of the firm's targets and objectives in the best way possible and to ensure that senior management possess the skills necessary to achieve their responsibilities
- client management – ensuring that the firm's processes enable clients to receive a consistent client experience throughout the firm
- people – supporting the Board to enable the firm to achieve its strategic objective of attracting, retaining, and developing the best talent in the legal market and providing a stimulating and rewarding working environment for all of its people
- strategy – supporting the firm's strategy as evolved through the Strategy Committee and the Partnership Council.

Partnership Council

Chaired by the Chairperson the primary role of the Partnership Council is to provide strategic leadership and direction so that the firm develops in accordance with the objectives agreed by the Partnership. Through the Director of Quality and Risk, it sets the tone and influences the culture of quality and risk management within Shoosmiths. This includes:

- determining Shoosmiths' risk appetite as a firm and on any relevant individual issue
- determining by way of overview what types of risk are acceptable and which are not by reference to the controls in place
- approving major decisions (as recommended by the Director of Quality and Risk) affecting Shoosmiths' risk profile or exposure
- setting the standards and expectations of staff with respect to conduct and probity
- annually review Shoosmiths approach to Quality and Risk management
- provide a second line of report for the Director of Quality and Risk
- consider the annual report provided by the Director of Quality and Risk of the effectiveness of the system of internal control.

Practice Standards Working Group (Directorates) and Practice Standards Working Group (Divisions)

Chaired by the Head of Risk and Assurance, the Practice Standards Working Groups meet three times a year. Members, made up of representatives from each Division and Directorate, are responsible for developing, implementing and adopting suitable working practices to drive up quality. The agenda covers:

- current state of adoption/implementation
- areas of improvement
- areas of limited/no progress
- further actions and AOB.





Programme Board

Chaired by the Chief Operating Officer, the Programme Board is responsible for ensuring that the projects of the firm are managed in such a way to support the firm's agreed strategy and business objectives. This includes:

- providing oversight and assurance that the day-to-day operations of the firm are being properly managed, ensuring that any necessary corrective action is taken
- making recommendations to either the Chief Executive or Board, as appropriate, in respect of matters which are within its scope of influence but beyond its delegated authority or have otherwise significant or strategic implications
- ensuring that Directorate project matters are reviewed, and changes/improvements approved in accordance with the Programme Board's delegated authority
- ensuring that the firm and management is able to support the achievement of the firm's targets and objectives in the best way possible and to ensure that senior management possess the skills necessary to achieve their responsibilities
- ensuring that the firm's processes enable clients to receive a consistent client experience throughout the firm
- supporting the Board to enable the firm to achieve its strategic objective of attracting, retaining and developing the best talent in the legal market and providing a stimulating and rewarding working environment for all of its people
- supporting the firm's strategy as evolved through the Strategy Committee and the Partnership Council.

Regulatory Committee

This sub-committee of the Partnership Council meets at least three times per year and is chaired by the Chairperson and composed of at least two elected members of the Partnership Council, the primary objectives for the sub-committee are as follows:

- to provide support to the Director of Quality and Risk and that directorate
- to ensure that the Quality and Risk strategy is being delivered in line with the firm wide strategy
- where possible, to ensure that our regulatory capacity is used to deliver value to the business, in particular ensure our regulatory oversight can support the drive for consistency in delivering efficiency gains
- to receive reports and consider future regulatory and risk issues affecting our sector
- to receive and consider regular reports in respect of regulatory and risk issues within the firm, including updates with regard to significant complaints and potential claims
- to be kept updated with regard to our Professional Indemnity and linked insurances.

Remuneration Committee

Consisting of the Chairperson, Chief Executive, Divisional Heads, Non-Executive and two of the elected Partnership Council members the Remuneration Committee sits every year at the end of June/early July to decide each equity partner's merit awards for the previous financial year.

Sector Heads Committee

In order to deliver an exceptional client experience we require experience, skills and market knowledge. Divisional lines deliver much of this, but some clients have very specific sector focus and the knowledge in these areas is becoming important to them. We have therefore prioritised five sectors to focus on. This allows us to invest in these for sustainable and profitable growth.

Each has its own Sector Head and its own strategy. The Sector Heads meet bi-monthly to review progress, discuss synergies and review their strategies. This meeting is chaired by the Chairperson and attended by the Sector Heads, Chief Executive, Business Development Director and representatives from the Business Development team.

Shadow Board

The Shadow Board was established in 2021 to bring new ways of thinking and diverse perspectives to the topics that the firm's Board typically discuss. Chaired by a partner the group is represented by colleagues from across the Divisions and Directorates.

It meets monthly, with responsibilities including the review of business of the firm's Board and making recommendations or raising concerns with supporting evidence.

Shoosmiths Foundation Grants Committee

The Shoosmiths Foundation Grants Committee (SFGC) has been established by the Shoosmiths Board. The Grants Committee, chaired by the Head of Corporate Responsibility, has delegated responsibility for overseeing, monitoring, and evaluating all grant making activities to ensure they are in accordance with Shoosmiths' responsible business objectives and the Shoosmiths Community Investment Policy. The SFGC considers grant applications to the Shoosmiths Foundation and approves grant payments.

Strategy Committee

Chaired by the Chairperson and attended by the Chief Executive, Divisional Heads, Non-Executive Directors and elected members of the Partnership Council, the committee recommends the strategic direction of the firm and meets to review the progress in line with the firmwide, divisional and directorate strategies.

Employee Networks

CR Champions Network

The lead CR champions chair the local Community Investment Programme Committees and lead on the delivery of local office charity partnerships.

Environment Champions Network

Environmental champions, guided by the estates management team, promote environmental best practice at a local level by raising staff awareness and exploring potential areas for local improvement. Environmental champions are also represented on the Carbon Net Zero Working Group.

Pro Bono Champions Network

Our network of Pro Bono Champions coordinate office or Divisional support for our pro bono clinics and pro bono programmes.

The following employee led networks have elected committees whose remit includes network campaigns, events, communications, internal and external relationships.

Balance Network

The Balance network champions the importance of gender balance at Shoosmiths (and in the wider legal sector) and achieving balance and wellbeing in our working lives.

Embrace Network

The Embrace network celebrates the culture and heritage of all individuals at Shoosmiths. It champions building a stronger community by understanding and respecting the unique and shared facets of all colleagues.

Mental Health and Wellbeing Champions Network

Champions help to drive forward change internally and embed positive changes across the firm. They are responsible for tackling mental health stigma and instigating initiatives to improve wellbeing amongst fellow colleagues. Importantly champions are also able to signpost mental health and wellbeing support services and resources.

Proud Network

Proud is Shoosmiths' LGBT+ network which aims to provide a way for people to get to know each other through formal and informal events and to feel part of a welcoming LGBT+ community. The network also aims to raise awareness and visibility of any LGBT+ issues that may exist or arise, contribute to Shoosmiths' inclusive culture, and help ensure that more of our people are able to meet their full potential and flourish.






Appendix 2: Progress against targets

2021/2022 Targets

In line with our 2019/2022 business plan, we set 24 targets (6 marketplace, 10 workplace, 3 environment and 5 community). Targets have also been considered in the context of the 2030 Agenda for Sustainable Development and the global challenges set out as 17 Sustainable Development Goals (SDGs) and 169 associated targets.

We delivered against 16 targets with eight targets where we need to continue to focus attention.

Key:  – achieved  – in progress  – not achieved

Objectives and targets	Performance and status	
<p>Objective</p> <p>Working collaboratively in the marketplace with our clients and suppliers to evidence best ESG practice aligned with our vision to be the leading law firm in the UK famous for its client experience.</p>		
	<p>To engage with our clients to identify areas where our collaboration will deliver maximum impact on both our and their ESG related objectives.</p>	<p>We always look for ways to work with our clients to help deliver ESG goals. Some examples include:</p> <p>Shoosmiths was a founding member of the Northern Ireland Clean Hydrogen Group.</p> <p>Switch2 Energy – promoting the more sustainable heat network option to our residential developer clients. This included running a series of webinars with Switch2 to provide details on heat networks for new builds and existing buildings.</p> <p>Internships – we have explored the VWG model regarding internships and recently set this up with a large financial institution client and are exploring it with several other clients.</p> <p>Our ESG reports, with the first launched in April 2022, have all included collaborations from external contacts and clients, providing a platform to promote messaging about their ESG objectives whilst also helping to facilitate conversation on the development of the ESG agenda.</p>
	<p>Launch online supplier database and onboarding system which will include the modern slavery questions previously asked of priority suppliers by individual directorates and divisions.</p>	<p>Implemented with responsible business questions also included on climate change, corporate responsibility, equality, diversity and inclusion and health and safety.</p>
	<p>Continue to offer modern slavery e-learning training to suppliers as a way of increasing supplier understanding and potential for collaboration in order to increase understanding of potential risk areas perceived by our priority suppliers within their supply chain.</p>	<p>Shoosmiths' 'Modern Slavery training for Managers' was offered but not requested by any tier two /tier three suppliers during 2021/2022.</p>

