

SHOOSMITHS

Responsible business report

2024/25

FOR
WHAT
MATTERS

Introduction from our Chair

We are committed to being a responsible business that delivers exceptional legal services in a sustainable and inclusive way. Doing purposeful business that excels at meeting the needs of our clients is at the heart of what we do, contributing significantly to the well-being of our communities and the environment.

Our vision for responsible business is bold and evidence-led, delivering for our clients, people and communities to enable a sustainable and inclusive future. This review shows the progress and impact we have made towards that goal during 2024-2025 in respect of our clients, our people, and our communities.

We have spent the last year laying the foundation for achieving our sustainability vision through the creation of governance and accountability structures, new policies and procedures and a refreshed sustainability strategy that is intended to guide us to net zero and increased social impact.

We are focused on delivering our strategy both internally and within our wider value chain, ensuring we leverage our suppliers to deliver on our behalf and enabling our clients' own sustainability journey. This holistic approach elevates our impact beyond the four walls of our offices and ensures we contribute to tackling some of society's greatest challenges.

We're proud of the progress we've made this year, but we see this as part of the journey and not the destination. We are delivering on our client, people, supplier and community's expectations to create a truly responsible law firm.



KIRSTEN HEWSON
CHAIR



Executive summary

This year's report showcases our firm's dedication to delivering legal services responsibly, with a core focus on sustainability, inclusion, and positive community impact. Our efforts over the past year have resulted in notable achievements, guided by a clear, evidence-based vision for a sustainable future.

Our strategy, built upon the pillars of environment, society, and governance, is achieved through a new governance framework and an implementation roadmap that embed responsible business across the firm. We engage proactively with clients, colleagues, and peers to ensure our approach evolves to meet emerging challenges and opportunities.

Our key achievements:

- 20% reduction in our overall carbon footprint since 2020, marking steady progress towards our Science-Based Targets initiative (SBTi) verified goals
- implementation of new governance and accountability structures to ensure clear oversight and embed sustainability throughout the firm
- launch of our Discover Placement & Race Equity Action Plan

- increased engagement with peers, clients and suppliers on delivering sector-wide impact on Responsible Business
- funding of free training on how to embed climate clauses in contracts by The Chancery Lane Project by the Shoosmiths Foundation.

While these achievements are a testament to our firm's commitment, our journey is far from complete. Laying the groundwork through robust governance, innovative policies, and a refreshed sustainability strategy has positioned us well, but we recognise that creating a sustainable and inclusive future is an ongoing challenge that demands continual effort and adaptation. Our focus extends beyond operations within our own offices – we are working hard to influence our value chain, support our clients' ambitions, and make a measurable difference in the communities where we operate.

20% REDUCTION IN OUR OVERALL CARBON FOOTPRINT SINCE 2020



Our progress this year fills us with pride, but is only one phase in a longer journey. We remain committed to delivering our vision of a responsible business that delivers lasting value for our clients, our people, and our communities.

SOPHIE COWEN
HEAD OF RESPONSIBLE BUSINESS

Our strategy



Our vision for responsible business is bold and evidence-led, delivering for our clients, people and communities to enable a sustainable and inclusive future.

Our refreshed sustainability strategy is aimed at reducing the negative impact of our operations, whilst maximising the positive ones. Doing this will enable us to support our clients on their sustainability journeys through the advice and services we offer, as well as increasing the positive impact we can have on the communities we operate in.

Our strategy is organised under three pillars; environment, society and governance. On environment, we are committed to achieving our Science-Based Targets initiative (SBTi) verified goals to more than halve carbon emissions by 2030 and reach net zero by 2040. Beyond our own operations, we are increasing the support we offer clients in their own decarbonisation journeys and expanding our collaboration with our supply chain.

On the societal front, the firm is increasing the impact we deliver both nationally and locally through initiatives like the Shoosmiths Foundation, office charities, matched employee fundraising, and scaling employee volunteering. We are aligning our community investment across these themes so that we have a focus on what we fund, how we fund and who we fund to ensure we maximise the impact of our investments.

Finally, our governance is underpinned by clear accountability structures, ensuring compliance with regulatory requirements, robust anti-bribery and corruption measures, and ensuring staff have the necessary sustainability skills and capabilities for the firm to contribute effectively to a just transition.

We are achieving this through a new governance structure and implementation roadmap to embed sustainability across the firm, engaging proactively with clients and peers, and continually evolving our approach to ensure we deliver for our clients, our people and our communities.



CLIENTS & MARKETS

Environment

- achieve our science-based targets to more than halve emissions by 2030 and reach Net Zero by 2040
- support our clients on their own decarbonisation
- collaborate with our supply chain to reduce emissions.



PEOPLE & CULTURE

Society

- deliver impact at a national level through our Shoosmiths Foundation
- support local communities through our office charities
- match fund employee fundraising
- deliver impactful Pro Bono
- scale employee volunteering
- systematically address modern slavery risks in our operations and supply chain.



RUNNING ON RAILS

Governance

- ensure good sustainability governance with clear accountabilities
- ensure our people have the right sustainability skills and capabilities
- comply with all regulatory requirements
- ensure robust anti-bribery and corruption measures.

Our business

Environment

Our emissions continue to decrease in line with our SBTi net zero targets, with a 20% reduction in our footprint since 2020, including a 95% reduction in carbon emissions associated with electricity. This trend is expected to continue, with 100% of our electricity to be sourced from renewable energy by the end of this year, if not sooner.

Emissions from travel are down by almost a third since 2020, thanks to our sustainable travel policy and internal carbon price on air travel, which creates a ring-fenced budget for funding carbon reduction activities with the funds generated by the levy on flights. We remain on track to meet our carbon targets approved by the SBTi with scope 1 emissions down 19%, Scope 2 emissions down 98% and Scope 3 emissions down 20%. We have done this all whilst increasing our revenue by nearly 40% in the same period.

We also committed to a target to achieve net zero by 2025 for our scope 1 and 2 emissions which was not validated by SBTi. This ambitious goal was set in good faith, and we have made significant progress in delivering against it, reducing scope 1 & 2 emissions by 74% since 2020. However, considering the physical footprint of the firm we have been unable to reduce emissions sufficiently to achieve net zero in this timeframe. As a result, we have invested in high quality

carbon removals to balance our remaining emissions, and will commit to doing so until 2030 at least, to ensure that we maintain operational net emissions of zero, when taking into account the carbon removals, while continuing to invest in emission reduction activities.

For FY 2024, gross GHG emissions for scope 1 and market based scope 2 were 88 tCO₂e¹. To compensate this, we have purchased and retired 88 tCO₂e carbon removal credits from the Husk biochar project in Cambodia, via our partner in Carbonaires.

As a result of this investment, our net operational GHG (scope 1) emissions, after considering the carbon credits purchased and retired, are zero. Combined with our scope 2 reductions, using a market-based methodology, and considering the carbon credits purchased and retired, our operational (scope 1 & 2) emissions are now zero.

¹ Please see appendix for full details on carbon emissions

OUR BUSINESS: ENVIRONMENT

Husk Ventures is a women-founded and led climate company headquartered in Singapore with operations in Cambodia and expanding into Vietnam. The credits are certified under the European Biochar Certification (EBC) C-Sink Standard, ensuring CO₂ is durably sequestered for at least 100 years. HUSK uses pyrolysis technology to convert rice husks typically burned as waste, into biochar, a stable carbon-rich material that also improves soil health and supports smallholder farmers in rural Cambodia, a vulnerable area for climate change.

