

SHOOSMITHS LLP

**Corporate Responsibility Report
2018/2019**

Contents

INTRODUCTION	3
APPENDICES	4
Appendix 1: Progress against targets	4
Appendix 2: CR performance data	10
Appendix 3: Shoosmiths' approach to the 2030 Agenda for Sustainable Development	14
Appendix 4: Organisations and programmes supported by Shoosmiths 2019/2020	20

INTRODUCTION

Welcome to our eighth annual Corporate Responsibility (CR) Report which this year is an abbreviated version focusing on four appendices. The report relates to the financial year beginning 1 May 2018 and ending 30 April 2019 and explains our plans for 2019/2020.

ABOUT SHOOSMITHS

Shoosmiths LLP is a leading UK law firm. At 30 April 2019, we had 191 partners and partner equivalents and 1,692 personnel working together as one team at 11 locations in England, Scotland and Northern Ireland, namely Belfast, Birmingham, Edinburgh, Leeds, London, Manchester, Milton Keynes, Northampton, Nottingham, Solent and Thames Valley.

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

The Personal Advisory Division is dedicated to helping individuals with their personal legal needs.

We are accredited to the ISO 9001:2015 quality standard and ISO 27001:2013 information security system standard, are an Equal Opportunities Employer and were the first top 100 law firm to achieve 'Gold Standard' Investors in People status. We are a member of the World Services Group working with partners to deliver international advice for our clients.



FIND OUT MORE

Shoosmiths website

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

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

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Read our responsibility policies, reports and United Nations (UN) Global Compact Communications on Progress

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

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

Stay in touch with our latest CR news via our blog **SHOUTback**

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

Read our annual slavery and human trafficking statements

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

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

APPENDICES

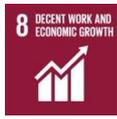
Appendix 1: Progress against targets

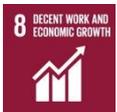
2018/2019 TARGETS

In line with our 2016/2019 business plan, we set 19 targets (2 marketplace, 6 workplace, 6 environment, and 5 community). Targets have also been considered in the context of the 2030 Agenda for Sustainable Development and the global challenges set out as 17 Sustainable Development Goals and 169 associated targets.

We delivered against 17 targets with 2 areas where we need to continue to focus attention.

Key: ✓ – achieved **IP** – in progress **X** – not achieved

Objectives and targets		Performance and status	
Objective Working collaboratively in the marketplace to evidence best practice aligned with our vision to be the leading national law firm famous for its client experience.			
	Engage with our key clients to identify joint opportunities that support our respective CR aspirations.	During 2018/2019, 42 firm donations were provided to charities to support client activities. See also SHOUTback.	✓
	Engage with our 1 st tier estates suppliers to highlight our CR policies and reporting and identify collaborative opportunities for environmental improvement during 2018/2019.	See pages 27-29 of our 2020 UN Global Compact Report.	✓
Objective Attracting, developing and retaining the best talent by reinforcing our values and providing a stimulating and rewarding work environment.			
  	Conduct training and development of staff to ensure ongoing competency and provision of sound customer support and legal advice.	Achieved via mandatory training courses and provision of training resources to aid staff personal development.	✓
	Conduct regular engagement with staff on their contribution to the 2030 SDGs.	1 st year trainees completed a pro bono challenge to advise third sector organisations addressing the SDGs.	✓

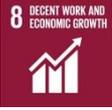
	Progress integration of environmental management into an improved health and safety management system.	Engagement of a new Environment Health and Safety consultant to work with us to redesign our guidance.	IP
	Establish a mental health champion network across all offices.	Launched in October 2018 following trial in several offices.	✓
  	Continue to develop our work on diversity and inclusion including addressing the gender imbalance in senior roles.	See page 14 of our 2020 UN Global Compact Report.	✓
  	Expand data published as part of gender pay gap reporting beyond the legal requirement, to include information on partners.	Our 2018 statement reported on gender, self-employed partners and ethnicity. See our statement here .	✓
Objective Demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services.			
	At sites where we control building energy use, reduce electricity consumption by 3% in 2018/2019 versus 2017/2018. Where we do not control the building, liaise with the landlord to identify opportunities to reduce electricity consumption.	24% decrease in electricity consumption across the estate.	✓
	At sites where we control building energy use, reduce gas consumption by 3% in 2018/2019 versus 2017/2018. Where we do not control the building, liaise with the landlord to identify opportunities to reduce gas consumption.	23.3% decrease in gas consumption at sites we controlled.	✓
 	Review potential to source electricity from renewable sources at sites under Shoosmiths' control subject to pricing objectives being satisfied.	Agreed and introduced in August 2018.	✓
 	By the end of April 2019, transition 80% of our employees to agile working and convert 60% of our offices to support task working.	52% of employees were agile working by the end of April 2019 and 45% of our offices had converted.	X
	Using an external organisation, undertake a second-party audit of two offices to assess legislative and best practice compliance, identifying opportunities for improvement.	Completed with site audits undertaken at our Manchester and Northampton offices.	✓