Objectives and targets	Performance and status		
	<p>Through our travel management provider, develop a preferred hotel listing which ensures all properties recommended for Shoosmiths are provided by the Hotel Booking Agents Association members and that the members adhere to HBAA's Terms of Ethics.* which can be viewed at: https://beam-org.uk/community/our-terms-of-ethics/</p> <p>*beam is the new face of HBAA, representing business events, accommodation and meetings.</p>	<p>Not achieved. The service provider changed in October 2021. The provider instead aims during its planned audit in December 2022 to seek to incorporate beam's Terms of Ethics into the negotiations when reviewing Shoosmiths' preferred hotel programme.</p>	⊗
	<p>Continue to explore opportunities for collaboration within the business sector and with third sector organisations involved in mitigating and preventing slavery and trafficking within the UK.</p>	<p>In October 2021, we supported Unseen's anti-slavery day national campaign to raise awareness of the role of business in tackling modern slavery.</p> <p>In May 2022, the Shoosmiths Foundation invitation for UK registered charity applications will be social mobility focused, and one of the criteria for selection will be that the project addresses specific underrepresentation. The funding opportunity will also be publicised to charities assisting survivors of slavery or human trafficking.</p>	✔
	<p>Continue to raise awareness amongst stakeholders about the prevention of slavery and trafficking.</p>	<p>Staff engagement undertaken on anti-slavery day. Information provided on the internal intranet.</p>	✔
Objective			
Delivering an innovative and market differentiated employee value proposition based upon the firm's values and the Shoosmiths Way.			
	<p>Create new e-learning modules for Environmental Health and Safety training.</p>	<p>A third-party supplier provides environmental awareness training to key estates management staff every two years.</p>	✔
	<p>Increase the number of advocacy, advisory or pro bono opportunities available to our employees within community organisations; particularly those which consider environment, diversity, inclusion and mental health and wellbeing.</p>	<p>Colleagues involved in Business in the Community's geographic leadership boards. Senior leaders have also spoken at United Nations Global Compact Network UK events. (Our head of real estate spoke at SDG Benchmarks: Gender Balance at all Management Levels and our chairperson spoke at two climate change related events.)</p> <p>The head of our Solent office engaged with Solent Law School to strengthen the link between the university and law/business and is a Visiting Fellow at the university.</p> <p>In April 2022, we held an introductory session with the charity Getting on Board, as we are keen to build skills in employees interested in getting more involved in their communities through strategic roles. We hope to build on this further in 2022/2023.</p>	✔

Objectives and targets	Performance and status		
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Progress integration of environmental management into existing health and safety management system to mirror ISO 45001 and ISO 14001.</p>	<p>A paper is to be prepared for approval by the end of the year, to progress this project.</p>	
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Formalise a new mental health framework which builds on our learnings from the Time to Change Pledge.</p>	<p>We continue to be part of the Mindful Business Charter, which encourages 'healthier, more effective ways of working'. We would like to embed its principles further into our business in 2022/2023.</p> <p>We have also undertaken desk-based research and considered options for other external mental health frameworks. Part of our commitment to Time to Change was introducing Mental Health and Wellbeing Champions, of which there are now approximately 40 across the firm. The firm continues to support the development of the Champions, in collaboration with the colleagues in those roles. They have continued to increase their level of activity this year and have added new structure including a national committee.</p>	
 <p>10 REDUCED INEQUALITIES</p>	<p>Publish annual progress report against Social Mobility Plan and continue with the development of the link between the action plan and the levelling up goals.</p>	<p>In our first firmwide 'Impact Report 2021', we included a section on the action plan and levelling up goals. We also shared updates internally with colleagues on best practice and local projects.</p> <p>We also continue to be part of the development of the levelling up goals framework alongside other members of the Purpose Coalition (which followed our original involvement in the Social Mobility Pledge).</p>	
 <p>10 REDUCED INEQUALITIES</p>	<p>Increase the number of clients and external partners engaged in our Social Mobility Action Plan.</p>	<p>Through the Purpose Coalition, our (now former) CEO attended a parliamentary evidence session on levelling up and the firm's social mobility approach. Several colleagues have also taken part in roundtable sessions, for example on more strategic engagement between employers and universities.</p> <p>We hosted a series of roundtables for Shoosmiths clients in November 2021 to discuss social mobility best practices. Shoosmiths was also involved in a social mobility collaboration with a client in July 2021, via an internship initiative developed while one of the firm's trainees was on secondment at VWG.</p> <p>We have also raised awareness of the Action Plan by proactively sharing information with partners and clients in a client-facing diversity and inclusion overview.</p>	

Objectives and targets			Performance and status		
			<p>Completion of ethnic diversity benchmarking in 2021/2022, which will improve our diversity data analysis capability and contribute to next steps in our strategy.</p>	<p>We started participating in the Pirical ethnic diversity benchmark to enable us to look more closely at recruitment, retention, attrition, and promotion data, and identify areas of focus.</p> <p>We have also been working internally to be able to produce more in-depth data; for example, in our most recent pay gap report, published March 2022, we included LGBT+ and social mobility data for the first time. Our annual pay gap reports can be viewed here.</p>	
			<p>Continue to prioritise diverse career progression. Facilitate a 3rd cohort of the High Performing Women programme (to commence end of 2021) and initiate a pilot aimed at increasing ethnic diversity in senior positions.</p>	<p>We are now coming to the end of our 3rd cohort of the High Performing Women programme, which started at the end of 2021. We continued to partner with Felix, who facilitate webinars and group coaching with a focus on retention of ethnically diverse talent. Following a pilot in 2020/2021, Felix ran more sessions for trainees, and we are still exploring ways we can further promote ethnic diversity within the wider firm.</p>	
			<p>Continue to raise awareness through guidance, videos, and face to face training about ethical behaviours with a focus on hospitality. Revise and update guidance on hospitality so employees understand the potential areas of risk. Update training to ensure it is relevant and ensure mandatory training is completed.</p>	<p>Risk within hospitality, both offering and accepting, has been addressed in the updated gifts and hospitality policy. A new hospitality reporting form has been created, seeking line manager approval/divisional head approval dependent upon the amount. The policy has been in collaboration with the Business Development team. Training is annual and mandatory and covers anti-bribery and anti-corruption. Specific questions have been updated within the mandatory annual declaration to confirm the policy has been read and is adhered to.</p>	
			<p>Update the bribery risk assessment. Require all employees to make an annual declaration about compliance with the anti-bribery and corruption policy and the gifts and hospitality policy. Ensure updates and notification changes are clearly communicated.</p>	<p>Updates were completed for the risk assessment and the gifts and hospitality policy was amended, with new separate forms for reporting and seeking approval for acceptance of gifts and hospitality. A firmwide communication was rolled out through our intranet. Our annual declaration seeks confirmation that the anti-bribery and corruption policy, and the gifts and hospitality policies have been read and are complied with.</p>	

Objectives and targets		Performance and status	
Objective			
Demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services.			
		Shoosmiths' operations (scopes 1 and 2 emissions) to become carbon net zero by 2025 with annual reporting on progress.	On track. Scopes 1 and 2 (market-based) emissions have reduced by 62% 2021/2022 versus 2019/2020 baseline. See appendix 3 for data. 
		Commit to set science-based emissions reduction targets across the entire value chain that are consistent with keeping global warming to 1.5°C above pre-industrial levels. Submit proposed targets to the Science Based Targets initiative (SBTi) for validation.	SBTi validation of targets achieved in November 2021. Targets agreed: Shoosmiths commits to reductions across its entire value chain to reduce absolute scope 1, 2 and 3 Greenhouse Gas Emissions 50% by FY2030 from an FY2020 base year; and to increase annual sourcing of renewable electricity from 74% in FY2020 to 100% by FY2025. 
		Use a third-party supplier to conduct three remote site audits to assess legislative and best practice compliance, identifying opportunities for improvement.	Completed with remote site audits undertaken at our Belfast, Edinburgh, Milton Keynes, Nottingham, and Sheffield offices. 
Objective			
Building and maintaining enduring community relationships that achieve positive impacts for the organisations we work with.			
		Report on impacts achieved by charities that have been awarded Shoosmiths Foundation grants.	£90,000 awarded to End Youth Homelessness and Street League charities in October 2021. Second round of applications to take place in May 2022. See further details about the work of the Shoosmiths Foundation here . See also our 2022 Impact Report here . 
		Each office to support a local charity partner during 2021/2022 and to identify ways to financially support local Covid-19 related charity activities.	See SHOUTback article here and see appendix 6 page 33. 
		Consider potential for expanding formal pro bono services provided by legal advisors.	See appendix 4 page 24. 
		Report on impacts of pro bono services provided by legal advisors.	See appendix 4 page 24. 
		Explore opportunities to collaborate with third-sector organisations addressing one or more of the 2030 SDGs in the UK.	See appendix 6 page 33. 


















2022/2023 Targets

In line with our 2022/2025 business plan, we have set 22 targets (6 marketplace, 5 workplace, 6 environment, and 5 community). We have indicated where these align with the United Nations SDGs.



Key: – achieved – in progress – not achieved

Targets	Related SDGs
<p>Objective Working collaboratively in the marketplace with our clients and suppliers to evidence best ESG practice aligned with our vision to be the leading law firm in the UK famous for its client experience.</p>	
Engage with our clients to identify areas where our collaboration will deliver maximum impact on both our and their ESG related objectives.	<p>17 PARTNERSHIPS FOR THE GOALS</p>
Undertake a remote site assessment (interviews and review of process and documentation) of all major cleaning services firms by September 2023 in relation to modern slavery and human trafficking.	<p>5 GENDER EQUALITY</p>
Become an accredited living wage employer by April 2023. Part of our approach will be to also engage with suppliers to determine if they are living wage employers.	<p>5 GENDER EQUALITY</p>
Continue to explore opportunities for collaboration within the business sector and with third sector organisations involved in mitigating and preventing slavery and trafficking within the UK.	<p>5 GENDER EQUALITY</p>
Continue to raise awareness amongst stakeholders about the prevention of slavery and trafficking.	<p>5 GENDER EQUALITY</p>
To ensure supply chain integrity and to fight corruption by ensuring the General Counsel office, in collaboration with the Quality and Risk Directorate, targets contract reviews and the procurement process. To review all new and renewing contracts and to ensure fair selection through procurement of any invitation to tender and capture the integrity and independence of a review through adherence to the Compliance Plan.	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>
<p>Objective Delivering an innovative and market differentiated employee value proposition based upon the firm's values and the Shoosmiths Way.</p>	
Increase the number of advocacy, advisory, or pro bono opportunities available to our employees within community organisations; particularly those which consider environment, diversity, inclusion, and mental health and wellbeing.	<p>17 PARTNERSHIPS FOR THE GOALS</p>
Progress integration of environmental management into existing health and safety management system to mirror ISO 45001 and ISO 14001.	<p>3 GOOD HEALTH AND WELL-BEING</p>
Further embed our firmwide approach to mental health and wellbeing within our Divisions and Directorates.	<p>3 GOOD HEALTH AND WELL-BEING</p>

Targets	Related SDGs
Build on the insights from diversity benchmarking in 2021/2022, and where possible further expand our analysis capabilities.	  
Raise awareness of the importance of inclusive leadership and deliver more structured training to a wider pool of colleagues to develop their inclusive leadership skills.	  
Objective Demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services.	
Shoosmiths' operations (scopes 1 and 2 emissions) to become carbon net zero by 2025 with annual reporting on progress.	 
Progress SBTi validated near-term science-based emissions reduction targets across the entire value chain that are consistent with keeping global warming to 1.5°C above pre-industrial levels. Namely: Shoosmiths commits to reductions across its entire value chain to reduce absolute scope 1, 2 and 3 Greenhouse Gas Emissions 50% by FY2030 from an FY2020 base year; and to increase annual sourcing of renewable electricity from 74% in FY2020 to 100% by FY2025.	 
Submit proposed net zero target applicable to the entire value chain to the SBTi for validation.	 
Liaise with second tier estates management supplier regarding its implementation of scope 3 supply chain carbon emission data collection software to assist Shoosmiths' net zero objectives and targets.	 
Undertake site energy efficiency audits aligned with the requirements of the Energy Savings Opportunity Scheme (ESOS) regulations.	 
Use a third-party supplier to conduct three remote site audits to assess legislative and best practice compliance, identifying opportunities for improvement.	

