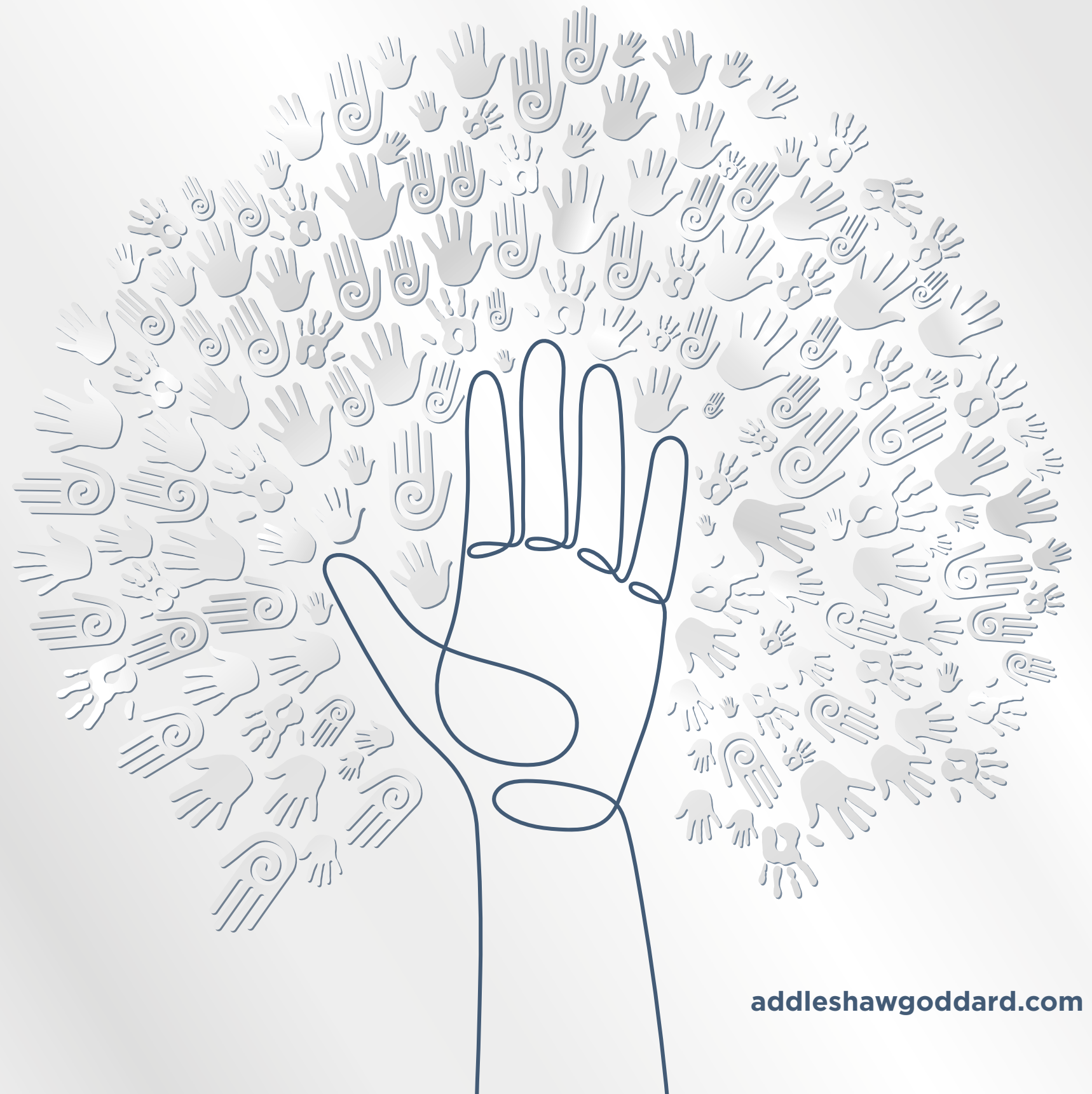


CONTINUING TO MAKE A DIFFERENCE

ANNUAL CSR REPORT
2021 - 2022

**ADDLESHAW
GODDARD**

MORE IMAGINATION **MORE IMPACT**



addleshawgoddard.com



Click on the subject to navigate the deck

WELCOME TO OUR ANNUAL CSR REPORT



John Joyce
Managing Partner



Like the previous year, 2021-2022 saw many challenges within our communities and across the world, and the need for financial and practical support was greater than ever with no sign that that position is likely to change any time soon.

At Addleshaw Goddard, we can see the difference we make within our communities when we work together and make positive contributions and we are pleased we could continue to make tangible impacts again this year.

Our CSR focus over the last year has continued to build on our theme of 'Unlocking Young Potential'. I am grateful to my colleagues for finding new and innovative ways of trying to deliver our objectives within that remit.

We are aware that access to education, the profession and work has been under increased pressure and many of our programmes have sought to help close the opportunity gap.

Last year we set out three key priorities for CSR - **re-engaging our communities**; building on our **pro bono programme**; and reviewing our **CSR offering** to increase engagement with colleagues.

In our **communities**, we have fundraised, donated to food banks, visited schools and taken part in mentoring programmes and continue to develop ways to engage our local communities.

Our **pro bono** programme has expanded, with new innovations

beginning, alongside the reopening of legal clinics after the pandemic.

Engagement across the firm continues to increase, with colleagues taking part in a range of projects from our successful diversity and inclusion events for students, to volunteering and fundraising for our charity partners, along with seeking new innovative ways of making an impact.

In the final year of our charity partnerships, I am confident we can continue to work closely with our partners to help support their aims. I very much look forward to developing our programme even further to help in 'Unlocking Young Potential' and supporting our communities.



OUR COMMITMENT AND APPROACH

We aspire to be a positive force for good in the community and as a firm we encourage active participation from our people in our CSR initiatives, schemes and programmes.