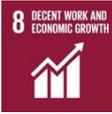
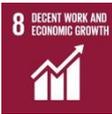
	<p>Trial introduction of environmental champions to evaluate opportunities for local environmental attention and improvement including office recycling, single-use plastic and client-facing refreshments.</p>	<p>Established in six offices including the Northampton office.</p>	<p>✓</p>
<p>Objective Building and maintaining sustainable community relationships.</p>			
 	<p>Continue to provide focus for Shoosmiths' colleague volunteering programme which enables colleagues to use their professional and personal skills to address social challenges in communities where we operate.</p>	<p>2,233 hours volunteered.</p>	<p>✓</p>
	<p>Each office to support a local charity partner during 2018/2019.</p>	<p>See appendix 4 page 20.</p>	<p>✓</p>
 	<p>Consider potential for expanding formal pro bono services provided by legal advisers.</p>	<p>See pages 16-19 of our 2020 UN Global Compact Report.</p>	<p>✓</p>
	<p>Report on impacts of pro bono services provided by legal advisers.</p>	<p>See pages 16-19 of our 2020 UN Global Compact Report.</p>	<p>✓</p>
	<p>Explore opportunities to collaborate with third-sector organisations addressing one or more of the 2030 SDGs in the UK.</p>	<p>See appendix 4 page 20.</p>	<p>✓</p>

2019/2020 TARGETS

In line with our 2019/2022 business plan, we have set 20 targets (3 marketplace, 7 workplace, 5 environment, and 5 community). We have indicated where these align with the UN SDGs.



Targets	Related SDGs
<p>Objective Working collaboratively in the marketplace with our clients and suppliers to evidence best CR practice aligned with our vision to be the leading law firm in the UK famous for its client experience.</p>	
<p>Engage with our key clients to identify joint opportunities that support our respective CR aspirations.</p>	
<p>Engage with our 1st tier estates suppliers to highlight our CR policies and reporting and identify collaborative opportunities for environmental improvement during 2019/2020.</p>	
<p>Conduct a third-party assessment of our processes and procedures in relation to the potential for slavery and human trafficking in our operations and supply chain.</p>	
<p>Objective Delivering an innovative and market differentiated value proposition based upon the firm's values and the Shoosmiths Way.</p>	
<p>Conduct training and development of staff to ensure ongoing competency and provision of sound customer support and legal advice.</p>	  
<p>Conduct regular engagement with staff on their contribution to the 2030 SDGs.</p>	
<p>Progress integration of environmental management into an improved health and safety management system.</p>	
<p>Enable employees who champion positive mental health and wellbeing to better support colleagues; introduce more consistency, structure and best practice sharing across the network, and introduce enhanced signposting to external resources and organisations as appropriate.</p>	

Continue to refine our approach to diversity and inclusion and define how Shoosmiths can uniquely contribute to greater levels of social mobility in the firm, and in the UK.	  
Continue to build our employee network model; introduce a Black, Asian and Minority Ethnic (BAME) network and develop guidance on how Shoosmiths can best support BAME employees.	
Conduct a review of interventions to date which aim to address gender and pay gap, and which promote greater diversity in senior roles, building on those which are proving most successful.	  
Objective Demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services.	
At sites where we control building energy use, reduce electricity consumption by 3% in 2019/2020 versus 2018/2019. Where we do not control the building, liaise with the landlord to identify opportunities to reduce electricity consumption.	
At sites where we control building energy use, reduce gas consumption by 3% in 2019/2020 versus 2018/2019. Where we do not control the building, liaise with the landlord to identify opportunities to reduce gas consumption.	
Determine Shoosmiths' contribution to a pathway to 1.5 degrees.	 
By the end of April 2020, transition 65% of our employees to agile working and convert 80% of our offices to support task working.	 
Using an external organisation, conduct a second-party audit of two offices to assess legislative and best practice compliance, identifying opportunities for improvement.	
Objective Building and maintaining enduring community relationships that achieve positive impacts for the organisations we work with.	
Continue to provide focus and opportunities for Shoosmiths' colleague volunteering programme which enables colleagues to use their professional and personal skills to address social challenges in communities where we operate.	 
Each office to support a local charity partner during 2019/2020.	

<p>Consider potential for expanding formal pro bono services provision by supporting appropriate schemes.</p>	 
<p>Report on impacts of pro bono services provided by legal advisers.</p>	
<p>Explore opportunities to collaborate with third-sector organisations, addressing one or more of the 2030 SDGs in the UK.</p>	

Appendix 2:

CR performance data

OUR YEAR IN NUMBERS

Indicator	Unit	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019
Marketplace							
Revenue ¹	£ million	£93m	£102.6m	£107m	£116.7m	£128.5m	137.6m
Profit ¹	£ million	£12.2m	£16.8m	£25.1m	£29.3m	£35.8m	37.9m
Profit per equity partner (PEP)	£k	£290k	£416k	£365k	£366k	£434k	441k
Workplace							
Total employees ²	Number	1,427 (fte. 1,325.6)	1,445 (fte. 1,329)	1,509 (fte. 1,388)	1,599 (fte. 1491.8)	1,613 (fte. 1507.7)	1,685 (fte 1,579.5)
Total partners and partner equivalents ²	Number	136	143	142	185	187	201
Full-time employees ²	Number	1,129	1,119	1,162	1,262	1,282	1,359
Part-time employees ²	Number	298	326	347	337	331	326
Promotions							
Number of promotions	Number	77	108	142	108	124	158
Promotions at each grade							
Equity Partner	Number	2	3	5	7	9	10
Salaried Partner	Number	6	4	3	0	1	0
Senior Associate	Number	16	11	15	13	13	18
Associate	Number	17	20	23	22	8	26
Qualified Legal Adviser	Number	11	15	12	9	5	12
Non-qualified Legal Adviser/Support	Number	25	55	84	57	88	92
Gender balance³							
Male employees	%	30.12	29.80	30.9	32.9	32.4	32.3
Female employees	%	69.88	70.20	69.1	67.1	67.6	67.7
Disability							