Though least responsible for global emissions, countries in the Global South face the harshest climate impacts, exacerbated by extreme weather, less available funding for natural disaster relief, and limited capacity to adapt. In Cambodia, HUSK offers a high-integrity response:

- championing women-led innovation in climate tech through this women-founded, owned and led company with women managing the sites
- local co-benefits and social benefits creating rural jobs in climate-vulnerable communities
- turning agricultural waste into durable carbon storage
- reducing fertiliser reliance by improving soil health

This model delivers durable carbon removal alongside meaningful social and economic impact where it's needed most. Alongside this, Carbonaires uses purpose-built tech including a digital twin to track and monitor carbon performance, providing full transparency and traceability.



Diversity, equity, and inclusion

Strategy

In January 2024, we launched our refreshed diversity, equity, and inclusion (DEI) strategy. This approach focuses on three pillars: accountability, community, and opportunity. One year on we acknowledge that while current times present different challenges, we remain focused on our commitment to fostering a diverse, equitable, and inclusive environment for all our colleagues. This progress has been shown in our engagement survey results from 2024, a sample of which are below.



83%

OF OUR PEOPLE FEEL THEY
CAN 'BE THEMSELVES'

82%

FEEL THE FIRM
VALUES DIVERSITY

84%

OF COLLEAGUES FEEL PART
A TEAM THAT IS SUPPORTIVE

Accountability

Working through our processes with a focus on transparency and objectivity and our public commitment to the Racial Equity Action Plan (REAP)

- we drive change from the top, embedding inclusivity throughout our structure, practices, and processes. Our REAP, launched in late 2024, uses data and leadership accountability to improve racial diversity and equality. We collaborated with Aurora UK for qualitative data, shared findings at a Town Hall, and consulted with the Embrace network and Shadow Board. REAP outcomes cover career progression, attitudes, employee voice, leadership, and systems. The attrition gap between minority ethnic and white employees at the firm has reduced by 4% for this financial YTD compared with 23/24

- being ourselves is a core value at the firm, reflected in the latest engagement survey results. 83% of colleagues reported feeling they can 'be themselves' at work, and 82% believe the firm values diversity. Additionally, 84% feel part of a team that is supportive, open and inclusive. Hybrid working continues to be appreciated for the autonomy it offers. While these results are encouraging, the aspiration remains to create an environment where every colleague can thrive by truly being themselves
- we introduced a 12-week co-parental leave policy, replacing paternity leave, and launched an internal campaign to raise awareness. In addition, payback provisions for enhanced family leave have been removed. We expanded our focus on menopause, with a virtual discussion on World Menopause Day and a new policy and guidance document
- the career frameworks, under One Shoosmiths, and standardised promotion policies increase transparency and address equitable outcomes, through firmwide consistency to talent processes.



Community

A Board Ally role was introduced to connect Main Board members with employee networks, supporting Chairs and acting as sponsors through event participation and ongoing engagement.

Highlights include:

- Balance's 'Sustainable Careers and Progression for Women' webinar series and AI-upskilling.
- Embrace's support for the REAP and recognising a full calendar of cultural events: Ramadan and Eid; Black History Month, to name just a few.
- Unique's membership growth in just one year is impressive and their external reputation focus has brought together Shoosmiths' client, TextHelp, and supplier, Definely, in an insightful and dynamic podcast.
- Proud's representation at Pride marches and the inaugural 'Battle of the Offices' virtual quiz.
- MHWc's webinars on stress, anxiety, and men's health and partnership with HR on mental health training.



Our employee networks



BALANCE

Balance promotes gender equity and the network champions all women to ensure they are able to navigate both career specific and other life challenges.

Balance helps to identify, and effect change to drive forward and achieve gender equality and balanced representation at all levels.

Focus for 2025

- General Counsel & In-House Lawyer event
- continuing “Sustainable Careers” series



EMBRACE

Embrace celebrates the culture and heritage of all individuals within the firm.

They champion building a stronger community by understanding and respecting the unique and shared facets of all colleagues.

Focus for 2025

- Diwali client event
- mentoring opportunities



PROUD

The Proud network raises awareness and visibility of any LGBT+ issues that may exist or arise across the firm, contributing to out inclusive culture and helping ensure that more people are able to meet their full potential and flourish.

Focus for 2025

- joint Pride marches
- LGBTQ+ talent development session



UNIQUE

Unique’s vision is to create a community within the firm that encourages members to support each other, to raise awareness and understanding of long-term health conditions, neurodivergence and disability, and to celebrate our diversity and what makes us unique.

Focus for 2025

- podcast series with clients and partners
- lunch & learn series



MENTAL HEALTH & WELLBEING CHAMPIONS

The national network of Mental Health & Wellbeing Champions (MHWC) help tackle mental health stigma, signpost support, and instigate initiatives to improve wellbeing amongst all colleagues.

Focus for 2025

- embedding Mindful Business Charter principles
- quarterly wellbeing webinars

Opportunity

Individual and firm level provision of learning support

We continue to provide Inclusive Leadership training to Partners and senior managers through Pearn Kandola – over 200 Partners and Senior Managers have now completed the three-hour workshop. The introduction of inrehearsal increased access to on-demand learning for personal development in key DEI topics, such as this Anti-Racism Boxset released for Black History Month in October 2024. We prioritised mental health and wellbeing with Elevo (previously known as Corin & Co), facilitating suicide awareness webinars, a session for the Senior Leadership Team, workshops for Partners and Senior Managers, and a training session for the Mental Health and Wellbeing Champions network.



Race Equity Action Plan

The Shoosmiths Understanding Racial Equity (SURE) Project was born out of a clear and pressing need to address racial equity within the firm. Against the backdrop of the Black Lives Matter movement, the pandemic, and growing societal focus on racial disparities, we recognised that good intentions were not enough – measurable action was needed.

Despite ongoing DEI initiatives, ethnic minority employees (EMEs) at Shoosmiths were experiencing higher attrition rates and slower career progression compared to their white colleagues. While 15% of the firm's workforce comes from racially diverse backgrounds, only 6% of senior positions were held by ethnic minority colleagues. Data also revealed disparities in recruitment, retention, and promotion rates, particularly at senior levels.

To move from awareness to action, Shoosmiths partnered with Aurora Incorporated to analyse systemic barriers, listen to employees' lived experiences, and create a firm-wide Race Equity Action Plan (REAP).

We partnered with external data experts Pirical and culture change consultancy Aurora UK to facilitate listening groups and develop the REAP. The project involved several stages:

1. **data review:** Analysing recruitment, retention, and progression data of underrepresented groups for 5 financial years
2. **focus groups:** Conducting focus groups with impacted colleagues to gather valuable insights into their experience of the firm
3. **action plan development:** Incorporating feedback and recommendations from Aurora and the employee network into the REAP – a live document that will continually be refined and reported on to ensure it remains fit for purpose and delivers for our people

4. **integration:** Comprehensive playback to senior leadership, employee network groups and HR to facilitate conversation and ensure actions are embedded into business plans, as well as the overall DEI strategy
5. **implementation:** The operationalisation of the REAP is underway. To date we've delivered:
 - racial discrimination response training for HR
 - employee network budget spend increase of 140%+ and investment in committee coaching sessions
 - implementation of new promotion policies and career framework, including obligatory DEI training for those conducting promotion interviews.

Early impact indicators:

- 140%+ increase in budget allocation for employee networks, allowing for greater resourcing and visibility
- compulsory DEI training for promotion interviewers, ensuring fairness in career progression decisions
- CEO and Board-level engagement, ensuring leadership accountability is embedded into governance
- attrition gap between minority ethnic and white employees at the firm has reduced by 4% for this financial YTD compared with 23/24.

Mental health and wellbeing

As part of the firm's ongoing commitment to prioritising the mental health and wellbeing of all colleagues we collaborated with external training partner Elevo to facilitate:

- an informative and powerful firmwide suicide awareness webinar focusing on dispelling common myths, building understanding, and aiming to leave attendees feeling better placed to approach, or start a conversation about suicide
- a dedicated session on suicide awareness and prevention for the Senior Leadership Team
- a two-hour mental health upskilling workshop for a pilot group of 60 Partners and Senior Managers
- a half-day training and collaboration session for the Mental Health and Wellbeing Champion network.



