

## 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.

[Access our latest diversity and inclusion data here](#). This annual report is published as part of our transparent and consistent approach to DEI reporting. This also includes mandatory and voluntary [pay gap reporting](#).

Indicator	Unit	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Marketplace											
Revenue <sup>1</sup>	£ m	£93m	£102.6m	£107m	£116.7m	£128.5m	£137.6m	£154.2m	£167.9m	£181.8m	£194.1m
Profit <sup>1</sup>	£ m	£12.2m	£16.8m	£25.1m	£29.3m	£35.8m	£37.9m	£42.2m	£55.4m	£60.7m	£62.7m
Profit per equity partner (PEP)	£k	£290k	£416k	£365k	£366k	£434k	£441k	£465k	£658k	£675k	£676k
Workplace											
Total employees <sup>2</sup>	No.	1,427 (fte 1,325.6)	1,445 (fte 1,329)	1,509 (fte 1,388)	1,599 (fte 1,491.8)	1,613 (fte 1,507.7)	1,685 (fte 1,579.5)	1,806 (fte 1,681.6)	1,731 (fte 1,628.1)	1,662 (fte 1,569.3)	1,658 (fte 1,571.6)
Total partners and partner equivalents <sup>2</sup>	No.	136	143	142	185	187	201	206	221	227	222
Full-time employees <sup>2</sup>	No.	1,129	1,119	1,162	1,262	1,282	1,359	1,385	1,387	1,349	1,356
Part-time employees <sup>2</sup>	No.	298	326	347	337	331	326	421	344	313	302
Promotions											
Number of promotions	No.	77	108	142	108	124	158	169	135	108	120
Promotions at each grade <sup>3</sup>											
Equity Partner	No.	2	3	5	7	9	10	13	8	6	9
Salaried Partner	No.	6	4	3	0	1	0	0	1	0	0
Legal Director	No.						5	2	6	2	9
Principal Associate (formerly Senior Associate)	No.	16	11	15	13	13	18	21	15	13	23
Senior Associate (formerly Associate)	No.	17	20	23	22	8	26	29	34	30	32
Associate (formerly Solicitor)	No.	11	15	12	9	5	12	17	22	26	21
Non-qualified Legal Advisor/Support total	No.	25	55	84	57	88	92	89	49	31	26
Non-qualified Legal Advisor	No.								37	21	19
Support	No.								12	10	7
Health and safety											
RIDDOR injuries or incidents <sup>4</sup>	No.	2	2	0	0	0	0	1	1	2	2

Indicator	Unit	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Environment											
Scope 1 emissions <sup>5</sup>								93	60	54.6	86.7
Scope 2 emissions (Location-based) <sup>5</sup>								689	563	532.9	532.4
Scope 2 emissions (Market-based) <sup>5</sup>								240	227	72.3	69.5
Scope 3 <sup>5,6</sup>								12,026.9	8,238.4	16,067.6	13,407.5
Total Scope 1, Scope 2 (Location-Based), Scope 3 Carbon footprint <sup>5,6</sup>	Tonnes CO <sub>2</sub> e	2,624	2,584	2,318 <sup>7</sup>	2,194	2,537 <sup>8</sup>	2,098	12,809.2	8,861.8	16,655.1	14,026.6
Total Scope 1, Scope 2 (Market-Based), Scope 3 Carbon footprint <sup>5,6</sup>	Tonnes CO <sub>2</sub> e							12,360.3	8,524.9	16,194.5	13,563.7
Carbon footprint per employee (fte) Scope 1, Scope 2 (Location-Based), Scope 3 <sup>5,6</sup>	Tonnes CO <sub>2</sub> e	1.98	1.94	1.67	1.47	1.68 <sup>8</sup>	1.32	7.79	5.47	10.83	8.79
Carbon footprint per employee (fte) Scope 1, Scope 2 (Market-Based), Scope 3 <sup>5,6</sup>	Tonnes CO <sub>2</sub> e							7.52	5.26	10.53	8.5
Total electricity consumption	kWh	3,651,678	3,832,440.8	3,644,301	3,922,029 <sup>9</sup>	3,977,688 <sup>10</sup>	3,022,387	2,696,634	2,416,504	2,509,880	2,775,743
Renewable electricity consumption <sup>5</sup>	kWh							2,004,923	1,801,937	2,344,012	2,585,304
Gas consumption	kWh	1,441,788	1,406,089	1,545,638	1,292,630	694,837	532,755	454,821	299,103	298,117	120,441
General waste generated <sup>11</sup>	Tonnes	123.33	57.63	96.64	74.76	63.84	33.3	28.84	101.42	198.38	143.7
General waste recycled	%	39.39	45	87	20.63	15.93	20.8	30.27	N.A.	N.A.	N.A.
Confidential waste collected and recycled	Tonnes	47	73.54	154.02	158.13	143.79	144.34	208.01	66.90	130.46	149.64
Community											
Number of colleague pro bono hours	Hours	919	928	1,176	1,119	1,502	1,634	1,555	2,107	1,570.7	1,933
Number of colleague volunteering hours	Hours	1,017	1,210	1,818	2,064	2,182	2,233	3,421	459	1,303.7	2,164
Total colleague pro bono and volunteering hours	Hours	1,936	2,138	2,994	3,183	3,684	3,867	4,976	2,566	2,874.4	4,097

- 1 For the year ending 30 April 2023.
- 2 At 30 April 2023.
- 3 Review of job titles.
- 4 RIDDOR reporting period for April to March each year until 2020/2021 when reported as Shoosmiths financial year.
- 5 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.
- 6 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.
- 7 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.
- 8 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.
- 9 Electricity consumption data for our London and Belfast offices was not available for 2016/2017.
- 10 Electricity consumption data revised at two offices.
- 11 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. Supplier data only available for a few sites for 2022/2023 so general waste extrapolated to produce firm total based on these sites.