Targets	Related SDGs
<p>Objective Building and maintaining enduring community relationships that achieve positive impacts for the organisations we work with.</p>	
<p>Report on impacts achieved by charities that have been awarded Shoosmiths Foundation grants.</p>	
<p>Each office to support a local charity partner during 2022/2023.</p>	
<p>Consider potential for expanding formal pro bono services provision by supporting appropriate schemes.</p>	 
<p>Report on impacts of pro bono services provided by legal advisors.</p>	
<p>Explore opportunities to collaborate with third-sector organisations, addressing one or more of the 2030 SDGs in the UK.</p>	

Appendix 3: ESG performance data

Our year in numbers

Based on the information available to us, the data presented is correct at the time of publishing.

(To view 2013/2014 data onwards please [click here](#).)

Indicator	Unit	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Marketplace									
Revenue ¹	£ m	£102.6m	£107m	£116.7m	£128.5m	£137.6m	£154.2m	£167.9m	£181.8m
Profit ¹	£ m	£16.8m	£25.1m	£29.3m	£35.8m	£37.9m	£42.2m	£55.4m	£60.7m
Profit per equity partner (PEP)	£k	£416k	£365k	£366k	£434k	£441k	£465k	£658k	£675k
Workplace									
Total employees ²	No.	1,445 (fte 1,329)	1,509 (fte 1,388)	1,599 (fte 1491.8)	1,613 (fte 1507.7)	1,685 (fte 1,579.5)	1,806 (fte 1681.6)	1,731 (fte 1,628.1)	1,662 (fte 1,569.3)
Total partners and partner equivalents ²	No.	143	142	185	187	201	206	221	227
Full-time employees ²	No.	1,119	1,162	1,262	1,282	1,359	1,385	1,387	1,349
Part-time employees ²	No.	326	347	337	331	326	421	344	313
Promotions									
Number of promotions	No.	108	142	108	124	158	169	135	108
Promotions at each grade³									
Equity Partner	No.	3	5	7	9	10	13	8	6
Salaried Partner	No.	4	3	0	1	0	0	1	0
Legal Director	No.					5	2	6	2
Principal Associate (formerly Senior Associate)	No.	11	15	13	13	18	21	15	13
Senior Associate (formerly Associate)	No.	20	23	22	8	26	29	34	30
Associate (formerly Solicitor)	No.	15	12	9	5	12	17	22	26
Non-qualified Legal Advisor/Support total	No.	55	84	57	88	92	89	49	31
Non-qualified Legal Advisor	No.							37	21
Support	No.							12	10
Gender balance									
Male employees	%	29.80	30.9	32.9	32.4	32.3	31.7	31.96	33.03
Female employees	%	70.20	69.1	67.1	67.6	67.7	68.3	68.04	66.97

Indicator	Unit	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Disability									
Disabled employees	%	2.12	2.2	3.0	8.6	2.5	2.4	2.29	2.41
Not disabled ⁴	%	0.08	7.9	13.2	0.8	0.1	0.1	0.06	0.06
Not reported ⁴	%	97.8	89.9	83.8	90.6	97.4	97.5	97.65	97.53
Ethnicity									
White/European	%	88.29	86.9	85.7	76.5	83	82.6	84.02	83.88
African Caribbean	%	0.81	1.0	1.25	0.8	0.9	0.9	1.09	0.96
African	%	0.66	0.7	0.75	0.7	1.1	0.9	1.03	0.96
Asian	%	5.86	6.8	6.56	6.5	8.4	8.7	7.73	8.18
Chinese	%	0.44	0.4	0.43	0.4	0.1	0.2	0.57	0.54
Other	%	2.20	2.1	2.5	5.8	2.5	2.8	2.35	2.35
Unknown or not reported	%	1.74	2.1	2.81	9.3	4	3.9	3.21	3.13
Sexual orientation									
Heterosexual	%	76.71	78.9	81.7	81.9	82.4	82.3	84.08	84.24
Lesbian, gay, or bisexual	%	1.54	1.9	2.4	2.7	3.6	3.9	4.18	4.75
Unknown or not reported	%	21.75	19.2	15.9	15.4	14.0	13.8	11.74	11.01
Age									
Under 25	%	16.15	17.8	17.1	16.3	20.1	18.1	15.75	13.3
26-30	%	17.33	16.4	16.8	17.6	17.0	16.6	16.15	16.43
31-35	%	16.86	15.2	13.6	13.5	13.2	14.9	15.98	16.3
36-40	%	13.54	10.5	13.8	13.1	13.0	12.6	11.4	11.73
41-45	%	11.33	13.7	11.6	12.0	11.4	11.6	12.26	12.7
46-50	%	10.04	10.7	10.5	10.2	9.2	9.2	10.54	11.01
51-55	%	6.75	7.6	8.2	8.3	8.0	8.4	9.45	9.08
56-60	%	4.70	4.8	5.1	5.8	5.3	5.3	5.38	6.2
61-65	%	2.46	2.3	2.3	2.3	1.9	2.5	2.46	2.65
66-70	%	0.77	0.7	0.8	0.8	0.7	0.6	0.46	0.42
71+	%	0.07	0.3	0.2	0.1	0.2	0.2	0.17	0.18
Religion/belief									
Buddhist	%	0	0	0	0	0.1	0.1	0.06	0.06
Christian	%	43.12	40.7	37.9	14.7	33.9	34.8	35.74	36.22
Hindu	%	1.61	1.6	1.8	0.2	2.0	2.2	1.95	2.35
Jewish	%	0.15	0.3	0.4	0.1	0.4	0.4	0.57	0.48
Muslim	%	2.12	2.7	2.5	0.4	2.9	3.0	3.09	2.89
Sikh	%	1.46	1.8	1.5	0.3	2.1	2.0	2.0	2.04

Indicator	Unit	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
No religion	%	14.50	15.8	18.8	4.2	19.3	26.5	28.75	25.21
Other	%	0.07	0.1	1.5	0.2	4.4	0.1	0.06	5.9
Unknown or not reported	%	36.97	37.0	35.6	79.9	34.9	30.9	27.78	24.85
Highest level of parental qualification									
No formal qualifications	%						4.8	10.82	13.42
Qualifications below degree level	%						13.8	26.06	30.93
At least one has a degree level qualification	%						10.9	22.05	29.06
Other	%						0.2	0.34	0.36
Not applicable	%						0.3	0.4	0.48
Don't know/not reported	%						70.0	40.33	25.75
Socio-economic background: school									
Fee-paying school	%	2.71	2.0	2.8	2.7	2.5	4.4	8.59	10.29
State school	%	10.15	8.8	11.7	12.2	15.6	26.7	53.72	67.09
Unknown or not reported	%	87.14	89.2	85.5	85.1	81.9	68.9	37.69	22.62
Health and safety									
RIDDOR injuries or incidents ⁵	No.	2	0	0	0	0	1	1	2
Environment									
Scope 1 emissions ⁶							93	60	54.6
Scope 2 emissions (Location-based) ⁶							689	563	532.9
Scope 2 emissions (Market-based) ⁶							240	227	72.3
Scope 3 ^{6,7}							12,026.9	8,238.4	16,067.6
Total Scope 1, Scope 2 (Location-Based), Scope 3 Carbon footprint ^{6,7}	Tonnes CO ₂ e	2,584	2,584	2,318 ⁸	2,194	2,537 ⁹	12,809.2	8,861.8	16,655.1
Total Scope 1, Scope 2 (Market-Based), Scope 3 Carbon footprint ^{6,7}	Tonnes CO ₂ e						12,360.3	8,524.9	16,194.5
Carbon footprint per employee (fte) Scope 1, Scope 2 (Location-Based), Scope 3 ^{6,7}	Tonnes CO ₂ e	1.94	1.67	1.47	1.68 ⁹	1.32	7.79	5.47	10.83

Indicator	Unit	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Carbon footprint per employee (fte) Scope 1, Scope 2 (Market-Based), Scope 3 ^{6,7}	Tonnes CO ₂ e						7.52	5.26	10.53
Total electricity consumption	kWh	3,832,440.8	3,644,301	3,922,029 ¹⁰	3,977,688 ¹¹	3,022,387	2,696,634	2,416,504	2,509,880
Renewable electricity consumption ⁶	kWh						2,004,923	1,801,937	2,344,012
Gas consumption	kWh	1,406,089	1,545,638	1,292,630	694,837	532,755	454,821	299,103	298,117
General waste generated ¹²	Tonnes	57.63	96.64	74.76	63.84	33.3	28.84	101.42	198.38
General waste recycled	%	45	87	20.63	15.93	20.8	30.27	N.A.	N.A.
Confidential waste collected and recycled	Tonnes	73.54	154.02	158.13	143.79	144.34	208.01	66.90	130.46
Community									
Number of colleague pro bono hours	Hours	928	1,176	1,119	1,502	1,634	1,555	2,107	1,570.7
Number of colleague volunteering hours	Hours	1,210	1,818	2,064	2,182	2,233	3,421	459	1,303.7
Total colleague pro bono and volunteering hours	Hours	2,138	2,994	3,183	3,684	3,867	4,976	2,566	2,874.4

1 For the year ending 30 April 2022.

2 At 30 April 2022.

3 Review of job titles.

4 Since the 2014/2015 CR Report, a data review has resulted in a change to the presentation of the Not Disabled and Not Reported categories. The change ensures that staff who have not provided any disability response are always presented as Not Reported. Data provided by staff reporting a disability is not affected by the change.