Discover work experience & mentoring programme

Launched in 2024, the Shoosmiths Discover Work Experience & Mentoring Programme is a purpose-led initiative designed to widen access to legal careers and support aspiring solicitors from underrepresented backgrounds. The programme reflects our commitment to diversity, equity, and inclusion, and aligns with our strategic goal of improving representation within trainee cohorts and as a talent pipeline for senior roles in the business.

The programme leverages RealRating, a contextual recruitment tool developed with the social mobility charity upReach, to assess academic potential beyond traditional grades. This ensures candidates are evaluated fairly in the context of their educational and socio-economic background, supporting greater social mobility and widening access to legal careers.

Impact in 2024/25

During the financial year, the Discover programme delivered measurable results:

- Applications & Selection: 943 applications received, with 24 candidates invited to attend the placement.
- Training Contract Outcomes: 6 placement participants were offered training contracts, with 2 added to the reserve list. Overall, 19 training contract offers were made by Shoosmiths, meaning 42% of all training contract offers were extended to candidates who had participated in the Discover programme, highlighting the programme's strength and impact.
- Diversity & Inclusion: Nearly 60% of applicants identified as from ethnic backgrounds outside of "white," with 65% of those receiving placement offers. Over half of participants were first-generation university students from non-selective state schools.
- Social Mobility Indicators: Over a quarter of applicants were eligible for free school meals, maintained through to placement offers, with applications from Black heritage candidates increasing 5–6% from the previous year.

Discover forms part of a wider suite of initiatives designed to inspire and guide aspiring solicitors. Candidates benefit from virtual and in-person insight evenings, access to videos, podcasts, collaborations with outreach partners and law schools, and mentoring through the Grow charity and internal networks, as well as tailored coaching sessions to help them prepare for the assessment centres. Through these activities, participants receive a meaningful, personalised experience that builds confidence, develops employability skills, and provides insight into life at a commercial law firm.

The programme exemplifies Shoosmiths' responsible business ethos by championing diversity and inclusion, enhancing social mobility across the UK, guiding candidates through a personalised journey, and inspiring the next generation of legal talent to shape the profession. Through Discover, Shoosmiths delivers tangible outcomes: breaking down barriers to legal careers, providing high-quality mentoring and work experience, and creating a talent pipeline that reflects the diversity of the communities we serve.

Social mobility

We launched a national social mobility working group focused on facilitating a more coordinated and impactful approach to social mobility outreach activity and supporting young people from disadvantaged backgrounds. The working group comprises a designated lead from each office, meeting quarterly to exchange insights, best practices, strategies and success stories.

This collaborative forum has brought greater visibility to activity taking place across our office locations and developed an internal platform for sharing material and resources.

This year we partnered with The Social Mobility Foundation (SMF) to welcome 12 young people to the Birmingham, Leeds, Manchester and London offices for a three-day work shadowing placement. The students were all part of the SMF Aspiring Professional Programme which supports Year 12, lower sixth or S5 students from disadvantaged backgrounds, through their years of further education and then into employment. The placement aimed to help the young people learn more about the professional services sector – specifically working in a law firm and the broad range of opportunities this can offer.

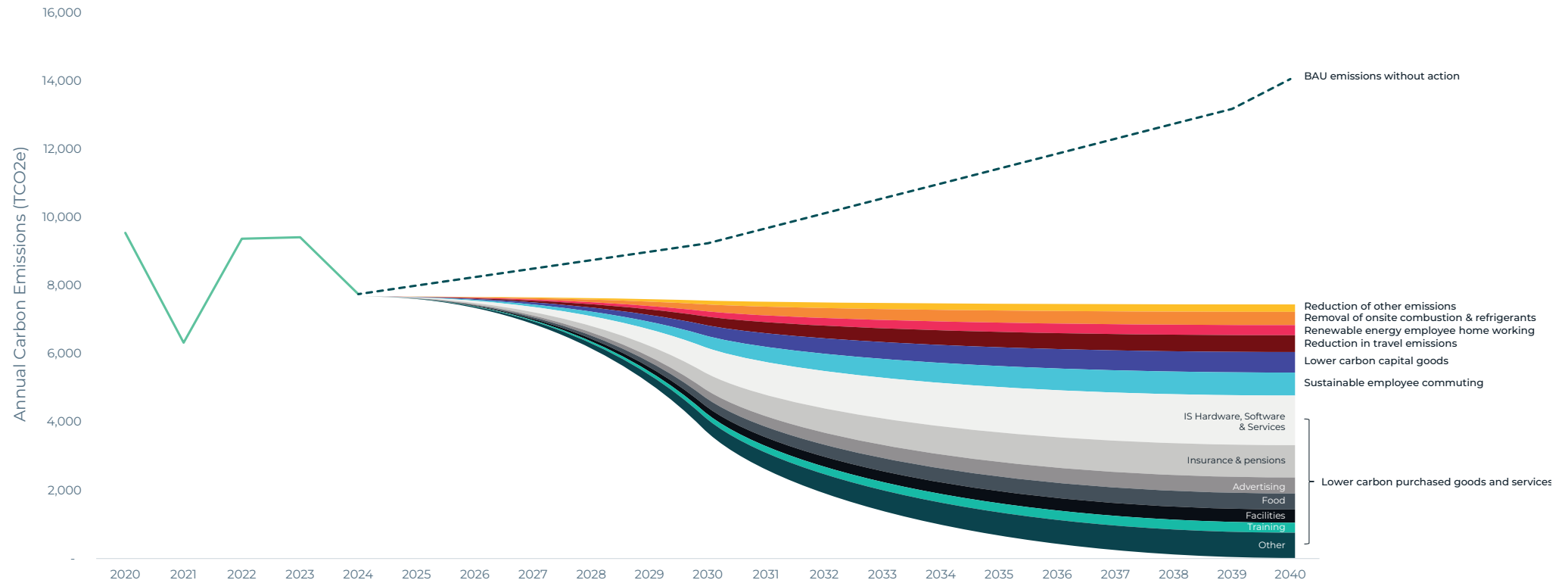
We are delighted that our focus has been recognised externally with the firm ranking 25th in the Social Mobility Employer Index 2024 – an annual cross sector benchmarking assessment coordinated by The Social Mobility Foundation.

The impact was recognised by our people too. DEI scored highly in the firm engagement survey with 83% of our people feeling they can ‘be themselves’ and 82% feeling the firm values diversity. 84% of colleagues feel part a team that is supportive, open and inclusive with hybrid working allowing autonomy which is highly valued.

Sustainable procurement

Sustainability is a commitment that extends beyond our operations to our supply chain. With approximately 75% of our emissions arising from purchased goods and services, and supply chains representing the highest risk area for modern slavery, we recognise the critical role procurement plays in achieving our environmental and social goals.

Our decarbonisation pathway



SUSTAINABLE PROCUREMENT

We have appointed a dedicated in-house Sustainable Procurement Advisor to lead our work in embedding sustainability throughout our procurement processes. This role is critical for integrating sustainability across the full procurement lifecycle, including needs assessment, supplier selection, contract management and ongoing supplier engagement.

We are also proud to chair the newly established Legal Sustainability Alliance Sustainable Procurement Working Group, collaborating with peers across the legal industry to leverage our combined purchasing power to improve the sustainability of our supply chain.

Our approach is based on the belief that we can make a significant difference by supporting our suppliers to grow with us and join us on our sustainability journey. Therefore, we will be ensuring we provide upskilling, and capability improvements where needed to support our suppliers to reduce emissions and improve their own sustainability. This includes not only reducing carbon emissions, but also promoting human rights, encouraging nature-positive practices and building inclusive supply chains.