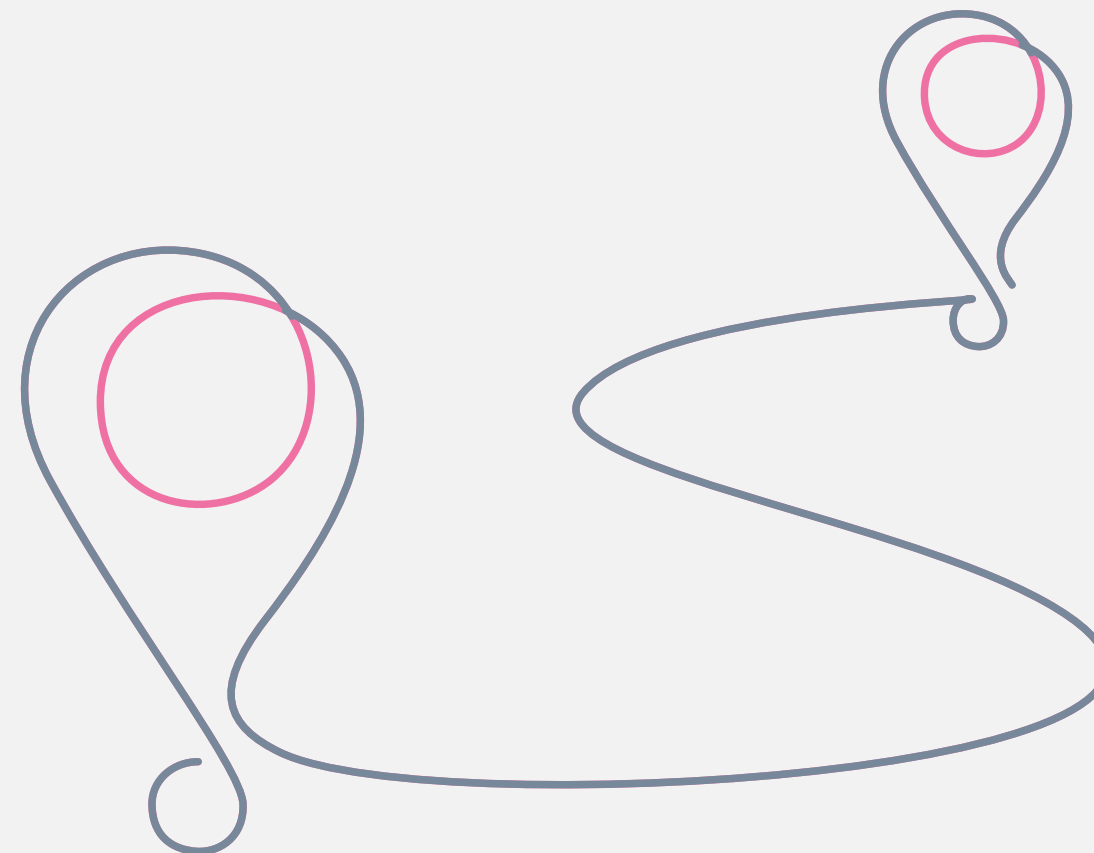
Our CSR strategy frames our ultimate objective of 'Unlocking Young Potential'.

We aim to support young people to reach their full potential through our **three** CSR pillars:

- 1. Access to Education
- 2. Access to the Profession
- 3. Access to Work

We implement our CSR strategy through our **community work**, **charity work** and our **pro bono programme**. All of this underpins a wider commitment and investment from the firm through the AG Charitable Trust.

UNLOCKING YOUNG POTENTIAL



The last couple of years have been challenging for everyone and our unwavering focus on supporting our local communities and charity partnerships means we have continued to make a difference, and felt part of a team, even during restrictions."

Heather Pearson, Scotland CSR Partner



CSR is an important and integral part of our organisation. Often small acts of kindness can make a big difference to the communities we live and work in. It is incredibly rewarding to see the impact of the efforts the team have made during what has been a very difficult couple of years for many."

Chris Perrin, Manchester CSR Partner

CHARITY PARTNERSHIPS

We have partnerships with **four** charity partners, chosen by colleagues. In the last year over **£118,000** was donated to the four charities through staff fundraising and contributions from the AG Trust.

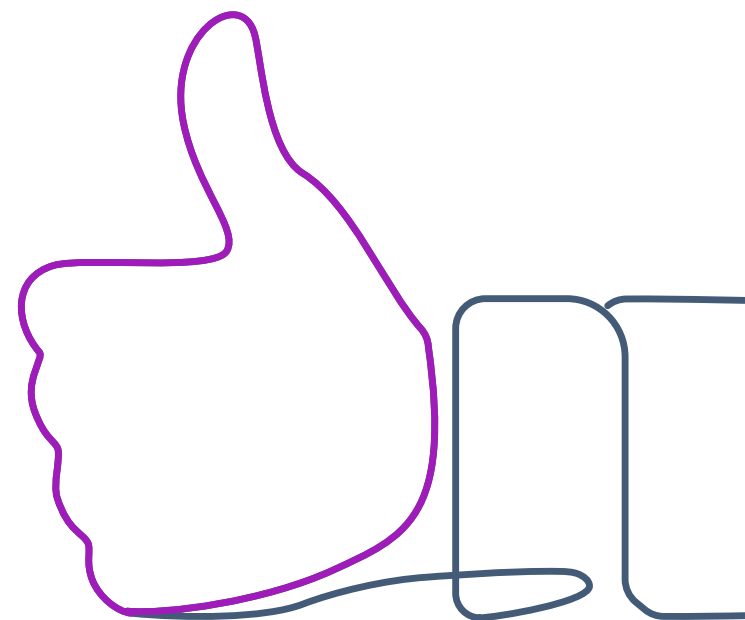
This was achieved through:

- Marathon relays
- Donate your first hour of pay
- Fun runs
- Bike rides
- Raffles
- Bake sales
- Coffee mornings
- Sweep stakes

To look at how we collaborated with the four charities, **click** on the links below:

- > [Children's Heart Surgery Fund](#)
- > [RockTrust](#)
- > [Centrepoin](#)
- > [Coram](#)

OVER £118,000 DONATED



Lorna Dean, Associate

CARING FOR HEART, MIND, FAMILY AND FUTURE

“

We are so proud to have continued our partnership with Addleshaw Goddard, whom we consider a part of our “heart family” and a valued corporate partner.

The funds raised through the partnership with Addleshaw Goddard are making a huge difference to children from Yorkshire with congenital heart disease, and their families.

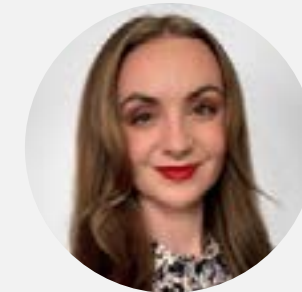
An example of the way that Addleshaw Goddard have helped is with caring for the mind of our patients. We believe that caring for the mind is just as important as caring for the body. Addleshaw Goddard’s funds have helped go towards creating a restful, positive

experience on the children’s cardiac ward for patients by helping CHSF to provide tablets, games consoles,

DVDs, toys and craft resources, as well as our resident goldfish.

This will help to speed recovery and support their well-being. The team at Leeds are a pleasure to work with and always so willing to help the charity whenever they can. We are grateful to Addleshaw Goddard for their continued support.