5 RIDDOR reporting period for April to March each year until 2020/2021 when reported as Shoosmiths financial year.

6 Scopes 1, 2, 3 have been reported separately from 2019/2020 onwards. Scope 3 quantification includes further categories (purchased goods and services; commuting and home working), retrospectively from 2019/2020 so data has been revised. Scope 2 data has also been reported separately for location-based and market-based emissions from 2019/2020 as has renewable electricity.

7 During the 2021/2022 carbon footprint calculation a review was undertaken of 2019/2020 and 2020/2021 data. Since 2019/2020 scopes 1-3 carbon management processes have matured. When 2019/2020 onwards data had originally been calculated there had been some exclusions from category 1 purchased goods and services which at the time had not been considered relevant and some data gaps existed within scope 3 category 2 capital goods. An error in the 2019/2020 employee commuting total was also corrected as the calculation had not been extrapolated to cover 100% of Shoosmiths employees. Based on the findings related to category 1 and 2 emissions, the 2019/2020 baseline and total emissions 2019/2020 and 2020/2021 have been restated to appropriately follow the Greenhouse Gas Protocol and SBTi Net Zero standard.

8 We identified an error in the conversion factor used for our carbon footprint data for 2015/2016. We have rectified this figure formerly stated as 2,315 and restated our data as 2,318.

9 Carbon footprint data 2017/2018 is restated based on review of air travel and raw electricity data revised at two locations plus extrapolated waste data.

10 Electricity consumption data for our London and Belfast offices was not available for 2016/2017.

11 Electricity consumption data revised at two offices.

12 Number of offices where we directly control general waste has been falling year on year with our Glasgow, London, Northampton and Sheffield offices currently being directly managed. From 2020/2021 onwards data extrapolated for firm total. Minimal supplier data available for 2021/2022 versus 2020/2021 so general waste estimated based on changes in confidential waste.

Appendix 4: Shoosmiths' pro bono provision

Shoosmiths is committed to the provision of legal advice on a pro bono basis in all areas of law that we practise.

The definition of pro bono used by the Law Society and Bar Council is:

Legal advice or representation provided by lawyers in the public interest including to individuals, charities and community groups who cannot afford to pay for that advice or representation, and where public and alternative means of funding are not available.

In deciding whether or not to take on pro bono work, the normal procedures apply in relation to due diligence, conflict search checks etc. and if the legal advisor has the capacity and capability to take on. We are a signatory of and abide by the requirements of the Joint Protocol for Pro Bono Legal Work which quality marks legal work by promoting and ensuring consistently high standards of pro bono work. It builds on the professional codes of conduct that set out the standards and requirements that all solicitors must achieve and observe.

We were a founding signatory of the Law Society Pro Bono Charter. Our pro bono policy highlights our commitment to support organisations and individuals better understand their rights and gain access to justice. This is underpinned by an internal practice note setting out our requirements for the taking on and reporting of pro bono work.

We are also a signatory of the UK Collaborative Plan for Pro Bono.

Pro bono advice is undertaken as a consequence of approaches by organisations and individuals, via charity trustee roles, through legal advisor connections, by appointment-based pro bono clinics and via brokered programmes managed by charities. Hours recorded by legal advisors are included with their 'matter-related' targets (targets relating to billable hours), meaning pro bono hours count towards achieving these targets. 1,570.7 pro bono hours were recorded during 2021/2022, representing unfortunately a 25% decrease on the 2,107 pro bono hours recorded during 2020/2021. During 2022/2023, we will continue to encourage legal advisors to undertake appropriate work and publicise outcomes of support provided and are keen to increase the number of initiatives the firm is able to support, particularly which contribute to progress on diversity and inclusion.

The following examples illustrate our approach to pro bono during the year.

We work closely with a number of pro bono partners to provide free legal advice to those in need:

LawWorks: We support appointment-based pro bono clinics based on the LawWorks model in Thames Valley and Milton Keynes.

CommuniCare Legal Advice Centre: Our Thames Valley office supports the East Reading-based CommuniCare Legal Advice Centre operated in conjunction with students from the University of Reading School of Law. During lockdown, the legal clinic moved to on-line. This worked very well and has continued through 2021/2022, with sessions being either via zoom or by email, via CommuniCare. This way of working is reviewed regularly and will adapt again if necessary. Over the past 12 months 11 clients have been supported by the clinic, covering areas concerning employment, consumer and finance issues. There has also been some general advice given to CommuniCare through email and telephone conversations.

The Shoosmiths Edinburgh office has been working in partnership with the pro bono clinic at Citizens Advice Edinburgh since 2019 offering our services in relation to housing, employment and other related queries on an ad hoc basis. We are allocated a relevant case, carry out research into the client's specific issue, and our volunteers then assist directly through one-to-one calls with the client to better understand their case and offer guidance.

The University of Law Midlands Employment Rights Advice Line (MERAL) helps vulnerable members of the community with employment-related issues. Our involvement with the free legal advice clinics during the year included research prior to the clinic, legal analysis into the issues raised and considering each client's options, prospects of success and potential next steps.

The Employment Tribunal Litigant in Person Support Scheme (ELIPS) offers free advice to parties at the Employment Tribunal, who cannot afford a legal representative. A solicitor in our Employment team provided a morning of pro-bono assistance to three separate individuals in relation to their claims. The advice was provided virtually via Zoom, with each individual receiving around 40 minutes of face-to-face advice as well as a follow-up email.

As part of the first-year pro bono trainee challenge trainees in our Leeds, Manchester, Solent and Thames Valley offices provided legal advice briefings to educational establishments on a range of topics: what students need to know when renting from a private landlord, mortgages, managing finance, renting rights, employment rights and how to start your own business by looking at different business structures and their tax implications.

Shoosmiths assists Manuel Bravo Project

The Manuel Bravo Project is a charitable organisation based in Leeds that aims to provide legal representation to asylum seekers who would otherwise have none. Shoosmiths began to support the project in October 2018. Clients of the Manuel Bravo Project are referred to Shoosmiths and we provide assistance on a pro bono basis, enabling clients to navigate what can be a complex and stressful procedure. Shoosmiths prepares and submits settlement protection applications (SET(P)) which are applications made on behalf of refugees who are coming to the end of their initial five-year refugee status. If successful, the refugee is granted indefinite leave to remain. Between May 2021 and April 2022, the Shoosmiths team has worked on ten cases involving clients from Iraq, Pakistan Eritrea, Democratic Republic of Congo, Guinea, Libya and Iran. From these ten cases, we have received five successful outcomes and have five pending outcomes.



The volunteer team at Shoosmiths are so valuable to Manuel Bravo Project. Their ability to thoroughly research the cases they are tasked with, and collate compelling arguments to the Home Office, are second to none. In particular, Jennifer Clarke who leads the team, is dedicated, detailed in her work and completely dependable. It is a pleasure to be able to work with them, and the 100% success rate in their cases is really a testament to the team and their quality of work.”

HOLLI SPENCER-BOULTON, HEAD OF LEGAL STRATEGY AND SENIOR IMMIGRATION CASEWORKER

Shoosmiths trainees launch partnership with the University of Law

In April 2022, as part of the 2021/2022 1st year trainee pro bono challenge, our Birmingham trainees launched a new free legal advice service to charities and small business owners. The virtual pro bono clinic service which operates the last Thursday of the month, offers initial advice on a pro bono basis on a variety of corporate and commercial matters supported by aspiring solicitors from the University of Law. The Small Business Advice Line service assists start-ups, entrepreneurs and sole traders. Advice ranges from IP, restructuring, NDAs and company formations.



We are very excited to be working with the team at Shoosmiths on this initiative.

The university is committed to providing practical experience to our students to prepare them for successful future careers. This is a great opportunity for them to gain insight into the legal profession and to give back by helping small and start-up businesses.”

JENNY SEYMOUR, PRO BONO CO-ORDINATOR, UNIVERSITY OF LAW

Shoosmiths advises Bala Lake Railway Trust

Shoosmiths has provided legal advice on a pro bono basis to the Bala Lake Railway Trust since 2016. The work of the trust is to advance enjoyment, education and learning and to promote regional public benefit through the restoration, maintenance and exhibition by operation steam locomotives, rolling stock and other railway artefacts directly associated with the slate industry of north Wales and in particular those regions of Dinorwic and Penrhyn.

With Shoosmiths' support the trust has been able to acquire land required for the proposed extension of the Bala Lake Railway, a heritage railway, into Bala town. This will create jobs in an area where unemployment is high and also increase revenue from tourism in Bala and the surrounding areas.



Shoosmiths' support, particularly that of Lisa Williams, with this project is invaluable. It is seen as an important community project that will support and enhance the businesses of the town of Bala. Heritage railways of the UK are popular visitor attractions and once completed the railway will be able to welcome up to 50,000 visitors per annum."

JULIAN BIRLEY, CHAIRMAN, BALA LAKE RAILWAY TRUST

www.balalakerailwaytrust.org.uk

Shoosmiths advises St Paul's Community Development Trust



St Paul's Community Development Trust had its origins in the late 1960s in the desire of people in Balsall Heath, Birmingham to make a better future for their children. Its aims in 2022 are to improve the quality of life for all those in Balsall Heath and its surrounding areas by promoting physical, mental and spiritual wellbeing.