Disabled employees	%	1.62	2.12	2.2	3.0	8.6	2.5
Not disabled ⁴	%	0.15	0.08	7.9	13.2	0.8	0.1
Not reported ⁴	%	98.23	97.8	89.9	83.8	90.6	97.4
Ethnicity							
White/European	%	88.07	88.29	86.9	85.7	76.5	83
African Caribbean	%	1.03	0.81	1.0	1.25	0.8	0.9
African	%	0.74	0.66	0.7	0.75	0.7	1.1
Asian	%	5.52	5.86	6.8	6.56	6.5	8.4
Chinese	%	0.44	0.44	0.4	0.43	0.4	0.1
Other	%	2.43	2.20	2.1	2.5	5.8	2.5
Unknown or not reported	%	1.77	1.74	2.1	2.81	9.3	4
Sexual orientation							
Heterosexual	%	74.15	76.71	78.9	81.7	81.9	82.4
Lesbian, gay, or bisexual	%	1.55	1.54	1.9	2.4	2.7	3.6
Unknown or not reported	%	24.30	21.75	19.2	15.9	15.4	14
Age							
Under 25	%	14.95	16.15	17.8	17.1	16.3	20.1
26-30	%	16.79	17.33	16.4	16.8	17.6	17.0
31-35	%	18.63	16.86	15.2	13.6	13.5	13.2
36-40	%	13.62	13.54	10.5	13.8	13.1	13.0
41-45	%	11.12	11.33	13.7	11.6	12.0	11.4
46-50	%	10.31	10.04	10.7	10.5	10.2	9.2
51-55	%	6.41	6.75	7.6	8.2	8.3	8
56-60	%	4.49	4.70	4.8	5.1	5.8	5.3
61-65	%	2.87	2.46	2.3	2.3	2.3	1.9
66-70	%	0.74	0.77	0.7	0.8	0.8	0.7
71+	%	0.07	0.07	0.3	0.2	0.1	0.2
Religion/belief							
Buddhist	%	0	0	0	0	0	0.1

Christian	%	41.02	43.12	40.7	37.9	14.7	33.9
Hindu	%	1.70	1.61	1.6	1.8	0.2	2
Jewish	%	0.29	0.15	0.3	0.4	0.1	0.4
Muslim	%	1.84	2.12	2.7	2.5	0.4	2.9
Sikh	%	1.10	1.46	1.8	1.5	0.3	2.1
No religion	%	14.21	14.50	15.8	18.8	4.2	19.3
Other	%	0	0.07	0.1	1.5	0.2	4.4
Unknown or not reported	%	39.84	36.97	37	35.6	79.9	34.9
Socio-economic background: higher education							
First-generation university graduate	%	4.86	5.28	4.7	6	6.3	8.1
Did not attend university	%	6.92	8.27	6.6	8.9	8.6	9
Unknown or not reported	%	88.22	86.45	88.7	85.1	85.1	82.9
Socio-economic background: school							
Fee-paying school	%	0.74	2.71	2	2.8	2.7	2.5
State school	%	2.06	10.15	8.8	11.7	12.2	15.6
Unknown or not reported	%	97.2	87.14	89.2	85.5	85.1	81.9
Health and safety							
RIDDOR injuries or incidents ⁵	Number	2	2	0	0	0	0
Environment							
Carbon footprint	Tonnes CO ₂ e	2,624	2,584	2,318 ⁶	2,194	2,537 ⁷	2,098
Carbon footprint per employee (fte) ⁸	Tonnes CO ₂ e	1.98 ⁸	1.94	1.67	1.47	1.68 ⁷	1.32
Electricity consumption	kWh	3,651,678	3,832,440.8	3,644,301	3,922,029 ⁹	3,977,688 ¹⁰	3,022,387
Gas consumption	kWh	1,441,788	1,406,089	1,545,638	1,292,630	694,837	532,755
General waste generated (Basingstoke until March 2018, Northampton, Sheffield and Solent until September 2018 offices)	Tonnes	123.33	57.63	96.64	74.76	63.84	33.3
General waste recycled	%	39.39	45	87	20.63	15.93	20.8

Confidential waste collected and recycled	Tonnes	47	73.54	154.02	158.13	143.79	144.34
Community							
Number of colleague pro bono hours	Hours	919	928	1,176	1,119	1,502	1,634
Number of colleague volunteering hours	Hours	1,017	1,210	1,818	2,064	2,182	2,233
Total colleague pro bono and volunteering hours	Hours	1,936	2,138	2,994	3,183	3,684	3,867

- 1 For the year ending 30 April 2019.
- 2 As at 30 April 2019.
- 3 Diversity data includes all staff.
- 4 Since the 2014/2015 CR Report, a data review has resulted in a change to the presentation of the Not Disabled and Not Reported categories. The change ensures that staff who have not provided any disability response are always presented as Not Reported. Data provided by staff reporting a disability is not affected by the change.
- 5 RIDDOR reporting period for April to March each year.
- 6 We identified an error in the conversion factor used for our carbon footprint data for 2015/2016. We have rectified this figure formerly stated as 2,315 and restated our data as 2,318.
- 7 Carbon footprint data 2017/2018 is restated based on review of air travel and raw electricity data revised at two locations plus extrapolated waste data.
- 8 We now report our per head carbon footprint based on the number of full-time equivalent (fte) employees. We restated our carbon footprint data for 2013/2014 to reflect this.
- 9 Electricity consumption data for our London and Belfast offices was not available for 2016/2017.
- 10 Electricity consumption data revised at two offices.