We recognise the broader impacts of our procurement decisions, not only on climate but also on nature and biodiversity. We are exploring how our purchasing decisions can support more inclusive and diverse supply chains, helping to create a fairer and more resilient economy.

We aim to deliver these changes by adapting our internal procurement practices and developing a supplier engagement programme that fosters stronger partnerships. Our goal is to move beyond transactional relationships and build long-term collaboration with our suppliers.



In November 2024, as part of the broader, One Shoosmiths project, Shoosmiths launched its firmwide career framework, to embed performance and personal development at the heart of its culture and support delivery of the firm's 2030 strategy. The initiative was shaped by employee feedback, collaborative working groups and benchmarking against legal industry standards.

The career framework addresses four key priorities: enabling the 2030 strategy and client excellence, improving standards through clear expectations and meaningful objectives, clarifying pay and promotion pathways, and responding to feedback from exit interviews around career development. The framework is structured around three pillars:

Expectations: Clear role expectations across five career frameworks help employees understand their responsibilities, promoting accountability and efficiency.

Development: A refreshed suite of training programmes and digital learning, led by Shoosmiths' Internal Training Faculty, supports employees in reaching and exceeding performance expectations.

Progression: Transparent indicators around pay, promotion and career opportunities provide clarity and fairness, recognising that progression means different things to different people.

One Shoosmiths also includes strengthening the firm's approach to tri-annual performance and development conversations between line managers and team members, encouraging open dialogue on objectives, feedback and growth.

Post-launch feedback has been overwhelmingly positive, with employees describing the framework as "the most practical of its kind in the market" and "a great platform that's never been done before for business services." In the 2025 engagement survey, One Shoosmiths was rated as the second highest enhancement in terms of having the most positive impact on their experience at Shoosmiths.

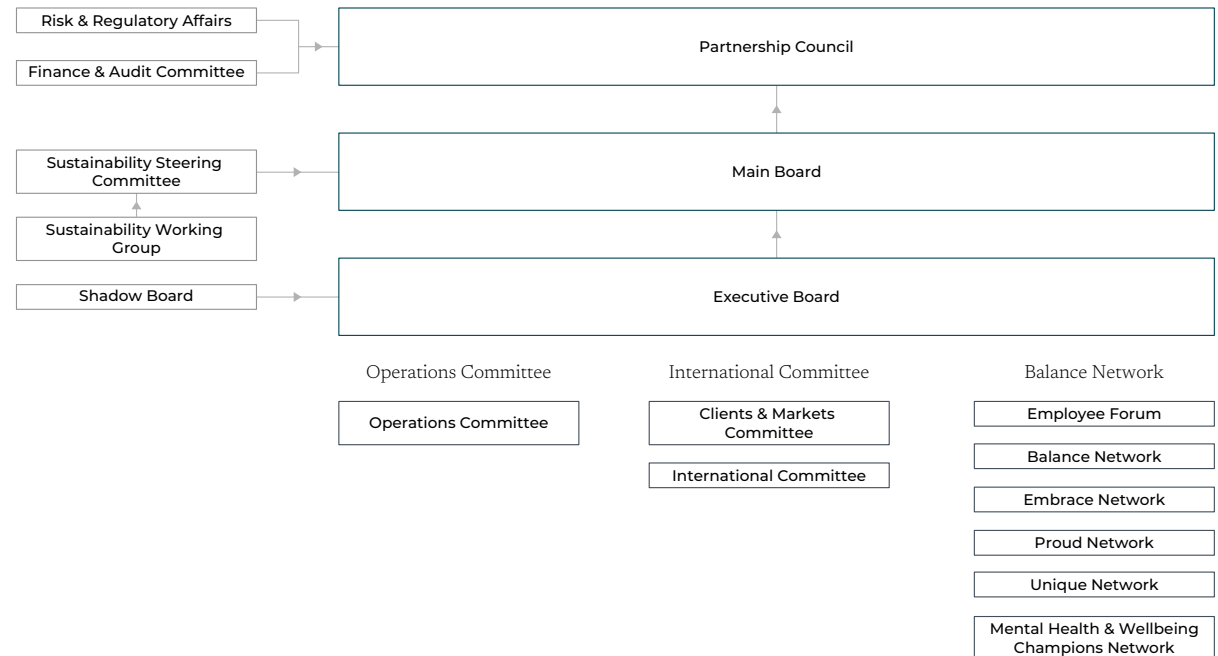
There was also a Business Services Pulse Survey conducted to assess the impact of One Shoosmiths. Half of respondents reported seeing a positive change, highlighting early momentum and further opportunities to strengthen engagement. As part of the next phase of One Shoosmiths initiative, there is a commitment to collect feedback which will offer valuable insight into areas for future improvement.

Governance

Our approach

Our approach to governance underpins our approach to Responsible Business, with clear accountabilities, decision making structures that enable an agile and responsive approach and raises the capabilities of our people. Our Main Board is ultimately responsible for our Responsible Business approach, with strategic direction provided by our new Sustainability Steering Committee and operationalisation through our Sustainability Working Group. Each of our board members are a board ally for one of our Employee Networks, ensuring that the networks have senior leadership visibility and advocacy, so that our network voices are heard and considered as part of wider business decisions.

Delivered by Sustained Futures, a social enterprise focusing on green skills, our Main Board and Sustainability Steering Committee undertook a half day training session on how to govern sustainability effectively from a senior leadership perspective. The role-specific training equipped our senior leaders with the skills and knowledge to ensure that sustainability is woven into business strategy and decision-making and will be rolled out to our other governance bodies within the firm. The hours spent in the training were then matched to provide skills workshops with young people within London, focusing on how a career in law can enable a sustainable future.



GOVERNANCE

Shadow Board & Employee Forum

Our Shadow Board and Employee Forum help colleagues contribute to how we run the firm. The Shadow Board is open to all colleagues, including partners, and members receive support to approach topics with a firmwide, strategic lens. It exists to share independent perspectives rather than to represent constituencies. This year we introduced split tenure to keep continuity and support knowledge sharing as new members join. Through their involvement, colleagues build confidence, develop strategic thinking, and deepen their understanding of organisational dynamics, preparing them for future leadership roles. The diversity within these forums, spanning different functions, backgrounds, and experience, leads to more robust, innovative decisions that benefit the whole firm

The Employee Forum brings together elected representatives from every employment group and office. Representatives meet the CEO and Chair every six months, and they gather feedback ahead of meetings so that firmwide topics – from performance and strategy to health and safety – are informed by what people are seeing and hearing across the business. The forum focuses on collective themes, not individual issues, and convenes ad hoc when needed.

Both groups build confidence and capability. Shadow Board members learn alongside peers from different areas of the firm, while Employee Forum representatives develop by listening, testing ideas and working with leadership. Together, they encourage open conversation, strengthen trust and help us make decisions with a wider range of views – a practical expression of people centred governance at Shoosmiths.



Partnerships

We can only deliver a relatively small change if we work in a silo as one law firm. Therefore, we have partnered with several organisations to deliver on our Responsible Business agenda and leverage the wider legal and business network to drive meaningful and persistent change in several areas of focus.

Legal Charter 1.5

Shoosmiths has joined the Legal Charter 1.5, a collaboration of law firms looking to tackle complex challenges, deepen and accelerate the response to climate change and help to effectively inform, advise and assist clients. Our commitment to tackling climate change through our own operations, our supply chain and the advice we give clients aligns with the principles of the charter and will enable Shoosmiths to accelerate our own journey on climate change mitigation and adaptation, whilst sharing best practice we have.