Amanda Warrent, Corporate Partnership Manager, Children’s Heart Surgery Fund



“

My role as Chair of the Leeds Charity Committee has provided invaluable opportunities to support causes that are close to my own heart, and to make a positive difference to the wider community through our fundraising for the Children’s Heart Surgery Fund.”

Kayleigh Pudsey, Paralegal and Chair of the Leeds Charity Committee

OVER £29,000 DONATED



CHILDREN’S HEART SURGERY FUND

HELPING HOMELESS YOUNG PEOPLE

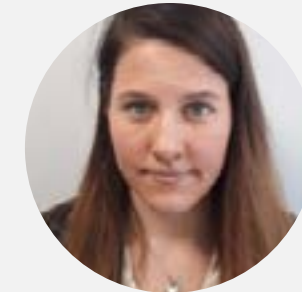


In the last 12 months AG staff have taken part in various activities which support our work and help vulnerable young people avoid or move on from homelessness.

You raised an outstanding amount of money helping us support over **600** young people. You have also donated food and toiletries. By donating these everyday items, you have helped us support over **225** young people, who are in crisis. You have taken part in events - jumped out of planes, run marathons, organised a Valentines' fundraiser and donated the first hour of pay and many more. All the funds raised helped us deliver our core service 24/7.

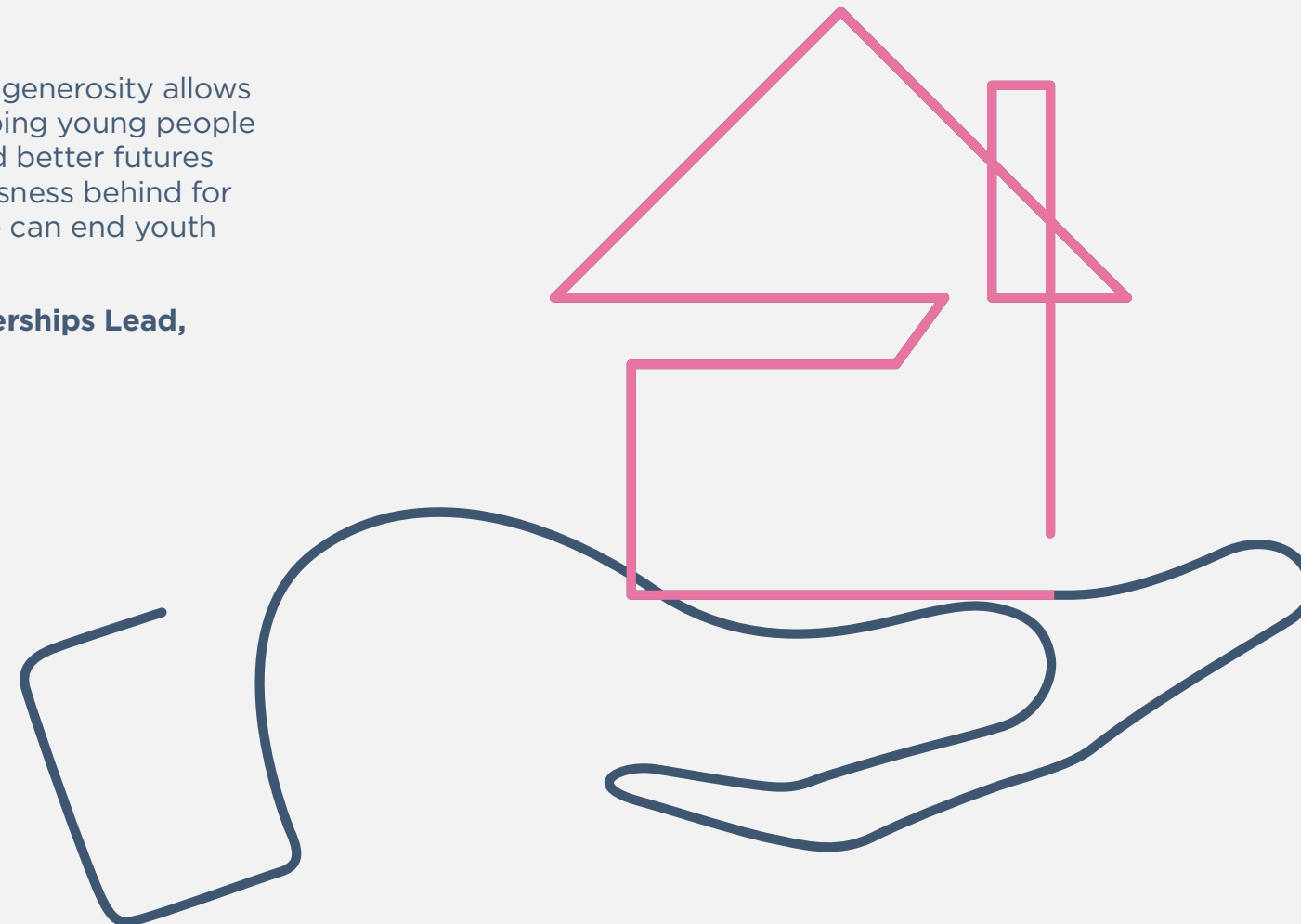
Your kindness and generosity allows us to continue helping young people in Scotland to build better futures and leave homelessness behind for good. Together we can end youth homelessness.

Kate Dixon, Partnerships Lead, RockTrust



I'm involved because I've always enjoyed doing volunteer and charity work and specifically our partnership with the RockTrust has helped open my eyes to an issue that I don't think gets as much attention as other charitable causes."

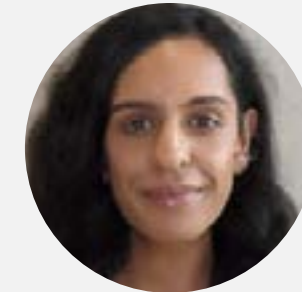
Jennifer Claydon, Associate and Chair of the Scotland Charity Committee



OVER £26,000 DONATED



UNLOCKING YOUNG POTENTIAL



The Unlocking Young Potential strategy really motivates people and encourages colleagues to get involved. This year we have organised a coffee morning, an essential clothes collection and entered runners into the Manchester 10k event and hope to do even more next year."

Aisha Kosser, Senior Paralegal and Bethany Roberts, Associate, Co-Chairs of the Manchester Charity Committee



Centrepoint is so pleased that Addleshaw Goddard has continued to show commitment and enthusiasm for helping disadvantaged young people.