Appendix 3: Shoosmiths' approach to the 2030 Global Agenda for Sustainable Development

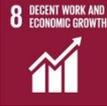
Shoosmiths is a signatory of the UN Global Compact and committed to progressing its ten principles relating to human rights, labour, environment and anti-corruption. The 2030 global agenda for Sustainable Development is based on 17 SDGs agreed by UN member states that define the global priorities for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

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



SDGs and targets	Shoosmiths' approach aligned with advancing SDGs and targets
 <p>1.4 By 2030, ensure that all men and women, in particular the poor and vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.</p>	<ul style="list-style-type: none"> • Legal advice provision on a pro bono basis to individuals and organisations unable to afford legal advice. • Partner with local community organisations with staff providing support regarding education, skills-based training and employability skills. • Treat customers fairly and with consideration of vulnerable clients' needs. • Diversity and inclusion strategy. • Benefits provided to staff. • Shoosmiths' supplier code of conduct includes human rights and labour conditions and engagement programme regarding slavery and trafficking. • Target: Continue to provide focus for Shoosmiths' colleague volunteering programme which enables colleagues to use

		<p>their professional and personal skills to address social challenges in communities where we operate.</p> <ul style="list-style-type: none"> • Target: Consider potential for expanding formal pro bono services provision by supporting appropriate schemes.
	<p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.</p> <p>3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.</p>	<ul style="list-style-type: none"> • Our approach to occupational health, safety, work-life balance and well-being in the workplace. • Driving and vehicle safety awareness briefings and driver training programme. • Local office fundraising health-related charity partnerships in 2018/2019 i.e. Birmingham: Little Hearts Matter, Edinburgh: Scottish Association for Mental Health, Leeds: Martin House, Manchester: Young Minds, Northampton: Northampton and District Mind, Solent: Solent Mind, Thames Valley: No5. • Signatory of Time to Change, an anti-discrimination initiative founded by mental health charities Mind and Rethink Mental Illness. • Target: Progress integration of environmental management into an improved health and safety management system. • Target: Enable employees who champion positive mental health and wellbeing to better support colleagues; introduce more consistency, structure and best practice sharing across the network, and introduce enhanced signposting to external resources and organisations as appropriate.
	<p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<ul style="list-style-type: none"> • Provision of opportunities that give students access to the corporate environment includes work shadowing placements, supporting school enterprise days, offering CV and interview skills advice and sharing academic and career path experiences. • Early careers programme. • Donation of used IT equipment to Computer Aid International, a charity that helps disadvantaged communities to access digital equipment that will improve their lives. • ReachOut selected as office charity partner 2018/2019. • Target: Conduct training and development of staff to ensure ongoing competency and provision of sound customer support and legal advice.
	<p>5.1 End all forms of discrimination against all women and girls everywhere.</p>	<ul style="list-style-type: none"> • Legal advice provision on discrimination, equal pay, equality and diversity matters.

	<p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</p> <p>5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<ul style="list-style-type: none"> • Our policy, procedures, approach, training and targets in relation to workplace, diversity and inclusion. • Shoosmiths’ supplier code of conduct. • Shoosmiths’ slavery and human trafficking statement. • Founding signatory of the Law Society’s Diversity and Inclusion Charter. • Sponsor of Aspiring Solicitors which aims to widen access to a career in law. • Target: Conduct a third-party assessment of our processes and procedures in relation to the potential for slavery and human trafficking in our operations and supply chain. • Target: Continue to refine our approach to diversity and inclusion and define how Shoosmiths can uniquely contribute to greater levels of social mobility in the UK. • Target: Conduct a review of interventions to date which aim to address gender and pay gap, and which promote greater diversity in senior roles, building on those which are proving most successful.
	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.</p>	<ul style="list-style-type: none"> • Legal advice provision on renewable energy matters. • Target: Determine Shoosmiths’ contribution to a pathway to 1.5 degrees.
	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers and, by 2025, end child labour in all its forms.</p> <p>8.8 Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women</p>	<ul style="list-style-type: none"> • Legal advice provision on discrimination, equal pay, equality and diversity matters. • Our workplace policies, procedures and approach and targets in relation to equal opportunities, diversity and inclusion. • Partnerships with organisations such as Aspiring Solicitors and ReachOut. • Signatory of UN Global Compact and member of UK Network Modern Slavery Working Group and Diversity and Inclusion Working Group. • Shoosmiths’ supplier code of conduct. • Shoosmiths’ slavery and human trafficking statement. • Our occupational health and safety management system including accident data reporting. • Target: Conduct training and development of staff to ensure ongoing competency and provision of sound customer support and legal advice. • Target: Continue to refine our approach to diversity and inclusion and define how Shoosmiths can uniquely contribute to greater levels of social mobility in the UK. • Target: Continue to build our employee network model; introduce a BAME network