Legal Sustainability Alliance

We joined the LSA, which informs, equips and empowers law firms to take effective action on the climate and nature crises at home, at work and through their practice, as a Pioneer Member in 2008, and are taking an active role in the driving sustainability through the legal industry. We are chairing the Sustainable Procurement working group with the aim of leveraging the legal industry's purchasing power to deliver sustainability improvements throughout the supply chain.

United Nations Global compact

Shoosmiths is a signatory to the UNGC, the world's largest corporate sustainability initiative, as well as an active member of several working groups, including Sustainability Reporting and Diversity, Equity and Inclusion. We completed our communication of progress, highlighting several improvements within sustainability and DEI over the past year.

Business In The Community

We are members of BITC, and have been active participants of the Responsible AI Lab, a collaboration between select BITC members to create a blueprint for delivering AI within a Responsible Business context.

Supply Chain Sustainability School

The Supply Chain Sustainability School is a collaborative platform that provides free training and resources to support organisations in building knowledge and competence around sustainability within supply chains. Shoosmiths achieved bronze status which signifies that our commitment to engaging with the school's learning pathways, reflecting progress in understanding and implementing sustainable supply chain practices.

EcoVadis

Shoosmiths has been rated as Silver by EcoVadis for our ESG Governance, meaning we're in the top 15% of organisations in our sector. The increase from bronze in 2023/24 is the result of strengthened policy positions, formalising our Ethics Guidance and continued delivery of our sustainability improvement agenda.

Partnerships

Sustained Futures

We delivered a board-level training session in collaboration with Sustained Futures, a green skills social enterprise, which matched the half-day session on sustainability governance with workshops for aspiring lawyers passionate about sustainability, alongside students from North London Grammar School and independent attendees.

Social Mobility Employers Index

Shoosmiths uses the Social Mobility Employers Index as a benchmark to assess and improve its outreach, recruitment, and progression practices, particularly in relation to early careers and inclusive hiring. The firm's involvement supports its broader responsible business goals, including initiatives like REAP and targeted work experience programmes for underrepresented groups.

Pride in Leadership

Shoosmiths partners with Pride in Leadership to deliver tailored career development workshops and leadership training for LGBTQ+ colleagues, including the “Elevating Your Queer Voice” masterclass and the “Overcoming Obstacles” series. The firm also hosts Pride in Leadership events in its offices, contributes to their blog and mentoring platform, and sponsors their Annual Conference.

Mindful Business Charter

Shoosmiths has been a signatory of the Mindful Business Charter since 2020, embedding its principles into initiatives like the “Time Back” campaign and contributing to sector-wide conversations on wellbeing and sustainable working practices. The firm regularly engages with MBC through events, awards submissions, and updates to resources, including contributions to the Best Practice Guidance published in 2024.

Black Solicitors Network

Shoosmiths is a corporate member of the Black Solicitors Network and actively supports its Grassroots programme, hosting CV and interview workshops for aspiring Black lawyers. The firm also participates in BSN's events across the UK, such as Black History Month panels.

Business Disability Forum

Shoosmiths works with Eleva to deliver mental health and suicide prevention training, including bespoke sessions for partners and network committees. The firm has also collaborated with Eleva to support charity partners like Nurturing Foundations with access to crucial wellbeing support for non-for-profit workers.



Our clients

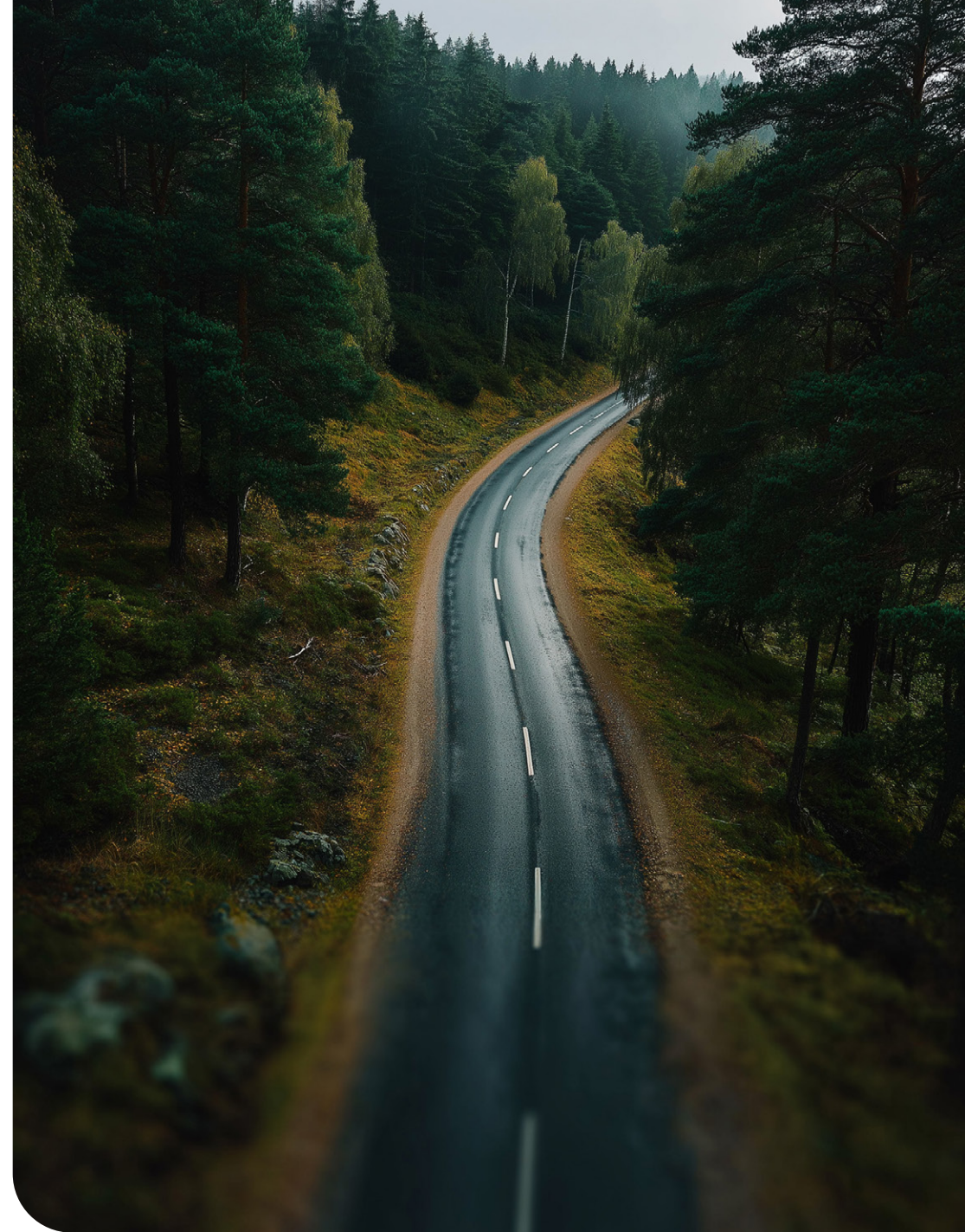
Enabling our clients' sustainability journey

How we support clients deliver on sustainability

As a firm we have sustainability experts embedded with our sectors and divisions that can enable our client's own sustainability journey. From renewable energy, through to environmental litigation and compliance, we support our clients in delivering on their plans to create a sustainable, net zero world.

Environmental, social, and governance (ESG) factors are more than just buzzwords to us – they are crucial commercial drivers. We pride ourselves on our relationships with clients that are enabling that vision, by collaborating with companies that prioritise clean energy and sustainable practices, we are delivering on our own strategic priorities. This strategic alignment enables us to join in leading the transition to a low-carbon economy, underscoring our commitment to innovation and sustainability.