We were asked to update the Trust's articles of association to streamline and modernise its governance structure and processes, in particular to limit the voting membership to the trustees for the time being and to specifically provide for the holding of virtual general meetings where required (as they were during the Covid lockdowns). We advised on the basis that so-called 'regulated alterations' to the Trust's governing provisions were not necessary, which enabled the charity's members to approve the changes without needing to secure prior authorisation from the Charity Commission.

While our support was only paper-based, good governance does underpin all the 'hands on' great work which the Trust carries out every day to support the community it serves, facilitating good decision-making and giving potential funders continued assurance about the effective running of the charity."

ROBERT NIERI, PRINCIPAL ASSOCIATE, SHOOSMITHS

Shoosmiths assists Advocate

Advocate is a charity that finds free legal assistance from volunteer barristers. Through Matthew MacLachlan, Senior Associate, Shoosmiths' involvement during 2021/2022 involved assisting a range of clients, including a disabled individual in a discrimination claim pursuant to the Equality Act and seeking 'breathing space' and successfully defending a charging order application sought against a client facing debts from an energy company.



Since 2021, Shoosmiths has supported Advocate pro bono on 10 property and probate cases. Matthew MacLachlan took part in Advocate's #25for25 pro bono challenge by completing 40 hours pro bono this year alone. We are pleased to announce the launch of the Pro Bono Adviceline in partnership with Shoosmiths, initiated by Andrew Bishop."

REBECCA WILKIE, CEO, ADVOCATE

Appendix 5: Shoosmiths' approach to the 2030 global agenda for Sustainable Development

Shoosmiths is a participant of the United Nations Global Compact and committed to progressing its ten principles relating to human rights, labour, environment and anti-corruption. The 2030 global agenda for Sustainable Development is based on 17 SDGs agreed by UN member states that define the global priorities for sustainable development to the year 2030.



We support many of the goals through our work and, below, we provide details of our approach to the goals that are particularly relevant for our business.



SDGs and targets	Shoosmiths' approach aligned with advancing SDGs and targets	
 <p>1 NO POVERTY</p>	<p>1.4 By 2030, ensure that all men and women, in particular the poor and vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.</p>	<ul style="list-style-type: none"> • Legal advice provision on a pro bono basis to individuals and organisations unable to afford legal advice. • Partner with local community organisations with staff providing support regarding education, skills-based training and employability skills. • Treat customers fairly and with consideration of vulnerable clients' needs. • Local office fundraising work related charity partnerships in 2022/2023 i.e., Edinburgh: Pilton Youth and Children's Project, London: The Childhood Trust, Manchester: Mustard Tree, Northampton: Earth's Lonely Angels, Nottingham: Belong Nottingham, Sheffield: Roundabout, Solent: Acts of Kindness (Community) Solent. • Diversity and inclusion strategy. • Benefits provided to staff. • Shoosmiths' supplier code of conduct includes human rights and labour conditions and engagement programme regarding slavery and trafficking. • Target: Consider potential for expanding formal pro bono services provision by supporting appropriate schemes.
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.</p> <p>3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.</p>	<ul style="list-style-type: none"> • Our approach to occupational health, safety, work-life balance and well-being in the workplace. • Driving and vehicle safety awareness briefings and driver training programme. • Local office fundraising health-related charity partnerships in 2022/2023 i.e., Belfast: Breast Cancer UK, Birmingham: NSPCC, Leeds: Leeds Mind, Milton Keynes: The Henry Allen Trust, Thames Valley: No5. • Target: Progress integration of environmental management into existing health and safety management system to mirror ISO 45001 and ISO 14001. • Target: Further embed our firmwide approach to mental health and wellbeing within our Divisions and Directorates.
 <p>4 QUALITY EDUCATION</p>	<p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<ul style="list-style-type: none"> • Provision of opportunities that give students access to the corporate environment includes work shadowing placements, supporting school enterprise days, offering CV and interview skills advice, and sharing academic and career path experiences. • Early careers programme. • Donation of used IT equipment to Computer Aid International, a charity that helps disadvantaged communities to access digital equipment that will improve their lives.
 <p>5 GENDER EQUALITY</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<ul style="list-style-type: none"> • Legal advice provision on e.g., discrimination, equal pay, equality, and diversity matters. • Our policy, procedures, approach, training and targets in relation to workplace, diversity and inclusion. • Shoosmiths' supplier code of conduct. • Shoosmiths' slavery and human trafficking statement. • Founding signatory of the Law Society's Diversity and Inclusion Charter. • Target: Undertake a remote site assessment (interviews and review of process and documentation) of all major cleaning services firms by September 2023 in relation to modern slavery and human trafficking. • Target: Become an accredited living wage employer by April 2023. Part of our approach will be to also engage with suppliers to determine if they are living wage employers. • Target: Continue to explore opportunities for collaboration within the business sector and with third sector organisations involved in mitigating and preventing slavery and trafficking within the UK. • Target: Continue to raise awareness amongst stakeholders about the prevention of slavery and trafficking. • Target: Build on the insights from diversity benchmarking in 2021/2022, and where possible further expand our analysis capabilities. • Target: Raise awareness of the importance of inclusive leadership and deliver more structured training to a wider pool of colleagues to develop their inclusive leadership skills.

SDGs and targets

Shoosmiths' approach aligned with advancing SDGs and targets

<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.</p>	<ul style="list-style-type: none"> • Legal advice provision on renewable energy matters. • Carbon net zero policy. • Target: Shoosmiths' operations (scopes 1 and 2 emissions) to become carbon net zero by 2025 with annual reporting on progress. • Target: Progress SBTi validated near-term science-based emissions reduction targets across the entire value chain that are consistent with keeping global warming to 1.5°C above pre-industrial levels. Namely: Shoosmiths commits to reductions across its entire value chain to reduce absolute scope 1, 2 and 3 Greenhouse Gas Emissions 50% by FY2030 from an FY2020 base year; and to increase annual sourcing of renewable electricity from 74% in FY2020 to 100% by FY2025. • Target: Submit proposed net zero target applicable to the entire value chain to the SBTi for validation. • Target: Liaise with second tier estates management supplier regarding its implementation of scope 3 supply chain carbon emission data collection software to assist Shoosmiths' net zero objectives and targets. • Target: Undertake site energy efficiency audits aligned with the requirements of the Energy Savings Opportunity Scheme (ESOS) regulations.
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers and, by 2025, end child labour in all its forms.</p> <p>8.8 Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants and those in precarious employment.</p>	<ul style="list-style-type: none"> • Legal advice provision on discrimination, equal pay, equality and diversity matters. • Our workplace policies, procedures and approach and targets in relation to equal opportunities, diversity and inclusion. • United Nations Global Compact participant and member of Network UK Modern Slavery Working Group and Diversity and Inclusion Working Group. • Local office fundraising work related charity partnerships in 2022/2023 i.e., Manchester: Mustard Tree, Nottingham: Belong Nottingham, Sheffield: Roundabout. • Shoosmiths' supplier code of conduct. • Shoosmiths' slavery and human trafficking statement. • Our occupational health and safety management system including accident data reporting. • Target: Build on the insights from diversity benchmarking in 2021/2022, and where possible further expand our analysis capabilities. • Target: Raise awareness of the importance of inclusive leadership and deliver more structured training to a wider pool of colleagues to develop their inclusive leadership skills.

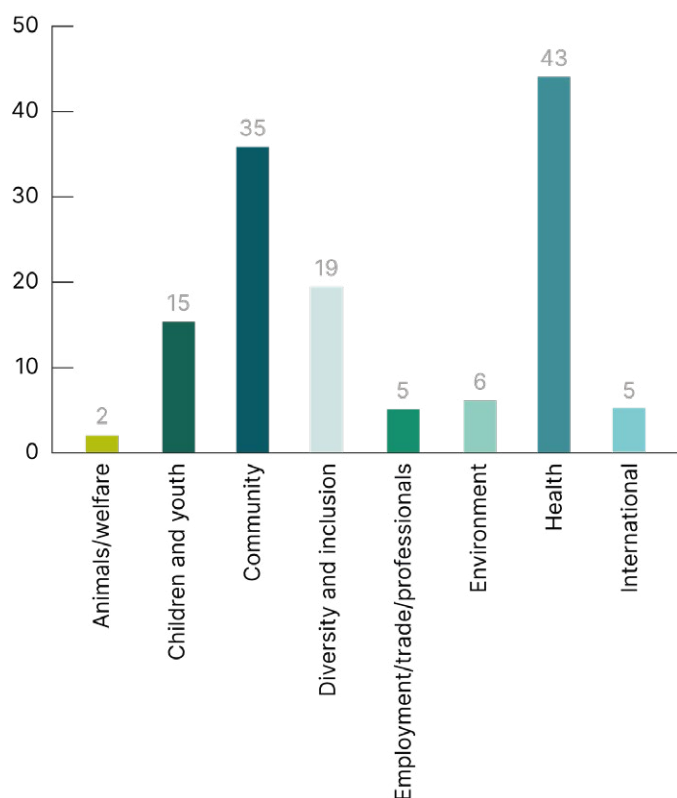
SDGs and targets	Shoosmiths' approach aligned with advancing SDGs and targets
 <p>10.2 By 2030, empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this regard.</p>	<ul style="list-style-type: none"> • Legal advice provision on discrimination, equal pay, equality and diversity matters. • Legal advice provision on a pro bono basis to individuals and organisations unable to afford legal advice. • Our policy, procedures, approach, and disclosure in relation to diversity and inclusion. • Gender pay gap data reporting. • Target: Build on the insights from diversity benchmarking in 2021/2022, and where possible further expand our analysis capabilities. • Target: Raise awareness of the importance of inclusive leadership and deliver more structured training to a wider pool of colleagues to develop their inclusive leadership skills.
 <p>11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.</p> <p>11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.</p>	<ul style="list-style-type: none"> • Legal advice provision on social housing matters. • Legal advice provision on public transport and infrastructure matters.
 <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources.</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and re-use.</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p>	<ul style="list-style-type: none"> • Legal advice provision on contaminated land, regeneration, remediation strategies and implementation matters. • Policies, procedures and programmes for resource management, energy consumption and waste reduction. • Annual ESG report includes sustainability practices, data and targets. • Target: Use a third-party supplier to conduct three remote site audits to assess legislative and best practice compliance, identifying opportunities for improvement.