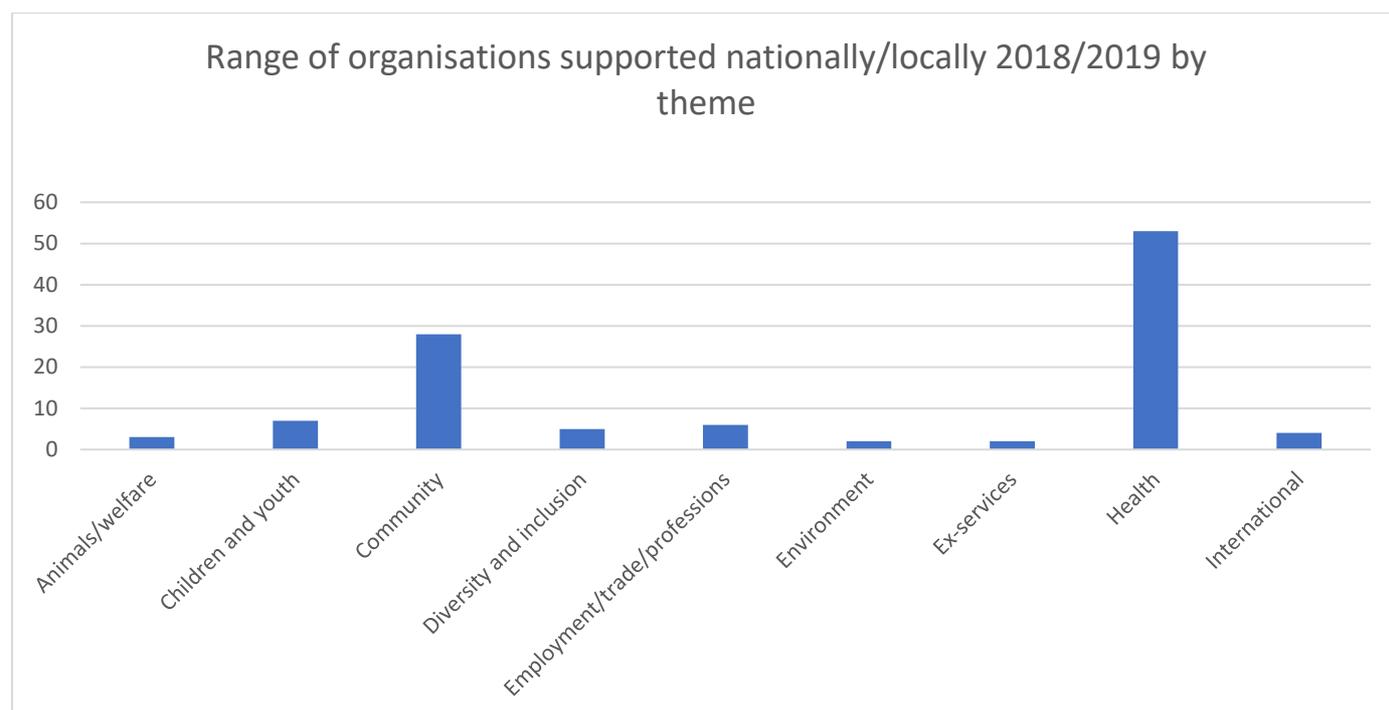
	migrants and those in precarious employment.	<p>and develop guidance on how Shoosmiths can best support BAME employees.</p> <ul style="list-style-type: none"> • Target: Conduct a review of interventions to date which aim to address gender and pay gap, and which promote greater diversity in senior roles, building on those which are proving most successful.
	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this regard.</p>	<ul style="list-style-type: none"> • Legal advice provision on discrimination, equal pay, equality and diversity matters. • Legal advice provision on a pro bono basis to individuals and organisations unable to afford legal advice. • Our policy, procedures, approach and disclosure in relation to diversity and inclusion. • Gender pay gap data reporting. • Target: Continue to refine our approach to diversity and inclusion and define how Shoosmiths can uniquely contribute to greater levels of social mobility in the UK • Target: Continue to build our employee network model; introduce a BAME network and develop guidance on how Shoosmiths can best support BAME employees. • Target: Conduct a review of interventions to date which aim to address gender and pay gap, and which promote greater diversity in senior roles, building on those which are proving most successful.
	<p>11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.</p> <p>11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.</p>	<ul style="list-style-type: none"> • Legal advice provision on social housing matters. • Legal advice provision on public transport and infrastructure matters.
	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources.</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and re-use.</p> <p>12.6 Encourage companies, especially large and</p>	<ul style="list-style-type: none"> • Legal advice provision on contaminated land, regeneration, remediation strategies and implementation matters. • Policies, procedures and programmes for resource management, energy consumption and waste reduction. • Annual CR report includes sustainability practices, data and targets. • Target: By the end of April 2020, transition 65% of our employees to agile working and

	transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	<p>convert 80% of our offices to support task working.</p> <ul style="list-style-type: none"> • Target: Using an external organisation, conduct a second-party audit of two offices to assess legislative and best practice compliance, identifying opportunities for improvement.
	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<ul style="list-style-type: none"> • Legal advice provision on renewable energy matters. • Target: Determine Shoosmiths' contribution to a pathway to 1.5 degrees. • Target: At sites where we control building energy use, reduce electricity consumption by 3% in 2019/2020 versus 2018/2019. Where we do not control the building, liaise with the landlord to identify opportunities to reduce electricity consumption. • Target: At sites where we control building energy use, reduce gas consumption by 3% in 2019/2020 versus 2018/2019. Where we do not control the building, liaise with the landlord to identify opportunities to reduce gas consumption. • Target: By the end of April 2020, transition 65% of our employees to agile working and convert 80% of our offices to support task working.
	<p>15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.</p>	<ul style="list-style-type: none"> • Focus on reduced paper consumption and use of Forest Stewardship Council-certified stationery.
	<p>16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children.</p> <p>16.3 Promote the rule of law at the national and international levels and ensure equal access to justice to all.</p> <p>16.5 Substantially reduce corruption and bribery in all their forms.</p>	<ul style="list-style-type: none"> • Legal advice provision on human rights, slavery and human trafficking, anti-corruption matters. • Shoosmiths' supplier code of conduct. • Shoosmiths' slavery and human trafficking statement. • Provision of legal advice on a pro bono basis to individuals and organisations unable to afford legal advice. • Zero tolerance approach to bribery and corruption. • Target: Conduct a third-party assessment of our processes and procedures in relation to the potential for slavery and human trafficking in our operations and supply chain. • Target: Conduct training and development of staff to ensure ongoing competency and provision of sound customer support and legal advice.

		<ul style="list-style-type: none"> • Target: Consider potential for expanding formal pro bono services provision by supporting appropriate schemes. • Target: Report on impacts of pro bono services provided by legal advisers.
	<p>17.1 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.</p>	<ul style="list-style-type: none"> • Target: Engage with our key clients to identify joint opportunities that support our respective CR aspirations. • Target: Engage with our 1st tier estates suppliers to highlight our CR policies and reporting and identify collaborative opportunities for environmental improvement during 2019/2020. • Target: Conduct regular engagement with staff on their contribution to the 2030 SDGs. • Target: Continue to provide focus for Shoosmiths' colleague volunteering programme which enables colleagues to use their professional and personal skills to address social challenges in communities where we operate. • Target: Each office to support a local charity partner during 2019/2020. • Target: Explore opportunities to collaborate with third-sector organisations, addressing one or more of the 2030 SDGs in the UK.

Appendix 4: Organisations and programmes supported by Shoosmiths 2018/2019

110 organisations were supported via national or office fundraising donations, volunteering, sponsorship, partnerships or in-kind support during 2018/2019. £ 127,211.50 was raised for these organisations through staff fundraising and firm donations.



Organisation	Outcome
Abbie's Army is a children's Diffuse Intrinsic Pontine Glioma (DIPG) brain tumour research charity. It aims to raise awareness and funding for DIPG research and provide practical advice and support.	Our Solent office donated £100 in April 2019.
Access to Justice Foundation wants a society where everyone has access to justice and it increases the support available to vulnerable people requiring access to the legal system through strategic grant making and supporting the advice sector.	Our London office hosted the charity's away day meeting in October 2018.
Action on Postpartum Psychosis is the national charity for women and families affected by Postpartum Psychosis, a severe mental illness which begins suddenly following childbirth.	Our Solent office donated £100 in April 2019.
Addison's Disease Self-Help Group membership is open to anyone with Addison's or other forms	Our Solent office donated £100 in April 2019.

of adrenal insufficiency that result in steroid dependence, family members, friends or anyone with an interest in adrenal medicine.	
AFC Rushden and Diamonds Dynamos is a Northamptonshire youth football team.	Our Northampton office made a £250 donation towards the purchase of a team football kit in August 2018.
Against Breast Cancer recycle bras and send them to Africa to be sold in locally owned shops in places like Togo, Ghana and Kenya where the cost of producing bras is too high. The scheme provides employment for people in the UK and keeps families in emerging countries out of poverty.	To coincide with International Women's Day 8 March 2019 Manchester colleagues donated 14 kg new and pre-loved bras to Against Breast Cancer.
Alzheimer's Society is the UK's leading dementia support and research charity, there for anyone affected by any form of dementia.	Our Solent office donated £100 in April 2019.
Aspiring Solicitors is committed to ensuring that the most talented candidates with the greatest potential as lawyers maximise their chances of success.	Shoosmiths has been a partner of Aspiring Solicitors since November 2016
The Big Cheese charity helps provide anyone in full-time education without the means to take part in amateur basketball on a regular basis.	Our Solent office donated £100 in April 2019.
The mission of Birmingham Black Lawyers (BBL) is to encourage the city's legal community to embrace diversity by promoting a higher level of integration of BAME lawyers in local firms. BBL provides support to those seeking to advance their careers in the law, acting as a bridge between junior and more senior legal professionals as well as facilitating professional and social networking opportunities.	In June 2018 the Personal Advisory Division was the Platinum Sponsor of the third annual Birmingham Black Lawyers' Summer Ball. £852 proceeds from the night's raffle were shared between BBL and the Sickle Cell Society which supports and represents people affected by sickle cell disorder to improve their overall quality of life.
Birmingham Cathedral Wrap Up Brum Appeal distributes items to homeless people around the city to keep them warm in winter.	Birmingham colleagues donated 20 coats, scarves and hats in November 2018.
Birmingham St. Mary's Hospice provides end of life care and support to people across Birmingham and Sandwell. It cares for individuals in its hospice in Selly Oak, as well as in people's own homes and in community locations. It aims to give individuals more choice at the end of their life and provide services whenever and wherever they need them.	In May 2018 our Birmingham colleagues organised an It's a Knockout fundraising afternoon at Moseley Rugby Club for the 2018/2019 local charity partner.
Brainwave is a charity concerned with cerebral palsy, autism and developmental delay in children.	Our Manchester office took part in the annual corporate duck race at Spinningfields Easter Duck Race in April 2018. £660 contribution donated to the activity.