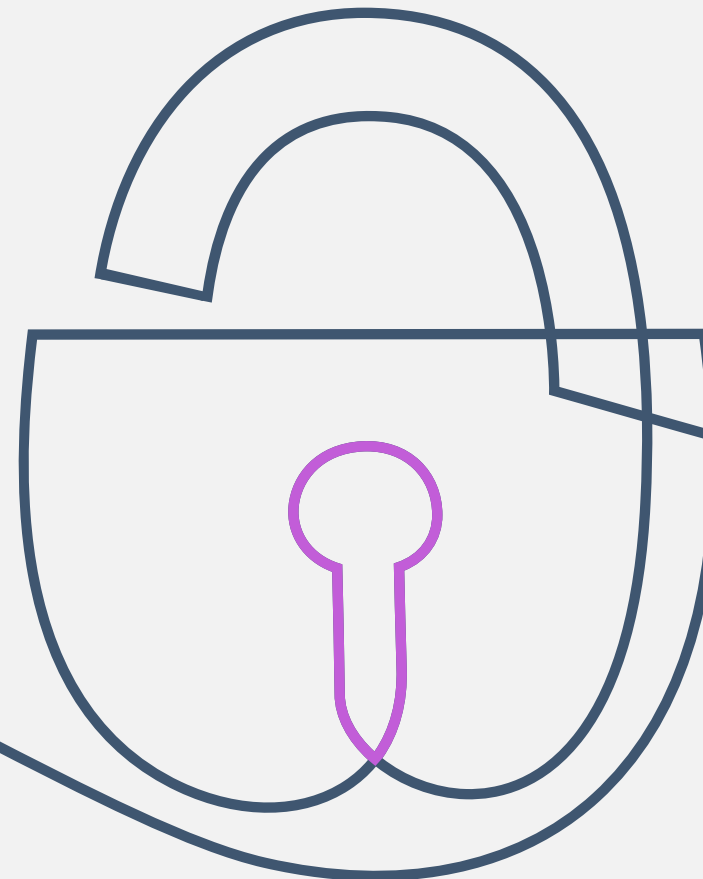
Your generosity and innovative approach to fundraising demonstrates the strength of our partnership and we're excited to see how the collaboration grows.

Rosie Field, Corporate Partnerships Manager, Centrepoint

Centrepoint has been supporting homeless 16-25 year-olds in Manchester since February 2017.

Their services in central Manchester help young people make their first step into a home and a job. Youth homelessness runs deeper than having to spend nights on the street. Complex mental and physical health needs, gang crime, and a lack of access to education are just some of the barriers young people face.

OVER £29,000 DONATED



OFFERING PRACTICAL HELP TO VULNERABLE CHILDREN



“

Coram’s education programmes this year enabled 308,000 children across 1,500 schools to gain practical skills (such as reading) and build critical thinking needed to make positive decisions for their future.

The generous donations from Addleshaw Goddard have made a transformational difference and allowed Coram to design workshops and a free ‘Recovery and Reconnect’ mental health toolkit for schools, to help pupils reconnect with their friends, understand and regulate

their feelings, and return to day-to-day routines at school.

We would like to say a huge thank you to Addleshaw Goddard for your continued support helping us to create better chances for children, now and forever.

Julian Hare, Head of Corporate Partnerships, Coram

“

CSR is hugely important to us. We enjoy running the Spring egg hunt, inspiring people’s competitive sides and seeing everyone’s enthusiasm for winning Christmas raffle prizes. However, the most rewarding part of it is getting thank you messages from the charity as that gives you an insight into where the hard work is going.”

(L-R) Mabel O’Connor, Associate Susie Hayes, Associate Helen Morris, Associate Co-Chairs of the London Charity Committee

OVER £32,000 DONATED



ACCESS TO EDUCATION

The first pillar of our 'Unlocking Young Potential' strategy focuses on access to education.

This is a core focus of our outreach work and underpins financial donations and practical support given to charities and organisations. We are proud that our initiatives mean we can support young people's access to education in a variety of ways across our jurisdictions.

In 2021/2022, we refreshed our UK school engagement programme to include activities such as establishing Sixth Form Law Societies, running mock interviews, and workshops on pathways to the legal profession.

This supports our diversity and inclusion strategy, which has an emphasis on facilitating greater social mobility and working in collaboration with Upskill Me and the PRIME network.

Working in association with:



Bookmark Change a child's story

We are delighted to have a long standard partnership with the paired reading charity, Bookmark.

Bookmark's programme provides two 30-minute sessions each week for children who need extra support with their reading. This is either face-to-face in a local primary school, or virtually through their secure online platform.

86%
OF TEACHERS SAW AN INCREASE IN CHILDREN'S READING CONFIDENCE

PAIRED READING
97%
OF CHILDREN IMPROVED OR MAINTAINED THEIR READING LEVEL, DESPITE DISRUPTED LEARNING

“**Addleshaw Goddard have been an instrumental partner of Bookmark since we began.**”

Addleshaw Goddard's extensive pro bono support, fundraising and employee volunteering have all had an impact on the services that we are able to provide and the number of children we can support. Volunteers from Addleshaw Goddard have delivered more than **30 hours** of one to one reading support to children who are at risk of falling behind.

Their commitment means that children are more confident, better readers and have the tools for a better chance in life. The impact that the Addleshaw Goddard volunteers have made will last a lifetime for these children. Many thanks for everything you and the AG team do - it is really remarkable!”

Emily Gibbons, Head of Fundraising, Bookmark

ACCESS TO EDUCATION - THE KUSASA PROJECT

The Kusasa Project is a South African registered Public Benefit Organisation with its primary operations consisting of an independently funded junior school in the Western Cape of South Africa, known as The Kusasa Project Early Learning Centre. It was founded in 2006 to provide a quality education and encourage a brighter future for underprivileged children in an area characterised by significant wealth inequality.

Our partnership with The Kusasa Project is an internationally focused CSR initiative aligned with our objective of 'Unlocking Young Potential'. Our fundraising commitment helps with funding the costs of a teacher, enabling the school to attract high quality teachers from within the region and internationally. To date we have donated over £30,000, with more fundraising initiatives planned in 2022.

OVER £30,000 DONATED



100%
BLACK SOUTH AFRICAN BENEFICIARIES

26
MAXIMUM LEARNERS PER CLASS

135
CHILDREN AND THEIR FAMILIES HAVE ACCESS TO A MULTI-DISCIPLINARY TEAM OF THERAPISTS ANNUALLY

100%
LEARNERS HAVE ACCESS TO TECHNOLOGY IN THE FUNCTIONAL COMPUTER ROOM



“

Our partnership helps to fund a teacher each year and is a tangible way of making a difference at grass roots level to the school and its pupils, which has been particularly critical during the recent Covid-19 pandemic. Our international partnership with The Kusasa Project remains a key part of our Unlocking Young Potential strategy and we are delighted to make an impact in this way.”