SDGs and targets	Shoosmiths' approach aligned with advancing SDGs and targets
 <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<ul style="list-style-type: none"> • Legal advice provision on climate change related matters. • Carbon net zero policy. • Target: Shoosmiths' operations (scopes 1 and 2 emissions) to become carbon net zero by 2025 with annual reporting on progress. • Target: Progress SBTi validated near-term science-based emissions reduction targets across the entire value chain that are consistent with keeping global warming to 1.5°C above pre-industrial levels. Namely: Shoosmiths commits to reductions across its entire value chain to reduce absolute scope 1, 2 and 3 Greenhouse Gas Emissions 50% by FY2030 from an FY2020 base year; and to increase annual sourcing of renewable electricity from 74% in FY2020 to 100% by FY2025. • Target: Submit proposed net zero target applicable to the entire value chain to the SBTi for validation. • Target: Liaise with second tier estates management supplier regarding its implementation of scope 3 supply chain carbon emission data collection software to assist Shoosmiths' net zero objectives and targets. • Target: Undertake site energy efficiency audits aligned with the requirements of the Energy Savings Opportunity Scheme (ESOS) regulations.
 <p>15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.</p>	<ul style="list-style-type: none"> • Focus on reduced paper consumption and use of Forest Stewardship Council-certified stationery.
 <p>16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children.</p> <p>16.3 Promote the rule of law at the national and international levels and ensure equal access to justice to all.</p> <p>16.5 Substantially reduce corruption and bribery in all their forms.</p>	<ul style="list-style-type: none"> • Legal advice provision on human rights, slavery and human trafficking, anti-corruption matters. • Shoosmiths' supplier code of conduct. • Shoosmiths' slavery and human trafficking statement. • Provision of legal advice on a pro bono basis to individuals and organisations unable to afford legal advice. • Zero tolerance approach to bribery and corruption. • Target: To ensure supply chain integrity and to fight corruption by ensuring the General Counsel office, in collaboration with the Quality and Risk Directorate targets contract reviews and the procurement process. To review all new and renewing contracts and to ensure fair selection through procurement of any invitation to tender and capture the integrity and independence of a review through adherence to the Compliance Plan. • Target: Consider potential for expanding formal pro bono services provision by supporting appropriate schemes. • Target: Report on impacts of pro bono services provided by legal advisors.
 <p>17.1 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.</p>	<ul style="list-style-type: none"> • Target: Engage with our clients to identify areas where our collaboration will deliver maximum impact on both our and their ESG related objectives. • Target: Increase the number of advocacy, advisory, or pro bono opportunities available to our employees within community organisations; particularly those which consider environment, diversity, inclusion, and mental health and wellbeing. • Target: Report on impacts achieved by charities that have been awarded Shoosmiths Foundation grants. • Target: Each office to support a local charity partner during 2022/2023. • Target: Explore opportunities to collaborate with third-sector organisations, addressing one or more of the 2030 SDGs in the UK.

Appendix 6: Organisations and programmes supported by Shoosmiths 2021/2022

130 organisations supported via national or office fundraising donations, volunteering, sponsorship, partnerships or in-kind support during 2021/2022. £269,761 raised and donated. This included £90,000 donated via the Shoosmiths Foundation to End Youth Homelessness and Street League.

Range of organisations supported nationally/locally 2021/2022 by theme:



The information below details the most significant activities undertaken with organisations during the year.

Organisation	Outcome
#10,000 Black Interns is a national initiative which aims to attract diverse talent and address under-representation across sectors such as law, investment management, insurance, education, and accountancy.	In December 2020, Shoosmiths had committed to this initiative. The application process was undertaken during the year for the first cohort of interns, and we look forward to participating in Summer 2022.
Acts of Kindness (Community) Solent aims to help the local community in whatever way it can. It can help those facing an immediate crisis, is on hand to help people improve their lives and loves community projects where it can really make a difference. It's all about little acts of kindness.	Our Solent office selected Acts of Kindness (Community) Solent as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £3,898.
Alfie's Wish supports children with cancer and their families by funding days out to help make special memories.	In March 2022, our Solent office donated £750.
ATD Partners are experts in leadership coaching, women's development, and diversity.	We launched the third cohort of our High Performing Women programme in December 2021.

<p>Aware NI is the depression charity for Northern Ireland and the only charity working exclusively for people with depression and bipolar disorder.</p>	<p>Our Belfast office selected Aware NI as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £5,575.</p>
<p>Back Up the national spinal cord injury charity delivers life-changing programmes, which support people affected by spinal cord injury to live confidently and independently.</p>	<p>Shoosmiths is a member of Back-Up's Legal Panel and is also a joint sponsor of Back-Up's Wheelchair Skills Course, as well as attending key events. During the year this included sponsoring tables at the James Bond City dinner in October 2021 and the Alpine Ball in Birmingham in December 2021.</p>
<p>Behind Every Kick charity delivers personal development and life skills training and opportunities to young people through affiliation with sport and mentoring.</p>	<p>In June 2021, our London office donated £500.</p>
<p>Black Solicitors Network is the primary voice of black solicitors in England and Wales; committed to achieving equality of access, retention and promotion of black solicitors.</p>	<p>Shoosmiths began a corporate partnership in September 2020. During the year we also hosted an advertising campaign on its job board to promote our early career opportunities; specifically, our 30 trainee solicitor vacancies.</p>
<p>Business Disability Forum is a not-for-profit membership organisation that exists to transform the life chances of disabled people, working through and with business to create a disability smart world.</p>	<p>Shoosmiths became a member of Business Disability Forum in December 2021 and is working with its team to make progress on our disability inclusion actions.</p>
<p>Business in the Community (BITC) and its network of business members are leading a movement to create a fair and sustainable world in which to live and work.</p>	<p>We are a corporate member of BITC and during the year were members of the East Midlands, West Midlands, South East, North West and London Leadership Boards as well as members of the Climate Action Leadership Team and in Scotland the Inclusive Working Group. We support BITC's #Challenge 2030 campaign to make the climate crisis history. We are also a Race at Work Charter signatory.</p> <p>Our Manchester office selected BITC as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £7,772. Funding enabled BITC to undertake a local employment research project to complement existing support provided to individuals. Charities and agents have the structure in place to help individuals get ready for work, but most impact comes from businesses having local employment opportunities available that can help unlock the final step into employment for individuals who have experienced homelessness. Funds have also been set aside for Manchester's Ready for Work programme. This discretionary spending fund is allocated to people who have experienced homelessness to help them back into employment.</p>
<p>The Change Foundation uses sport to change the lives of marginalised young people. Its Street Elite programme is a training for work programme which uses sport to engage young people aged 18-25 who have been impacted by crime, violence and inequality. Through long-term and intensive mentoring, the programme helps young people transition from NEET (not in education, employment or training) into work, apprenticeships, training or education opportunities.</p>	<p>Our London office selected the Change Foundation supporting its Street Elite programme as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £6,256.</p>
<p>Charities Aid Foundation (CAF) exists to make giving go further so together it can transform lives and communities.</p>	<p>CAF operates the Give as You Earn Scheme, which we implement for our colleagues and has awarded Shoosmiths bronze scheme status. Shoosmiths staff donated through payroll giving, £1,399 to 20 charities in 2021/2022.</p>
<p>Child Brain Injury Trust is the leading voluntary sector organisation providing emotional and practical support, information and learning opportunities.</p>	<p>In December 2021, the Thames Valley Serious Injury Team produced a video to support the Child Brain Injury Trust Advent Calendar.</p>

The Children's Hospital Charity, Sheffield, provides a healthier future for children and young people helping to improve the patient and family experience.	In December 2021, our Sheffield office donated £600 supporting the charity's Snowflake appeal.
Citizens Advice, Edinburgh provides free confidential, independent, and impartial advice on a range of issues.	Our Edinburgh office has provided pro bono services since 2019.
Citizens Advice, Milton Keynes helps the people of Milton Keynes overcome the problems that face their daily lives.	Our Milton Keynes office has provided pro bono services since 2019, via fortnightly appointment-based housing and employment pro bono clinics.
City Solicitors Education Trust runs two projects including the Social Welfare Solicitors Qualification Fund which funds students wishing to study Solicitors Qualifying Exam preparation course and assessments. The Fund increases access to justice for users of social welfare services, at the same time as broadening entry to the legal profession. The Fund covers the full training and assessment costs of successful applicants, each of whom once qualified will deliver approximately 1,500 social welfare law hours annually.	In February 2022, Shoosmiths donated £3,500 to the City Solicitors Education Trust charity ringfenced to the Social Welfare Solicitors Qualification Fund.
CommuniCare is an advice and support centre based in the community of East Reading.	Our Thames Valley office has provided pro bono services since November 2009 operated in conjunction with the University of Reading School of Law. In April 2022, our Thames Valley office donated £500.
Community TechAid charity refurbishes donated computers, tablets and mobile phones and distributes them through referrals to schools, refuges, food banks, disability and refugee groups in south London.	In April 2022, our London office donated £623.
Computer Aid International takes used IT equipment and sends it to disadvantaged communities across the world.	<p>Since 2008 we have donated used IT equipment to the charity which helps disadvantaged communities to access digital equipment to improve their lives. In 2021/2022 689 laptops, monitors and PCs were donated (5,504 kg) for reuse or recycling. 73 PCs were donated for re-use:</p> <p>52 PCs to Malawi College of Accountancy.</p> <p>10 PCs to Action Plus Foundation in the UK.</p> <p>10 PCs to John DK Dorgbetor Memorial in Ghana.</p> <p>One PC to the Centre for Peace Building and Democracy in Liberia.</p> <p>Items that could not be reused were recycled; none went to landfill.</p>
CR Legal Network is a forum for CR professionals in the legal sector.	Shoosmiths has been a member since 2010.
The Disasters Emergency Committee launches appeals when large-scale disasters hit countries without the capacity to respond.	In March 2022, Shoosmiths donated £48,000 to the Disasters Emergency Committee Ukraine Appeal. In addition, staff in our Birmingham and Thames Valley offices raised and donated £827.
The Disability Confident scheme is a government scheme creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain, and develop disabled people.	Since 2018 Shoosmiths has been recognised as a Disability Confident Employer and during the year we refreshed our self-assessment to maintain this accreditation.
East Northants Faith Group co-ordinates community impacting activities to serve the wider community.	In October 2021, our Northampton office donated £500 ringfenced for the Rushden food bank.
Emmanuel Group of Churches charity operates the Weston Favell food bank, part of a nationwide network of food banks, supported by the Trussell Trust.	During the year our Northampton office donated £1,250 to support its food banks and uniform appeal.