To deliver this we have assigned senior leadership responsibility for Sustainability to our Main Board, who have appointed partner ownership for delivery of key parts of our sustainability strategy, such as enabling our clients to become more sustainable. In line with our Partner-led approach to client engagement, this ensures that we can deliver client-specific sustainability advice, that is wrapped around our other services to ensure a holistic approach.



OUR CLIENTS: ENABLING OUR CLIENTS' SUSTAINABILITY JOURNEY



Renewable energy

We support clients in the transition to net zero by helping them procure renewable energy through Power Purchase Agreements and clean energy development.



ESG regulations

We enable clients' compliance on ESG through horizon scanning, advising on obligations and providing support on compliance and reporting.



Sustainable finance

We support clients in linking interest rates for debt and loan facilities to sustainability metrics to reduce borrowing costs.



eLearning

Our online platform empowers client's workforce to learn from Shoosmiths' industry experts, improving the sustainability capability across the organisation.



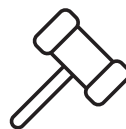
ESG 360

Our free tool for clients to understand their ESG compliance status through a RAG-rated and expert support analysis can also be applied to supply chains.



Charity

We increase clients' social impact in dealings with charities, such as through the creation and running of charitable foundations.



Litigation

We provide pragmatic advice to help clients meet the complex challenges of ESG litigation, a rapidly evolving area of risk.



Governance & strategy

Our expert advisors support clients in developing & implementing governance and strategies for transformational ESG.

Enabling clean energy

We advised a landmark agreement, led by Central Co-op and involving Lincolnshire Co-op, Scotmid Co-op, East of England Co-op, and Southern Co-op, to supply renewable energy to over 400 locations across the UK, through a groundbreaking 10-year corporate power purchase agreement (CPPA) between the Co-ops and RWE, the UK's largest power generator and a global leader in renewable energy.

The CPPA will deliver up to 53 gigawatt hours (GWh) of green electricity annually, sourced from the London Array offshore wind farm in the outer Thames Estuary, delivering not only significant cost savings for the co-operatives but also a significant step towards their sustainability goals. The deal, executed in just three months, showcases the expertise and efficiency of the partnerships involved, including Inspired PLC, the UK's leading energy and sustainability advisor, and Shoosmiths' legal team led by E&I sector and PPA specialist James Wood-Robertson. This collaboration exemplifies how strategic partnerships can drive ethical and responsible energy sourcing, ensuring a more sustainable future for communities.

Supporting social investment

Shoosmiths advised a charitable foundation on the charity law and governance aspects of a significant £3.8 million social investment. This investment was directed towards a black-led angel group that is dedicated to supporting underrepresented entrepreneurs. This initiative not only furthers the charitable objectives of the foundation but is also designed to generate a financial return in the long term. These returns will be reinvested into the Foundation's ongoing efforts to remove barriers to education and skills in technology.

Our work in this area exemplifies our commitment to supporting foundations in their mission to create positive change. We understand the unique challenges that come with social investments and provide the guidance and support needed to navigate these challenges successfully. Whether it's through legal advice, governance support, or strategic planning, we are here to help foundations make a meaningful difference in the world.



OUR CLIENTS

Ethics

We launched our new Ethics at Shoosmiths Guidance which is a significant step in reinforcing our commitment to integrate integrity and ethical decision making alongside the commercial interests of the firm and our clients.

The guidance encourages independent and critical thinking about the impact of our decisions on colleagues, stakeholders, and our reputation as a leading legal services provider. The guidance, along with our new client offering on sustainability, demonstrates to clients and other stakeholders that we are acting in the right way on ethical, environmental and social topics.

As part of this initiative, we also launched our 'do the right thing toolkit' which considers the art and science of ethical decision making before setting out the various rules/regulations which could impact professional practice.

In addition, we've integrated The Law Society guidance on climate change into our ethics guidance, as well as our toolkit, to ensure how we assess the risk of climate change on clients is integrated into our advice.



Our communities

Harnessing the power of our people for social good is the cornerstone of our values. Our volunteering efforts, both pro bono and non-legal, address critical social issues, providing support to those who otherwise wouldn't be able afford it. In 2024/25 we provided 2,297 hours of pro bono legal services and 1,092 hours of volunteering.

To underpin this commitment to our communities, we have introduced a requirement of our legal advisors to contribute to the communities they operate in to be eligible for their annual individual performance bonus. We require all legal advisors to have completed a minimum number of hours of volunteering, pro bono or employee network committee membership to receive this bonus.

We have also set up a new pro bono committee and announced the appointment of Amit Nayyar as Lead Partner for pro bono, to oversee and drive pro bono legal services at the firm.



OUR COMMUNITIES

Pro bono

Introducing our new Lead Partner for Pro Bono

Recognised as one of the leading Private Equity lawyers in the UK (Chambers UK 2017, IFLR 2017, Legal 500 2016) Amit helps PE sponsors, investee companies and management teams realise their investment strategies. Amit heads our relationship with leading PE sponsors such as Rothschild (Five Arrows Principal Investments), Foundation Investment Partners, Kelso Place, Norland Capital and Triantis Capital Partners. With over 15 years' experience in private equity, Amit has acted as lead counsel on a variety of high-profile buyouts, restructurings and deals in the UK and Europe – with a particular focus on technology, healthcare and education investments.

Amit chairs our new Pro Bono Committee, launched this year, with the aim of increasing visible leadership on pro bono across the firm, Amit is responsible for embedding ensuring pro bono work isn't just encouraged, it's recognised as part of how we measure success and deliver on our long-term goals.



“I am delighted to see the formation of the Pro Bono Committee at Shoosmiths. This initiative will significantly enhance our ability to provide meaningful pro bono services and make a positive impact on our communities. I look forward to working with the committee members to drive our pro bono efforts forward.”

AMIT NAYYAR
PARTNER

Oxford Climate Policy Monitor

The Oxford Climate Policy Monitor is a global initiative led by the University of Oxford's Climate Policy Hub, designed to evaluate and compare climate-related regulations across jurisdictions. It serves as a comprehensive resource for assessing how national and regional policies align with net zero goals. The Monitor focuses on three critical domains of climate action, including: climate-related disclosure, transition planning, public procurement, prudential rules, carbon credits, and methane abatement. Each policy tool within these domains is assessed against up to 265 data points.

As part of a global network of law firms contributing jurisdiction-specific expertise and survey responses, Shoosmiths was proud to support the inaugural Policy Monitor in 2024 and have done so again in 2025. We provided specialised knowledge and input to the Monitor on public procurement, by completing an extensive survey covering the net zero alignment and impact of UK procurement regulations, including the Procurement Act 2023 and various Public Procurement Notes (PPNs), such as PPN 016 and PPN 01/2.

The Monitor is publicly available at: <https://climatepolicymonitor.ox.ac.uk/>



Embassy

Shoosmiths has been providing pro bono expertise to support the creation of the Embassy Village now taking shape in Manchester city centre. The purpose-built village will provide 40 homeless men with new homes under Castlefield railway arches. To mark the project's progress – and to inspire others to get involved – we partnered with Manchester-based artist and writer Len Grant. Len spent time with residents and supporters of Embassy, capturing their stories through sketches and interviews. The result: a powerful portrait of resilience, community, and second chances.

We hosted a Q&A with Len and Embassy's co-founder, Sid Williams, in our Manchester office, surrounded by Len's artwork and the voices of those it represents.

“Living with us is a dress rehearsal for running a home, managing finances and running your life. So yes, the Village is daunting but exciting at the same time.” Sid Williams, Co-founder, Embassy

Sid shared his journey from art school in the south-east to running a mobile homeless shelter in a repurposed Coldplay tour bus. His work is rooted in lived experience, faith, and a belief that housing is just the start. Embassy's model focuses on resettlement, mentoring, and life skills because putting a roof over someone's head is only part of the solution.