Ben Koehne, Partner, London

ACCESS TO EDUCATION- PRACTICAL SUPPORT

We are aware of the need for practical support when it comes to facilitating greater access to education, so we are proud to report that 100% of used laptops within the firm are donated to charities/organisations.

56 laptops were sent to Ukrainian orphans, via the Dnipro Kids Charity.

Our international offices donated 70 laptops to local charities, including Crossroads Foundation Hong Kong.

25 laptops went to schools in Nigeria, in association with Explore Tech Africa.

In addition to donating laptops, AG gave £50,000 to the Dnipro Appeal to support Ukrainian children now living in Scotland.

£50,000 DONATED

“

The AG donation is changing the lives of the young people in our care. We are keen that the youngsters have the ability to get out with their family group and transport with our numbers is quite challenging. Your funds have allowed us to purchase a minibus and to allow over thirty 11-18 year olds to attend a three-week English camp. A fabulous opportunity that could be life changing for them.”

Mags McPherson, Committee Member at Dnipro Kids



“

I am thrilled AG donates all its used laptops to good causes and charities. It is fantastic to know these donations are contributing to the development of Information Technology education amongst young people in the UK and internationally.”

Bassey - Hogan Itam (Associate, Nigerian Qualified) - Founder, Explore Tech Africa.

ACCESS TO THE PROFESSION

We provide work placement and insight opportunities, along with financial support to a wide range of students to help people from all backgrounds access their studies and thereafter a career in the profession.

LEGAL ACCESS WEEKS

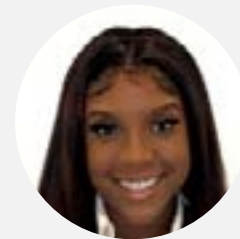
During 2021/22 we ran two Legal Access Weeks, a social mobility initiative to increase understanding of the legal sector and routes into different careers. In the February intake, 100% of our participants met at least one social mobility and PRIME commitment criteria. The impact of the Legal Access Week project is explored more fully in our [2022 Inclusion Report](#).

LEGAL APPRENTICESHIP SCHEME

We have developed a legal apprenticeship scheme in Manchester and Leeds which provides an alternative route into the profession for those who do not want to go down the traditional university route.

UPSKILL ME SCHOOLS PARTNERSHIP

We have partnered with Upskill Me to volunteer in schools near our offices in Manchester, Leeds and London. We run sessions with students to help increase understanding of the legal sector and careers in law.



As a college student it seemed to me that the only way I could get into the legal world was to go to university and get a law degree.

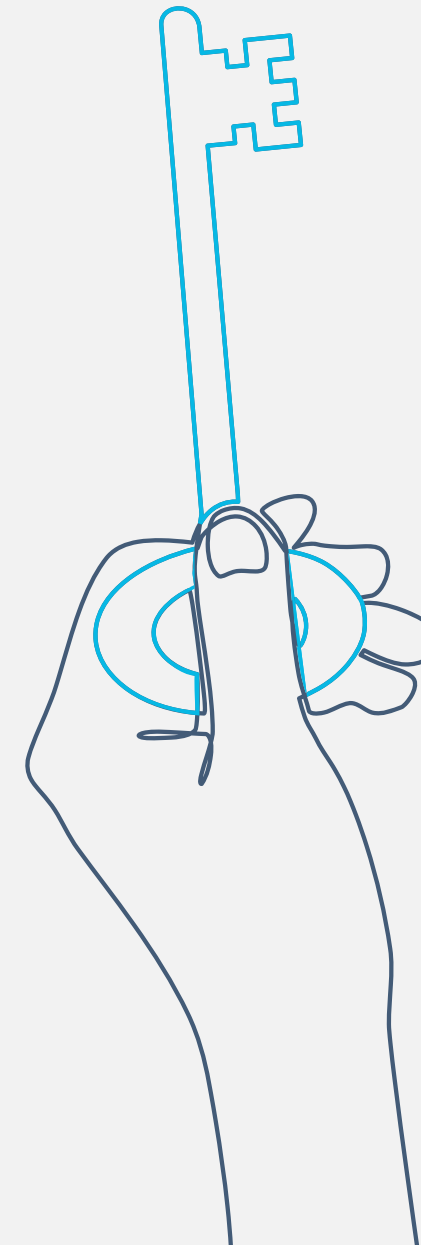
This was until I discovered the apprenticeship programme at AG - something that is not widely offered at top ranking firms. The apprenticeship is not just a great alternative for those who may not be able to afford university but it's also suitable for interpersonal and 'hands on' learners like me."

**Desiree Obioma,
Paralegal Apprentice**



Outreach and social mobility have long been an important part of our inclusion and diversity work within AG and I'm delighted it is part of our CSR strategy too meaning we can have even more of an impact in the communities we live and work in. Our initiatives, such as supporting a number of financial bursaries, work experience, mentoring programmes and legal access weeks means we help to level the playing field for talented people from all backgrounds and help unlock talent and potential."

Graeme Warburton,
CSR Partner, Leeds



ACCESS TO THE PROFESSION

THE CITY SOLICITORS HORIZONS PROGRAMME

The City Solicitors Horizons Programme is a social mobility initiative to improve access to the legal profession for young people from disadvantaged backgrounds. Two students per year connect with AG and benefit from mentoring and practical work experience.

LAWSCOT FOUNDATION

AG is proud to support the Lawscot Foundation by providing a financial bursary, a mentor and a week placement for a student each year.

Emily Simpson was accepted onto the Lawscot Foundation in its first year back in 2017, and since then has graduated from her Undergraduate course and is now doing her Diploma.

AG offered three workshops that covered the application process, and she told us, they were very informative and interactive. She feels more confident in what to expect when going through any application process.

THE SONIA MCMAHON AWARD

Created in the memory of AG Partner Sonia McMahon, the award has now been running for 10 years. Each year the recipient is a year 13 student from a socially mobile background and they receive a financial contribution towards the cost of studying law at university, access to a mentor and a week of work experience to support their ambitions of entering the legal sector.