Breast Cancer Haven offers emotional, physical and practical support to anyone affected by breast cancer.	In October 2018 our Solent office colleagues wore pink and raised £97.54.
Brewin's Stroke Group, Northampton, is part of a network of stroke groups providing a variety of support options, including advice, activities and companionship. Make May Purple is an annual stroke awareness month.	Our Northampton office selected the Brewin's Stroke Group as its office charity partner in May 2018, raising and donating £727.22.
British Heart Foundation is the UK's leading heart charity whose pioneering research has helped to transform the lives of people living with heart and circulatory problems.	Our Northampton office selected the British Heart Foundation as its charity partner in February 2019, raising and donating £1,134.29.
Business in the Community (BITC) is the Prince's Responsible Business Network. Members work together to tackle a range of issues that are essential to building a fairer society and a more sustainable future.	We are a corporate member of BITC and a member of the East Midlands Advisory Board. We became a signatory of the Race at Work Charter in November 2018.
Butterfly Thyroid Cancer Trust is the first national supporter of patients with thyroid cancer.	Our Solent office donated £100 in April 2019.
Cancer Research UK's Business Beats Cancer campaign brings together business leaders across the UK to fight cancer one city at a time.	£4,000 was donated in November 2018 at the partners conference. Our Solent office sponsored £120 and took part in a charity quiz night in April 2019 helping to raise £4,500.
Caring and Sharing Trust provides arts-based day care programmes for people with learning disabilities, their families, carers and care professionals. Based in the heart of Northamptonshire the charity is best known for its pioneering work in the use of arts-based therapy programmes but has also develop a range of complementary services.	Our Northampton office selected Caring and Sharing Trust as its charity partner in July 2018, raising and donating £682.64.
Central and East Northamptonshire Citizens Advice provides advice to people on a wide range of problems.	Our Northampton office has provided pro bono services since November 2011 via a monthly appointment-based pro bono clinic operated in conjunction with the University of Northampton School of Law.
Charities Aid Foundation (CAF) is a charity that helps and advises other charities.	CAF operates the Give As you Earn Scheme, which we implement for our colleagues (£1,708.80 donated to 14 charities in 2018/2019). Shoosmiths also participated in the #Giving Tuesday campaign on Tuesday 27 November 2018.
Charlie's Beach Hut operates a beach hut-style caravan in Perranporth providing a relaxing environment for families of children with life-limiting illnesses and families of fire-fighters that	Our Solent office donated £100 in April 2019.

have suffered bereavement, or life-changing injury whilst in the line of duty.	
Child Brain Injury Trust charity supports children who have suffered an acquired brain injury.	In Birmingham we arranged an 'all-weather picnic' in November 2018 and raised and donated £207 for the charity.
Children in Need charity raises funds to relieve need, hardship, sickness, handicap and distress amongst children and young people.	On 16 November 2018 our Solent office raised £268.08. Our Thames Valley office raised £115.68.
Comic Relief's vision is a just world, free from poverty. Red Nose day took place on the 15 March 2019.	Our Milton Keynes office raised and donated £47.62. Our Northampton office raised and donated £230.65 as part of an office event to raise awareness about mental health. The office mental health and wellbeing champions organised a get together over coffee and cake to raise funds, play games and share details of initiatives supported by Shoosmiths. Our Solent colleagues raised £80.
CommuniCare is a support centre in East Reading that provides advice on a range of issues.	Our Thames Valley office has provided pro bono services since November 2009 and holds a monthly legal clinic operated in conjunction with the University of Reading School of Law.
Computer Aid International charity takes used IT equipment and sends it to disadvantaged communities across the world.	In 2018/2019 83 IT assets were donated (546 kg) to Computer Aid. Of the 83 items donated 52 units were re-used (338 kg) and 31 (208 kg) were recycled with the re-used assets sent to four projects in Africa and one in the UK. (43% to Zimbabwe, 27% to Malawi, 15% to Burkina Faso, and 15% to the UK).
Contact supports families with disabled children, with the best possible guidance and information, bringing families together to support each other.	Shoosmiths co-presented a webinar with the charity about special education needs and education, health and care plans. The webinar went out to an audience across the country and is available on YouTube: https://youtu.be/iMikX4HzYss
Countess Mountbatten Hospice Charity is a specialist palliative care unit, within Andover War Memorial Trust.	Our Solent office donated £100 in April 2019.
CSR Legal Network is a forum for CSR professionals in the legal sector.	Shoosmiths has been a member since September 2010.
Cynthia Spencer Hospice provides inpatient care, home and palliative care.	Our Northampton office selected the Cynthia Spencer Hospice as its charity partner in November 2018, raising and donating £1,353.70. A further £200 was donated as a raffle prize for a fundraising event in February 2019.
Dog's Trust's mission is to bring about the day when all dogs can enjoy a happy life, free from the threat of unnecessary destruction.	Our Solent office donated £100 in April 2019.
Emmanuel House has supported homeless and vulnerable adults in Nottingham for over 40 years. It also provides support services, including	Our Nottingham office donated 10 sleeping bags in November 2018 for the charity to provide to the homeless.