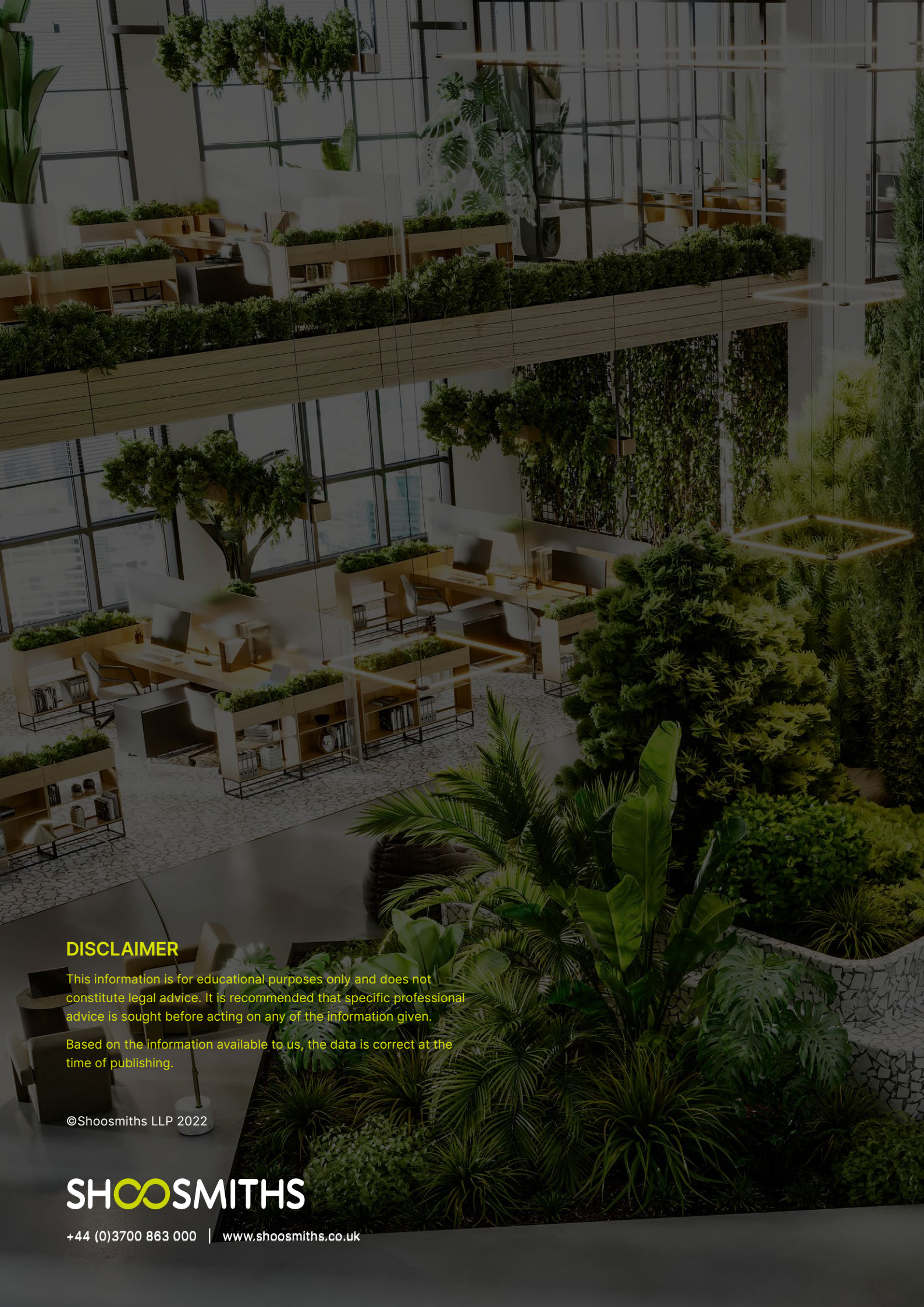
End Youth Homelessness is a national movement of local charities that have joined forces to tackle the UK's youth homelessness crisis. It provides a national platform to raise awareness, share experience and generate voluntary income. Its member charities supported over 40,000 homeless young people aged 16-25 last year.	In October 2021, £50,000 was donated via the Shoosmiths Foundation. Funding to End Youth Homelessness will provide circa 2,174 hours of employability support from Employability Coaches and help circa 41 young people back into Employment, Education or Training (EET).
Equal Education Chances engages with children, young people, women and other individuals living with disabilities and their families. It focuses on marginalised communities such as people from BAME backgrounds and those with no recourse to public funds, supporting them to learn and develop skills academically, socially and vocationally in order to be financially independent and achieve life goals.	In January 2022, our Manchester office donated £920 via MACC.
Ethical Reading is a not-for-profit organisation championing healthy, sustainable and ethical workplaces in the Reading and wider Thames Valley area. Its vision is to make the Reading area a better place to live and work.	Shoosmiths is a founding partner and a member of Ethical Reading's Advisory Council.
Faith Christian Group operates ReadFood, an independent food bank providing food parcels to those in severe need in the greater Reading area.	In April 2022, our Thames Valley office donated £1,400 to the ReadFood food bank.
Frazzled Café charity was founded by Ruby Wax OBE, enabling people to connect with others and talk about 'feeling frazzled' in a safe space.	We partnered with Frazzled Café for a new series of sessions which started in February 2022. Some of the sessions were un-themed, and others focused on work and family responsibilities. The firm also donated £7,500 to the charity.
Growing Together runs therapeutic horticulture sessions and provides other support for refugees, people seeking asylum and others with no recourse to public funds.	In January 2022, our Manchester office donated £920 via MACC.
Halo Code is the UK's first Black Hair code; it explicitly protects employees who come to work with natural hair and protective hairstyles associated with their racial, ethnic, and cultural identities.	Shoosmiths signed up to the Halo Code in March 2021. We continue to incorporate the Halo Code into our policies.
Harmless Community Interest Company works to address and overcome issues related to self-harm and suicide.	In April 2022, our Nottingham office donated £2,000.
Harmony's Music Club is a children's music education platform which organises musical experiences for young children comprising educational music videos, teaching materials and interactive concerts.	Our Solent office donated £500 to fund an interactive video workshop series and interactive concert produced by Harmony's Music Club to Wallisdean Infant School in Fareham as a means of reuniting the school through music after they had been separated due to home schooling. The funding also enabled the same experience to be enjoyed by colleagues' children, culminating in a performance during half term.
Headway East Northants based in Irthlingborough, East Northamptonshire provides support and services to survivors of brain injury, and also their family members and carers.	During the year £2,174 was donated by our Northampton office including support for the peer group scheme helping adults living with an acquired brain injury in East Northamptonshire.
The Henry Allen Trust provides advice, support, fun and laughter to families facing childhood cancer.	Our Milton Keynes office selected the Henry Allen Trust as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £7,239.
Humans MCR charity seeks to give respect, health, dignity and hope to impoverished communities by offering solutions to food insecurity faced by residents.	In January 2022, our Manchester office donated £920 via MACC.
Improving Lives works in partnership with many services to support Nottingham City adult residents with complex health and social needs to manage the challenges they face more effectively.	Our Nottingham office selected Improving Lives as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £5,644.

LawWorks works in England and Wales to connect volunteer lawyers with people in need of legal advice.	Shoosmiths has been a member of LawWorks since 2009. During the year we provided support to pro bono clinics operating to the LawWorks model.
Law Society is the representative body for solicitors in England and Wales.	Founding signatory 2009 of the Diversity and Inclusion Charter. Founding signatory 2016 of the Pro Bono Charter.
Leeds Mind charity supports the people of Leeds to discover their own resources to 'recover' from periods of poor mental health and to live life independently with their mental health condition.	Our Leeds office selected Leeds Mind as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £9,237.
Legal Sustainability Alliance is the leading sustainability network for law firms and the UK legal sector. Relunched in 2020 it helps members make the transition to net zero.	Pioneer member, in December 2008. Signatory of the Legal Renewables Initiative in January 2020, which commits signatories to source 100% certified renewable electricity for all its UK locations by 2025.
Macmillan Cancer Support offers emotional, physical and financial support from the moment cancer is diagnosed.	In September 2021 our Manchester and Northampton offices raised and donated £1,300 for the world's biggest coffee morning.
Manchester Alliance for Community Care (MACC) is Manchester's local voluntary and community sector support organisation. It encourages, supports, and develops the voluntary, community and social enterprise organisations and local people to have a real influence over the places and communities in which they live.	In January 2022, our Manchester office donated £3,680 to MACC to support Equal Education Chances, Growing Together, Humans MCR, and Manchester Young Community Champions.
Manchester Young Community Champions Community Interest Company supports young people from Manchester's most disadvantaged areas as they progress from young person to young adult focusing on physical, social and emotional health and wellbeing.	In January 2022, our Manchester office donated £920 via MACC.
Manuel Bravo Project charity provides free legal advice and assistance to asylum seekers and refugees who are unable to obtain legal aid.	Shoosmiths has supported the project pro bono since October 2018. In February 2022, our Leeds office donated £400.
McCarthy Dixon Foundation helps alleviate hunger and provides essential supplies to those in need in Northampton.	In November 2021, our Northampton office donated £500 to the McCarthy Dixon Foundation.
MCR Pathways charity helps young people unlock their potential, no matter their circumstances. Through mentoring programmes it helps young people to realise their skills and progress onto a positive destination.	Our Edinburgh office selected MCR Pathways as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £5,637. Mentoring support is also provided.
Mental Health at Work provides organisations with tailored mental health programmes.	We continued to work with Mental Health at Work, including offering more sessions aimed at line managers.
Mental Health Foundation hosts Mental Health Awareness Week which takes place in May each year.	We provided communication during Mental Health Awareness Week 2021, including reminders of support available to colleagues. Our Mental Health and Wellbeing Champions also coordinated a photograph competition to encourage colleagues to go outside and explore nature.
Mindful Business Charter is a practical framework that encourages four principles: openness and respect; smart meetings and emails; respecting rest periods; mindful delegation.	We became a signatory of the charter in May 2020. The firm attends meetings where best practice is shared between members. We continue to embed the Mindful Business Charter framework within Shoosmiths' ways of working.
No5 is a community-based organisation offering counselling and support to children, young people, and those around them.	Our Thames Valley office selected No5 as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £7,306.