Len's sketches reveal the human stories behind the headlines: how people find themselves homeless through no fault of their own, and how the right support can help them thrive again.

“Embassy's resettlement team – part parents, part mentors – do things differently. These stories show it works.”

LEN GRANT
ARTIST AND WRITER

OUR COMMUNITIES

Volunteering

Single Homeless Project

The Single Homeless Project (SHP) is a London-based charity dedicated to preventing homelessness and supporting single people who are homeless or at risk of becoming homeless. SHP delivers a wide range of services, including the provision of safe housing options, supporting clients with mental and physical health and empowering individuals to gain independence through employment, education and life skills.

Shoosmiths has engaged in a variety of volunteering initiatives with the SHP, including gardening, repair and “DIY” work at their hostels to improve their facilities and outdoor spaces.

For example, in September 2024, seven employees volunteered at a hostel in Camden which has 38 bed and 13 flats. The hostel features a large communal garden used regularly by residents, which needed refurbishment. The volunteers undertook a range of improvement works, including general maintenance such as weeding, pruning, and planting over 20 new plants. They also supported the installation of a new pond, laid and cemented chopped paving slabs, and cleaned, sanded, and painted the greenhouse. These efforts significantly enhanced the garden and transformed it into a more welcoming and therapeutic environment for service users.

Additionally, in March 2025, eight partners from Shoosmiths volunteered at the East London Mental Health Service in Leyton. This is a hub for SHP’s counselling and psychotherapy team and is also used by 26 service-users on SHP’s mental health pathway to do art, music, crafts and sewing, plus meet up with their support workers. The Shoosmiths team helped revitalise the facility by preparing the walls for decoration, assisting with painting, and laying new lino tiles in the corridor – helping to create a brighter, more uplifting space for those who use it.



SHOOSMITHS | FOUNDATION

The Shoosmiths Foundation is a grant making body that works towards addressing societal issues to empower sustainable change and to improve the lives of communities across the UK. The Foundation has funded grants of over £284k since 2021 to charities that:

- advance social mobility in the legal sector, and across the UK, in line with the Shoosmiths social mobility action plan
- advance a carbon net zero UK
- advance access to justice in the UK

Energy Sparks

Shoosmiths Foundation funded Energy Sparks to help schools become more energy efficient to fight climate change. They provide a unique online energy management tool and education programme designed to help schools, their pupils and staff reduce their energy use and carbon footprint.

Across the schools funded by the Shoosmiths Foundation, over 32,000 pupils are benefiting from educational resources and dashboards, while more than 240 registered school staff users have engaged with the Energy Sparks energy management platform, accessing analysis, action prompts, and guidance. Between September 2024 and May 2025, schools recorded 161 pupil energy-saving activities and 228 adult-led actions. Where historic al data is available almost all schools have reduced gas use over the past year, averaging a 14% decrease. 22 schools have decreased electricity consumption by an average of 7%. Looking ahead, further enhancements are planned to help schools optimise their use of heat pumps and improve overall energy efficiency.

The Chancery Lane Project

The Chancery Lane Project, funded by the Shoosmiths Foundation, developed a course that equips legal and business professionals to address climate risks and enable decarbonisation through contracts. The “Climate Contracting in Action” course equips legal professionals with the tools, knowledge, and practical confidence to embed climate clauses into real-world agreements. Shoosmiths Foundation also supported the development through pilot testing by several legal advisors across the firm. The course launched publicly in May 2025 with over 250 participants enrolling in the course, which provides a certificate issued by CPD on completion. Feedback on the course has been positive with the practical focus, relevance to day-to-day legal work, and clarity in explaining climate clause integration commonly cited. Shoosmiths is in the process of integrating the course into our Learning Management System to enable firmwide adoption.

Access to justice funding round

This year we launched a funding round aimed at improving access to justice, through sustaining or improving community access to specialist legal advice and/or leveraging pro bono programmes.

We received a record number of applications but were pleased to select Inside Justice as our recipient of £50k grant funding to deliver a strategic, multi-year programme combining immersive live events, targeted community engagement and compelling digital resources to increase public understanding of miscarriages of justice and strengthen community connection to justice reform. Inside Justice are a national charity working to prevent and overturn miscarriages of justice.

Professor Sarah Niblock, CEO of Inside Justice: “This funding is a game-changer. Thanks to the Shoosmiths Foundation, we can build a legacy of understanding, connection and hope in communities where trust in the justice system is often lowest. We’re proud to be working with Shoosmiths to bring this transformative programme to life.”

Charitable giving

Our commitment to our communities extends beyond the Shoosmiths Foundation, through our office charities, employee match funding and in how we support our clients' fundraising. Across all our charitable giving, we donated over £225k, not including gift aid, in 2024/25.

Our Community Investment Policy entitles all colleagues to match funding by Shoosmiths for their personal fundraising efforts, amplifying the reach and effect of initiatives they care deeply about. Colleagues are also entitled to a paid day off each year to volunteer for these causes and ensure that as a firm we give back to the communities we operate in. We also contributed to client-led fundraising campaigns, strengthening our relationships and demonstrating shared values within our professional network. Finally, each of our offices has nominated an office charity, where collaborative efforts across teams resulted in meaningful contributions to causes at both a local and international level, reinforcing our dedication to community engagement and social responsibility.

Sophie's Saturday Night Suppers

Sophie's Legacy is a charity committed to achieving nationwide change by aiming to support families who find themselves in the hospital with their child.

One of the ways in which Sophie's Legacy enhances the quality of food for hospitalised children and provides meals for the parents of these children is through their initiative, Sophie's Saturday Night Suppers. This initiative entails pizzas being sponsored either by a business or individuals and pizzas then being delivered to the children's wards of a number of hospitals across the south of England.

Continuing our partnership from 2023/24, our Solent office partnered with Sophie's Legacy as its office charity. Throughout our partnership with the charity, we have both sponsored Sophie's Saturday Night Suppers and first-hand deliver the pizzas to the Queen Alexandra Hospital in Portsmouth, making a small difference to those families in hospital with their child.

Our involvement with the charity has been incredibly rewarding, and we're proud of the support our people have provided to Sophie's Legacy, and the opportunity to contribute to such a meaningful initiative, in doing so fulfilling some of Sophie's wishes.

OUR COMMUNITIES: CHARITABLE GIVING



Digital literacy workshop at Solar Community Hub in Newlands, South Africa

Donation of IS equipment to charity

We work with our partner organisation Computer Aid to ensure that equipment that can no longer be used within the business is re-used or recycled by others.

Since 2008, Shoosmiths has donated redundant IT equipment to Computer Aid International, a charity that helps disadvantaged communities to access digital equipment that will improve their lives. We have donated over 5,000 pieces of IT equipment, including over 1,000 laptops that have been reused across the Computer Aid charity network. Computer Aid takes the equipment, wipes the data from it and donates it to different programmes across the world. Our computers typically have a five-year life and by donating them in this way we can extend the life of our equipment by another three to four years, not only creating digital access but also increasing the lifespan in line with the circular economy approach we take to waste.

Our used IT equipment has been donated to projects across the UK and Africa, with 828 IT assets donated transferred to Computer Aid in 2024/25. Of the 828 items donated 418 units were re-used with the remaining 410 recycled. No assets go to landfill as Computer Aid's downstream partners operate a manual disassembly process, breaking down items to their constituent parts which are then sent to specialist refiners for re-use and recycling, closing the loop on our IT equipment.