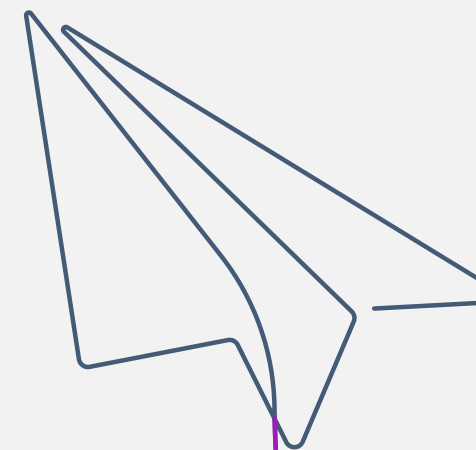
“The mentoring scheme will be invaluable, allowing me to continue to refine my own prospects and strengthen my confidence in taking the next steps towards my dream in commercial law, not to mention erase the financial burden of doing so. As a first-generation student attending university and having studied in an area with low university progression, I have little doubt that my appreciation for this award will be demonstrated in my level of commitment to my dream.”

**Brooke Ellis, winner
Sonia McMahon Award 2021-2022**



The placement has been very insightful and interesting and gave a small snapshot of the type of work the teams do and how they work together.”

Emily Simpson, Lawscot Foundation Placement Student



ACCESS TO THE PROFESSION

STUDENT PANEL DIVERSITY

As part of our access to the profession aims, we held two events for students entitled: Breaking Down Barriers to The Profession.

The purpose of the events was to provide general information about the profession, as well as hints and tips on applications to a wide range of students. Ultimately, we want to level the playing field so every student has access to the same information, allowing individual talents and strengths to shine through.

WE PROMOTED THESE EVENTS TO OVER 50 UNIVERSITIES, WITH A DIVERSITY AND INCLUSION FOCUS. 160 STUDENTS ATTENDED IN TOTAL AND WE PLAN TO ROLL OUT MORE EVENTS IN THE FUTURE.

MENTORING

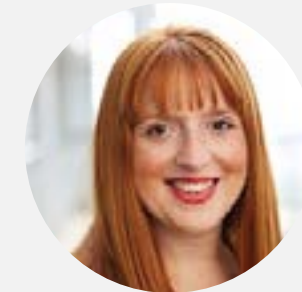
AG Mentoring is an important part of our programme and we rely on volunteers giving their time to offer high quality advice and support to young people aspiring to be a solicitor in the future. Patrick Corcoran-Campbell and Elizabeth Cape have been mentoring for the Lawscot Foundation and the Sonia McMahon Bursary respectively.



“

I have been paired up with a University student at the beginning of their course and it has been very interesting to discuss how the route to a career in law looks from that angle. I have found the mentoring process rewarding, and think (hope!) that the person that I have been paired up with feels the same way.”

Patrick Corcoran-Campbell,
Associate, Commercial Disputes



“

I mentor a young woman who has been separated from her family and yet has strived very hard to pursue her goals. It has been an extremely rewarding experience to help her over this past year to go through her first year of university at Cambridge and apply for various first year vacation schemes. I am pleased to say that she has secured two vacation placements and is thriving.”

Elizabeth Cape,
Legal Director, Real Estate Disputes



ACCESS TO WORK

We work with a number of organisations to support people into the workplace –some highlights are detailed below.

WORKING WARDROBE AND SMART WORKS

Smart Works and Working Wardrobe support women and men respectively – providing clothes for interviews and helping job seekers fulfil their potential.

We collected clothes, shoes/hygiene products and essentials in the offices and via an online wish list and have donated to these charities. We also supported a ‘Coats and Shoes 4 Kids’ campaign at Christmas.

We have engaged with companies in our local community to encourage them to recommend Smartworks to women in the area who may need their support – with eight volunteers assisting with this campaign.

We also sponsored a fashion event for Smart Works, helping them raise thousands of pounds towards their aims.

CV AND INTERVIEWING WORKSHOPS

We worked with a social mobility charity called Leadership Through Sport and Business on a paralegal boot camp. This included panel sessions, careers talks and speed interview sessions with hints and tips. This has become an important part of our recruitment process to identify future paralegal apprentices.

We have run 10 sessions focussing on:

- CVs
- Interviews
- Networking
- Employability



“It’s been a pleasure to get back into schools to speak to students about the variety of careers in the legal sector and help develop their employability skills. This is made possible by colleagues at AG willing to dedicate time to speaking with students and sharing their knowledge.”

Sonia Kumar,
CSR and Inclusion Coordinator

REDEMPTION ROASTERS

Last year we introduced a new coffee supplier to our business - Redemption Roasters, the world’s first prison based coffee roaster.

They train offenders in coffee industry skills with the aim of reducing re-offending in the UK.

By offering education and employment in speciality coffee, they help prison leavers successfully reintegrate into society. On release, they support Redemption Graduates to find work.



As a Firm, the enthusiasm for supporting young people permeates across everything we do. I’m proud to be a CSR partner and be involved in the many initiatives to support young people accessing education, the profession and work.”

James Herring, CSR Partner, London



ACCESS TO JUSTICE PRO BONO

Our Pro Bono work continues to be a crucial part of our CSR strategy. By utilising the skills and experience that our colleagues have, we are able to provide meaningful support to the communities in which we operate.

Historically nearly 70% of our Pro Bono work came from the traditional in-person legal clinics which understandably shut their doors in March 2020.

During this time, however, our teams have been busy looking for new opportunities and we are delighted to report that for 2021/2022 we have increased our Pro Bono hours by **19.5%**, equating to a value of **£1,010,386**.

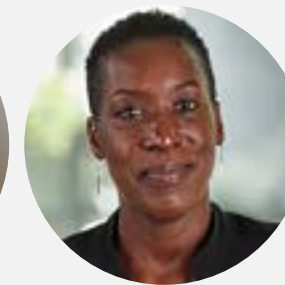
We are pleased to confirm that our Manchester, London and Edinburgh legal clinics are now (with Leeds due to open later in the year) back open with colleagues attending in person sessions across these locations.

In September 2022 we also launched our new Pro Bono Programme in Ireland and we look forward to developing that further.

AGPASS (ADDLESHAW GODDARD PA SECRETARIAL SERVICES)

Though our pro bono programmes we are committed to providing services which enable communities within which we operate to thrive and to develop and build relationships with clients. With that in mind members of our PA team, within all UK offices, have launched a pro bono virtual assistant programme called agPASS (Addleshaw Goddard PA Secretarial Services).

The pilot programme is currently working alongside SafeGround (a charity using drama to educate prisoners and young people at risk in the community to reduce the risk of re-offending and build stronger communities).



“

Our virtual assistant platform will have a significant impact on individuals, charities and social enterprises within our communities, allowing PAs to put their niche skill set to good use in a Pro Bono context.”