Northampton Children's Trust is an independent, not-for-profit company established in November 2020 to deliver the best possible opportunities for the children in Northamptonshire. Its responsibility is to deliver children's social care and targeted early help services on behalf of North Northamptonshire Council and West Northamptonshire Council.	During the year, our Northampton office donated £767, and colleagues donated gifts to support the Christmas bauble appeal.
Northampton General Hospital.	In December 2021, our Northampton office donated £1,300 worth of gifts for staff and patients.
Northampton Hope Centre helps people experiencing the most acute problems of disadvantage and marginalisation, including homelessness, addiction and mental health.	During the year, our Northampton office donated £1,210 in support of a number of appeals.
The Northampton Saints Foundation uses the values of Northampton Rugby Football Club and the power of sport to inspire, support and educate young people and their communities.	During the year our Northampton office raised and donated £1,250 to sponsor a student for twelve months. The donation will provide a young person with 12 months of learning to assist the pathway to employment.
Northamptonshire Mind offers support to anyone who faces mental health challenges, including self-improvement courses, one to one support, social groups, support into employment and mental health navigators.	Our Northampton office selected Northamptonshire Mind as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £3,732.
NSPCC believes every childhood is worth fighting for and works to prevent abuse, help rebuild children's lives and supports families. Its Childline service listens to and supports children, and is a safe space to turn to, whatever difficulties they face – big and small. Whatever life throws at them, NSPCC is there to show children that they matter, that NSPCC understands, and they're not alone.	Our Birmingham office selected NSPCC as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £13,519. The office was supporting the work of the charity's Childline service.
Pathways to Law is a programme facilitated by Sutton Trust, which champions social mobility through programmes, research and policy influence.	In collaboration with Pathways to Law Leeds colleagues from our Leeds office coordinated a series of five interactive virtual sessions designed to assist the year 12 and 13 students on the programme to develop essential skills for a future career in law and provide an insight into what it is like working in the legal sector.
Pennies from Heaven is a social enterprise that provides a coin collections scheme enabling employees to donate their pay slip pennies to charity.	Shoosmiths joined the scheme in June 2007. Gold award received in March 2022 with 28% of staff taking part.
Pilton Youth and Children's Project charity is based in Pilton in the north west locality of Edinburgh. Pilton is an area of multiple deprivation where many children, young people and their families face inequalities in areas such as income, health and education. The charity is committed to enabling each young person to realise their unique potential and to take a positive role in society.	In February 2022, our Edinburgh office donated £1,750.
Pirical is a data analytics organisation, helping organisations' decision-making processes using people data.	The firm has been participating in Pirical's ethnic diversity benchmark, which provides insights from across the legal sector.
Purpose Coalition is made up of the UK's most innovative purpose-led leaders and organisations.	Shoosmiths works with the Rt Hon. Justine Greening in the 'Purpose Coalition'. Shoosmiths has been part of the 'Levelling Up Goals'; a framework which it is hoped will enable policy makers, businesses, academic institutions and a range of other stakeholders to make progress across 14 goals for a better society. In October 2021, our CEO also participated in a levelling up evidence session in Parliament.

Race To Zero is a global campaign to rally leadership and support from businesses, cities, regions, investors for a healthy, resilient, zero carbon recovery that prevents future threats, creates decent jobs, and unlocks inclusive, sustainable growth.	Shoosmiths joined Race to Zero in December 2020 via its Business Ambition for 1.5°C commitment made to the SBTi.
Reading Renegades is an inclusive rugby club in Berkshire.	The firm's employee-led Proud network and Thames Valley office donated £500 to sponsor this local inclusive rugby club.
Rotary Nene Valley Rokart 2022 challenge raised funds for two charities. The Lewis Foundation sources, packages and hand delivers free gifts and support packs to adult cancer patients in hospital every week and KidsAid provides therapeutic support for children and young people who have suffered trauma.	In January 2022, our Northampton and Milton Keynes offices provided £1,000 and entered the Rokart 2022 indoor karting fundraising challenge for the Lewis Foundation and KidsAid charities.
Roundabout – South Yorkshire's local youth housing charity – provides shelter, support and life-skills to young people aged 16-24 who are homeless or at risk of homelessness.	Our Sheffield office selected Roundabout as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2021/2022 raising and donating £4,598.
The Science Based Targets initiative (SBTi) drives ambitious climate action in the private sector by enabling companies to set science-based emissions reduction targets. It is a collaboration between CDP, the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature. The SBTi call to action is one of the We Mean Business Coalition commitments.	In November 2021, SBTi validated Shoosmiths' near-term science-based emissions reduction targets consistent with keeping global warming to 1.5°C above pre-industrial levels namely: <ul style="list-style-type: none"> • reduce absolute scope 1, 2 and 3 Greenhouse Gas Emissions 50% by FY2030 from an FY2020 base year • increase annual sourcing of renewable electricity from 74% in FY2020 to 100% by FY2025.
The Social Mobility Foundation helps talented young people 16-25 from low-income backgrounds achieve their potential. Programmes include mentoring, university and job application support, skills and careers advice and work experience.	Shoosmiths was ranked 42nd in the 'Top 75' employers in the Social Mobility Employer Index 2021, (our third year in the top 50). In April 2022, £1,000 was donated towards the continuation of the Social Mobility Employer Index.
The Social Mobility Pledge represents a powerful and pioneering shift towards being a truly purpose-led organisation committed to social mobility.	The firm continues to deliver on its Social Mobility Action Plan , which was produced in collaboration with the Social Mobility Pledge.
Stonewall Diversity Champions work with organisations to embed LGBTQ+ inclusion in the workplace.	In 2021/2022 we continued our Stonewall Diversity Champions membership and have been developing our actions to promote inclusion in this area.
Street League's vision is a society in which all young people have the opportunity of secure employment and a brighter future. Using sport and education, they help young people into work.	In October 2021, £40,000 was donated via the Shoosmiths Foundation. Funding to Street League will support 53 unemployed young people, living in some of the most deprived communities across Leeds and Sheffield, to gain qualifications they need to secure meaningful job opportunities.
Terra Carta is a charter that puts sustainability at the heart of the private sector. The Terra Carta was launched by HRH the then Prince of Wales as part of the Sustainable Markets Initiative. The Terra Carta provides a roadmap to 2030 for businesses to move towards an ambitious and sustainable future including recognising the urgency of the global climate, biodiversity and health crises and the stewardship with which we must act.	In February 2021, Shoosmiths became a Terra Carta charter supporter.
The Tree Council is a national charity that brings people together to plant and care for trees.	In March 2022, £1,800 was donated for a tree planting project at Cold Ashby Golf Centre near the Northampton office. See article here.
The UK Collaborative Plan for Pro Bono is a profession-led initiative for law firms. Each participating law firm has a strong institutional commitment to pro bono and access to justice. The Plan also incorporates an aspirational target of 25 pro bono hours on average per legal advisor in the UK each year.	Shoosmiths joined in May 2020.

<p>UK for UNHCR fundraises on behalf of the UNHCR to support its assistance programmes, including promoting awareness, encouraging the advancement of education for social inclusion, for the relief and protection of refugees, asylum seekers, internally displaced and stateless persons.</p>	<p>In August 2021, £1,000 was donated in support of UNHCR's Afghanistan emergency response. In March 2022, £2,000 was donated in support of UNHCR's Ukraine emergency response.</p>
<p>As a special initiative of the UN Secretary-General, the United Nations Global Compact is a call to companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals.</p>	<p>Shoosmiths joined 27 January 2016, is a participant, produces annual Communications on Progress reports, is a member of the Network UK, and four working groups on modern slavery, global goals, diversity and inclusion and the Task Force on Climate-Related Financial Disclosure. Shoosmiths sponsored the Network UK's Transitioning to Net Zero series of webinars in the run up to COP26 and our chairperson spoke at the professional services sector event. Our head of real estate participated in a Network UK webinar about gender equality in March 2022.</p>
<p>World Mental Health Day is observed on 10th October every year, with the overall objective of raising awareness of mental health issues around the world and mobilising efforts in support of mental health.</p>	<p>In October 2021, we recognised World Mental Health Day. Activities including a webinar about how sleep can provide the foundations of good mental health, and a calligraphy workshop which promoted mindfulness and creativity.</p>
<p>WWF is the world's leading independent conservation organisation. Its mission is to create a world where people and wildlife can thrive together. Started by WWF and partners in 2007 Earth Hour is one of the largest grassroots movements for the environment. Held every year on the last Saturday of March, Earth Hour engages millions of people in more than 180 countries and territories.</p>	<p>We supported the Earth Hour campaign on Saturday 26 March 2022, by highlighting to staff our efforts towards a net zero emissions future and encouraging staff to change everyday behaviours.</p>



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Based on the information available to us, the data is correct at the time of publishing.

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