APPENDIX 1

Carbon footprint

Scope	Category no.	Emissions source	2019/2020 baseline	2023/2024	2024/2025	Absolute year-on-year	% change vs 2023/24	% change vs baseline
1		Onsite combustion	89	81	67	-14	-17%	-24%
		Refrigerants	4	0	8	8	Increase	97%
		Total scope 1	93	81	76	-6	-7%	-19%
2		Electricity location-based	689	514	485	-30	-6%	-30%
		Electricity market-based	240	11	12	1.33	12%	-95%
3	1	Purchased goods and services	4,841	5,055	5,065	10	0%	5%
	2	Capital goods	1,605	642	297	-346	-54%	-82%
	3	Fuel and energy-related activities	261	251	259	5	2%	-1%
	5	Waste	7	6	2	-5	-76%	-77%
		Water	7	3	3	0.2	6%	-55%
	6	Air travel	341	171	285	114	67%	-16%
		Rail travel	98	110	101	-10	-9%	3%
		Road travel	214	74	77	-2	-3%	-64%
		Hotel stay	141	36	33	-3	-8%	-76%
	7	Employee home working	770	417	410	-7	-2%	-47%
		Employee commuting	770	700	712	12	2%	-8%
	15	Investments	0	0	3	3	-	-
		Total scope 3	9,055	7,466	7,247	-227	-3%	-20%
Total emissions [Scope 1, Scope 2 (location-based), Scope 3] ^{1,2}			9,837	8,062	7,808	-262	-3%	-21%
Total emissions [Scope 1, Scope 2 (market-based), Scope 3] ^{1,2}			9,388	7,558	7,335	-231	-3%	-22%

¹ The emission factor dataset previously used to calculate spend-based emissions for Purchased Goods & Services and Capital Goods was decommissioned in 2023, requiring a change in methodology. This change was assessed and the impact exceeded the threshold of the Science Based Targets initiative (SBTi) – specifically greater than 5%. Consequently, Shoosmiths recalculated its baseline year (2019/2020) to reflect this adjustment. This adjustment allows Shoosmiths to maintain the highest standards in its reporting and align to the requirements set out by the SBTi. During this rebase lining exercise several improvements in footprint accuracy were made, including the inclusion of pension spend in purchased goods & services and the identification of systematic errors in refrigerant fugitive emission reporting that resulted in over reporting of emissions in previous years.

² The Shoosmiths financial year (FY), which previously ran from May to April, runs from April to March from 2024/2025 onwards. Data for FY2023/2024 was therefore provided for an 11-month period (May 2023 – March 2024). To ensure consistent comparison, data was been extrapolated to 12 months using the monthly averages of available data to enable a like-for-like comparison and a 12-month reporting period.

APPENDIX 1

ESG data table [view our diversity and inclusion statistics on our website](#)

Indicator	Unit	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Marketplace							
Revenue	£ m	£154.2m	£167.9m	£181.8m	£194.1m	£206.7m	£217.2m
Profit	£ m	£42.2m	£55.4m	£60.7m	£62.7m	£66m	£76.6m
Profit per equity partner (PEP)	£ k	£465k	£658k	£675k	£676k	£781k	£1m
Workplace							
Total employees	No.	1,806	1,731	1,662	1,658	1,530	1,505
		(fte 1,681.6)	(fte 1,628.1)	(fte 1,569.3)	(fte 1,571.6)	(fte 1,458.4)	(fte 1,437.2)
Total partners and partner equivalents	No.	206	221	227	222	207	206
Full-time employees	No.	1,385	1,387	1,349	1,356	1,252	1,242
Part-time employees	No.	421	344	313	302	278	263
Promotions							
Number of promotions	No.	169	135	108	120	131	98
Promotions at each grade							
Equity Partner	No.	13	8	6	9	9	2
Salaried Partner	No.	-	1	-	-	1	-
Legal Director	No.	2	6	2	9	12	7
Principal Associate	No.	21	15	13	23	26	11
Senior Associate	No.	29	34	30	32	16	23
Associate	No.	17	22	26	21	24	28
Non-qualified Legal Advisor/Support total	No.	89	49	31	26	43	27
Non-qualified Legal Advisor	No.		37	21	19	28	10
Support	No.		12	10	7	15	17
Health & safety							
RIDDOR injuries or incidents	No.	1	1	2	2	2	1

Download our reports:

[UK diversity statistics 2025](#)

[Pay gap reports](#)

ESG data table continued

Indicator	Unit	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Environmental							
Scope 1 emissions	tCO ₂ e	93	60	55	87	81	76
Scope 2 emissions (location-based)	tCO ₂ e	689	563	533	532	514	485
Scope 2 emissions (market-based)	tCO ₂ e	240	227	72	27	11	12
Scope 3 ^{1, 2, 3}	tCO ₂ e	9,055	8,238	16,068	13,408	7,111	7,808
Total Scope 1, Scope 2 (location-based), Scope 3 Carbon footprint ^{1, 2, 3}	Tonnes CO ₂ e	9,838	6,663	9,834	9,920	8,062	7,335
Total Scope 1, Scope 2 (market-based), Scope 3 Carbon footprint ^{1, 2, 3}	Tonnes CO ₂ e	9,388	6,326	9,373	9,415	7,558	7,335
Carbon footprint per employee (fte) Scope 1, Scope 2 (location-based), Scope 3 ^{1, 2, 3}	Tonnes CO ₂ e	5.9	4.1	6.3	6.3	5.5	5.5
Carbon footprint per employee (fte) Scope 1, Scope 2 (market-based), Scope 3 ^{1, 2, 3}	Tonnes CO ₂ e	5.6	3.9	6.0	6.0	5.2	5.2
Total electricity consumption	kWh	2,696,634	2,416,504	2,509,880	2,775,743	2,484,560	2,340,594
Renewable electricity consumption	kWh	2,004,923	1,801,937	2,344,012	2,585,304	2,440,506	2,340,594
Gas consumption	kWh	454,821	299,103	298,117	120,441	440,779	368,839
General waste and mixed recycling generated	Tonnes	29	101	198	144	148	130
General waste recycled	%	20	N.A.	N.A.	68	75	71
Confidential waste collected and recycled	Tonnes	208	67	130	150	141	108
Number of colleague pro bono hours	Hours	1,555	2,107	1,571	1,933	1,389	2,297
Number of colleague volunteering hours	Hours	3,421	459	1,304	2,164	2,300	1,682
Total colleague pro bono and volunteering hours	Hours	4,976	2,566	2,874	4,097	3,689	3,979

¹ From 2021/2022 scope 3 emissions also included hotel stays and working from home which were not measured in 2019/2020.

² The emission factor dataset previously used to calculate spend-based emissions for Purchased Goods & Services and Capital Goods was decommissioned in 2023, requiring a change in methodology. This change was assessed and the impact exceeded the threshold of the Science Based Targets initiative (SBTi) – specifically greater than 5%. Consequently, Shoosmiths recalculated its baseline year (2019/2020) to reflect this adjustment. This adjustment allows Shoosmiths to maintain the highest standards in its reporting and align to the requirements set out by the SBTi. During this rebase lining exercise several improvements in footprint accuracy were made, including the inclusion of pension spend in purchased goods & services and the identification of systematic errors in refrigerant fugitive emission reporting that resulted in over reporting of emissions in previous years.

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Sustainable Development Goals alignment

Shoosmiths, as a member of the United Nations Global Compact, is committed to delivering on the UN Sustainable Development Goals (SDGs). We have therefore used the goals as a framework for our Responsible Business programme, focusing on goals 10, 12, 13, 16 and 17 as focus areas for our work. We believe that all the goals are important, and the work we have done on Gender Equality and enabling Affordable Clean Energy to demonstrate that we are not solely focused on the goals highlighted.



Goal	How Shoosmiths addresses the goal
	Charitable contributions DEI Strategy Social Mobility Action Plan
	Reducing the impact of our supply chain Reducing the impact of our legal advice Modern Slavery action
	Net Zero SBTi targets Carbon Removals
	Providing Pro Bono
	Focused partnerships to share expertise and leverage wider knowledge base