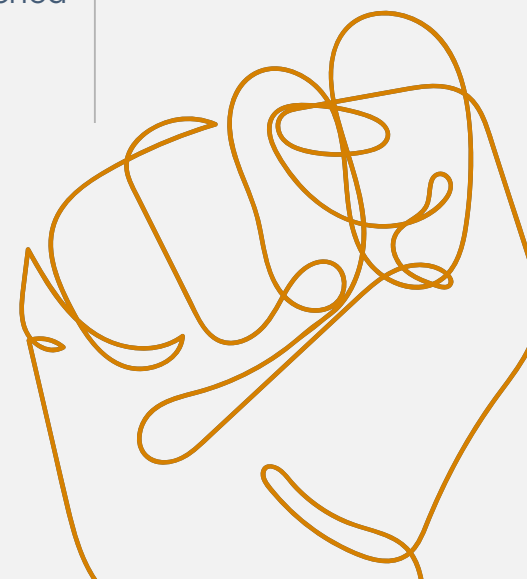
Kylie Fletcher,
Legal PA/Paralegal

Jackie Smith,
Legal PA

“

I am so very proud of the support that we have provided to so many charities and people in need over the past few years. This is a fundamental aspect of what being a professional is all about. We have highly trained and unique skills that can be deployed to make a real difference in people’s lives.”

Hugh Lauritsen,
Pro Bono Partner



ACCESS TO JUSTICE PRO BONO

missing people

This year we also collaborated with a new Pro Bono client, Missing People. Missing People is a national charity offering assistance to people who run away from home or go missing from their families.

The complex reasons for going missing often leave family members in need of legal advice. Alongside supporting family cases, we have carried out a research project for the charity to help us better understand the legal and policy frameworks governing the response to young people at transition age.

SUPPORT FOR UKRAINIAN NATIONALS APPLYING FOR UK VISAS

When headlines broke about the crisis in Ukraine, many of our people wanted to find ways to help. Our Employment & Immigration team across all UK offices have been giving guidance to Ukrainian nationals applying for UK visas through the Ukraine Advice Project UK.

The team have helped over 100 people and are continuing to look at ways in which we can support those affected by conflict in other parts of the world.



“I have always been interested in Pro Bono work because of the way that it allows me to use my skills to help those who are unfamiliar with navigating the legal system.”

Natasha Jones, Associate



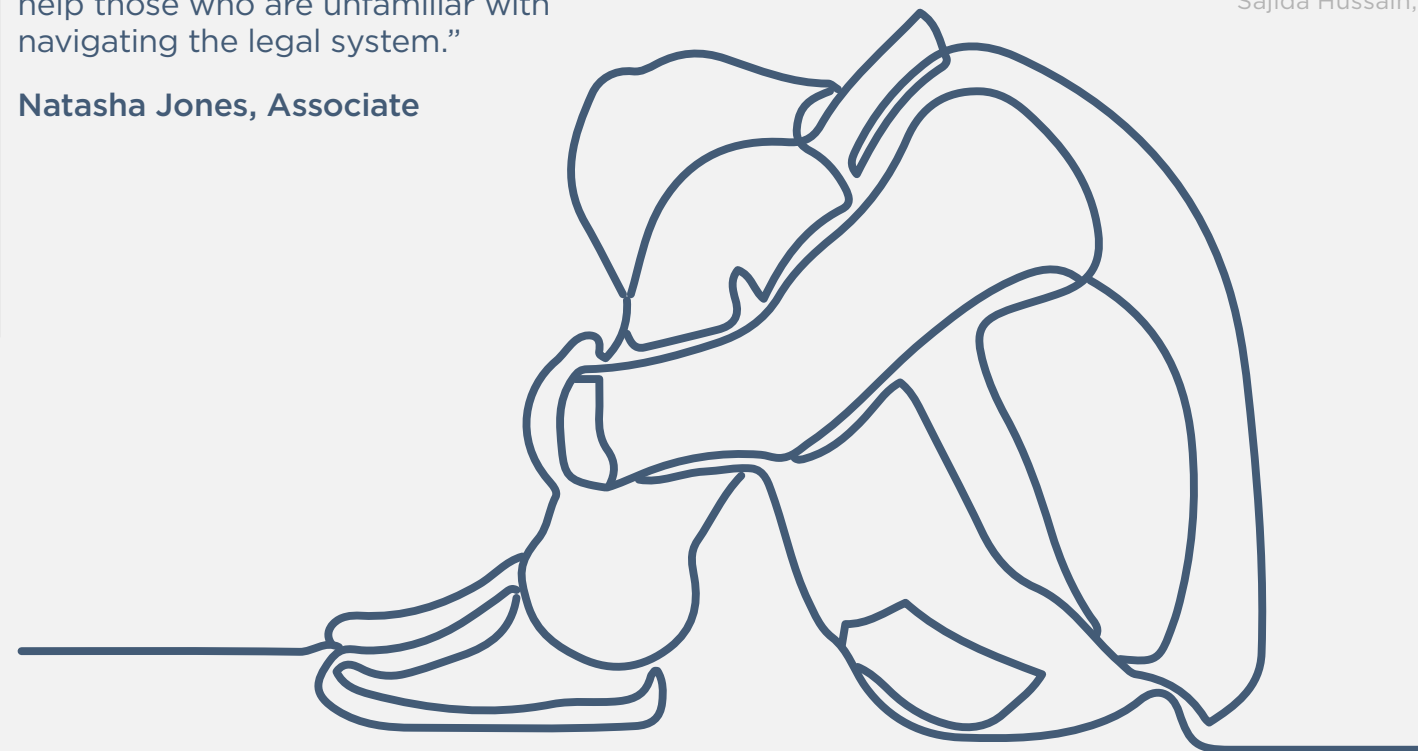
“When I came across the opportunity to be involved in helping Missing Persons, I knew straight away that this is something I wish to support. Pro Bono work is really rewarding, a real sense of making a difference!”

Leanne Thompson, Associate



“Getting involved in the Pro Bono project to support Ukrainian Nationals is my small gesture of being able to help and make a positive difference to those Ukraine nationals and their family members amongst what can often be a complex set of immigration rules.”

Sajida Hussain, Legal Director



ACCESS TO JUSTICE - PRO BONO

INCLUSIVE CHANGE IN WIDER SOCIETY

This year, we have also been providing Pro Bono advice to the Centre for Access to Football in Europe (CAFE).

CAFE, with its headquarters located in London, uses the unique power of football to ensure disabled people are able to take their rightful place in the game and society. CAFE explores every element of the match day experience from all accessibility angles and provides industry-leading, innovative guidance for fans and sports organisations.

This is an example of how we can work across our jurisdictions to provide pro bono advice and improve the lives of others across our communities.



“We were asked to advise CAFE regarding a new employment contract. CAFE required advice on the steps they should take in order to be compliant with applicable UK, Spanish and German laws.

We co-ordinated with counsel from the other jurisdictions and advised CAFE on an integrated approach.”

Jens Peters, Counsel, Dr Jan-Oliver Schrotz, Partner, AG Germany



There is a real need for Pro Bono support like never before. Hugh and I are working hard to identify opportunities for all to get involved and we encourage you to speak to your Pro Bono office champions and lend a hand.”

Erin Shoesmith,
Pro Bono Partner



AG CHARITABLE TRUST

For over 30 years the Addleshaw Goddard Charitable Trust (Charity number: 286887) has been providing support to a wide range of local, national and international charities.

The charity is separate from the firm but has strong links to how the business supports local communities, the foundations of which have been built over many years.

IN THE LAST YEAR OVER £180,000 HAS BEEN DONATED TO CHARITIES BY THE AG TRUST



£10,628
DONATED IN MATCH FUNDING

to charities including Little Princess Trust, Raleigh International, Bookmark Reading Charity, Amref Health Africa, Smart Works and Cancer Research UK



With pressing needs in all of our communities, it is a privilege to be able to support a variety of imaginative fundraising activities arranged by colleagues at AG for a diverse range of charities. As well as matched funding, the Trust has also made substantial donations to the AG Charities of the Year and has responded to national and global appeals. It has been very rewarding to hear from charities what a significant impact our donations have had."

Jonathan Cheney, Chair of the AG Trust

£50,000
WAS DONATED TO CHARITIES CONNECTED TO AG COLLEAGUES

including Home Start, DEC Ukraine Appeal, Brain and Spine Foundation, the Kusasa Project, the Royal Voluntary Service and Support Through Court.

£20,000
WAS DONATED TO OXFAM IN RESPONSE TO THE COVID 19 CRISIS

£100,000
WAS DONATED TO AG'S CHARITY PARTNERS

MAKING AN IMPACT - HOME & ABROAD

In the last 12 months, we have made considerable donations totalling over

£300,000 as part of our end of year giving campaigns in the UK and internationally, supporting those who are affected by homelessness, domestic abuse, mental wellbeing, fuel and food poverty and the conflict in Ukraine.

We appreciate this has been a challenging time across the globe and we carefully considered how our contributions could help those in particular need.



LOOKING AHEAD

We are proud of what we have achieved this year but always seek to do more and be the best we can be. We commit to:

CSR

1

EXPAND OUR PROGRAMME FURTHER, AND OFFER MORE OPPORTUNITIES TO COLLEAGUES IN ALL AREAS OF THE BUSINESS BY BUILDING ON OUR MENTORING AND PAIRED READING PROGRAMMES AND DEVELOPING NEW PROJECTS AND INITIATIVES.

2

DEVELOP OUR CSR PROGRAMME INTERNATIONALLY, IDENTIFYING PROJECTS THAT ALLOW COLLEAGUES TO BE INVOLVED IN SUPPORTING LOCAL COMMUNITIES AND PRO BONO INITIATIVES AT OUR OFFICES ACROSS THE GLOBE.

3

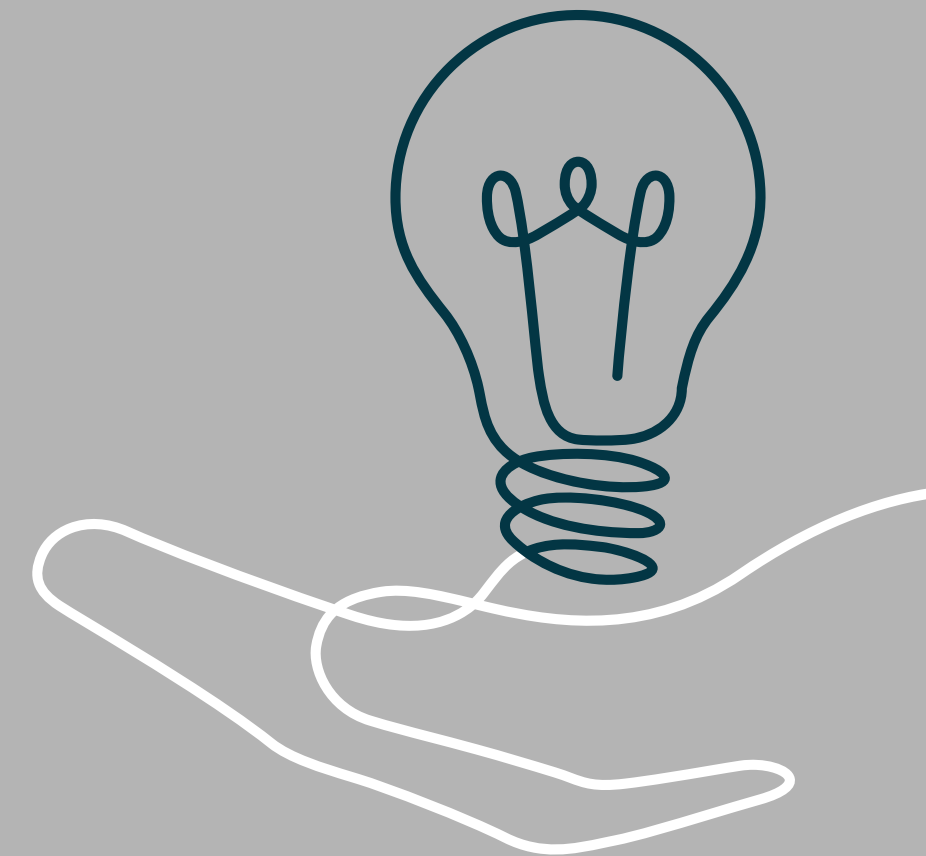
IDENTIFY AND COMMENCE NEW CHARITY PARTNERSHIPS IN 2023 WHILE CONTINUING TO WORK TOWARDS OUR STRATEGY OF UNLOCKING YOUNG POTENTIAL.

PRO BONO

GROW OUR LEGAL CLINICS SO THAT WE CAN HAVE MORE POSITIVE IMPACT WITHIN OUR COMMUNITIES.

IDENTIFY AND PARTNER WITH NEW KEY PRO BONO CLIENTS THAT HAVE A BROAD RANGE OF PRO BONO NEED TO ENABLE US TO ENGAGE COLLEAGUES ACROSS OUR BUSINESS.

BUILD OUR PRO BONO PROGRAMME IN IRELAND AND IDENTIFY OTHER NON-ENGLISH JURISDICTIONS OPPORTUNITIES TO SUPPORT MORE OF OUR COMMUNITIES.



MORE IMAGINATION MORE IMPACT

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