tenancies, benefits, mental health support, training and workshops, drug and alcohol support, a daily nurse and a programme of social activities.	
The Encephalitis Society supports people and families who suffer from encephalitis, an inflammation of the brain caused either by an infection invading the brain, or through the immune system attacking the brain in error.	In November 2018 the Birmingham office completed the charity's second annual Accumulator Challenge to raise as much money as possible in 30 days. £917.75 was raised and donated towards the charity's £8,979 total. Our efforts led to being awarded the Inspirational Team award in January 2019 for the second consecutive year.
Ethical Reading is a not-for-profit organisation launched in January 2018 championing healthy, sustainable and ethical workplaces in the Reading and wider Thames Valley area. Its vision is to make the Reading area a better place to live and work.	Shoosmiths is a founding partner of Ethical Reading, a member of its Advisory Council, has provided pro bono legal advice, and hosts meetings.
Foundation for Social Improvement provides learning and fundraising opportunities for small charities to enable them to be more efficient, effective and accountable to develop a more sustainable small charity sector in the UK.	On 19 June 2018 we participated in the charity's Big Advice Day which took place during Small Charity Week. Our Corporate Responsibility Consultant was one of more than 80 expert advisors drawn from the public, private and charity sectors that provided 456 hours of advice to 79 charities on the day.
Giving Works provides umbrella support enabling people to set up their own charitable foundation.	Our Solent office donated £100 in April 2019.
Great Ormond Street Hospital Children's Charity gives seriously ill children the best chance to fulfil their potential.	Our Solent office donated £100 in April 2019.
Guide Dogs charity will not rest until people who are blind or partially sighted can enjoy the same freedom of movement as everyone else.	Lola, Shoosmiths' third named puppy visited our Thames Valley office in May 2018.
Headway aims to improve life after brain injury by providing vital support and information services.	Our Northampton office selected Headway as its charity partner in October 2018, raising and donating £1,101.54.
Home-Start is one of the leading family support charities in the UK.	£500 sponsorship was provided to support the Kettering Home Start Golf Day in September 2018. Our Northampton office selected Home Start Northampton as its charity partner in December 2018 raising and donating £845.95. In April 2019 the office donated £69.25 to purchase Easter eggs for the charity.
Improving Lives works with the most vulnerable Nottingham City residents, working in partnership with many services to support adults with complex health and social needs.	Our Nottingham office selected Improving Lives as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2018/2019, raising and donating £5,498.77.
JCI is a global, not for profit organisation with a mission to provide development opportunities	In December 2018 Leeds colleagues collected 70 gifts in a Secret Santa Appeal. In April 2019 84 Easter eggs were donated by Leeds colleagues for distribution to a number of

that empower young people to create positive change.	charities, including Barnardo's, Women's Aid and Horton House.
LawWorks works in England and Wales to connect volunteer lawyers with people in need of legal advice.	Shoosmiths has been a member of LawWorks since 2009. We support pro bono clinics operating to LawWorks' clinics models. Our Real Estate Division supports the LawWorks Not-for-Profits Programme whereby small not-for-profit organisations are provided with legal advice on a pro-bono basis.
The Law Society is the representative body for solicitors in England and Wales.	Founding signatory 2009 of the Diversity and Inclusion Charter. Founding signatory November 2016 of the Pro Bono Charter.
The Legal Sustainability Alliance (LSA) is an inclusive movement of law firms and related organisations committed to working collaboratively to take action and to improve the environmental sustainability of their operations and activities.	Pioneer member in December 2008, signatory to the seven climate change principles.
Little Hearts Matter offers help to anyone affected by the diagnosis of single ventricle heart condition.	Our Birmingham office selected Little Hearts Matter as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2018/2019 raising and donating £16,294.55.
London Legal Support Trust raises funds for free legal advice services in London and the South East.	Our Thames Valley office took part in the Reading legal walk in September 2018, raising and donating £340.
Lowdown charity offers counselling, sexual health and LGBTQ support services in Northampton for the 12 to 25-year age group.	Our Northampton office donated £200 auction prizes in February 2019 for the Rotary Club of Northampton Golf Course planned in May 2019 in aid of Lowdown.
Macmillan Cancer Support provides practical, medical and financial support, and pushes for better cancer care.	Our Belfast, Leeds, Northampton, Solent and Thames Valley offices raised and donated £2,082.07 in September 2018 by supporting the World's Biggest Coffee Morning. Our Solent office donated £100 in April 2019.
MACS NI works with children and young people who haven't had a fair deal. They may be experiencing homelessness, substance abuse, self-harm, mental health issues, leaving care or they are generally at risk.	Our Belfast office selected MACS NI as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2018/2019 raising and donating £,2532.99.
Marie Curie is dedicated to the care of people with terminal illnesses.	Belfast colleagues took part in the Law Society legal walk in May 2018. £320 was raised and donated. Our Northampton office selected Marie Curie as its charity partner in March 2019, raising and donating £1,367.52. Shoosmiths also sponsored Marie Curie's 'Beautiful Border' event at the Gardeners World Live Show, NEC, in June 2018.
Martin House charity provides family-led care for children with life-threatening conditions. It is a place where children, young people and their	Our Leeds office selected Martin House as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2017/2019 raising and donating £10,049.21 in 2018/2019.

families can come to stay and find support, rest and practical help.	Two team volunteering garden days were also carried out in October 2018 at the hospice.
Mayor of Northampton's Housebound Appeal.	Our Northampton office donated £250 in October 2018 to purchase gifts for the housebound.
Mental Health at Work is a Community Interest Company with a mission to reduce stigma relating to mental health in the workplace.	Mental Health at Work provides advice and consultancy support to improve mental health within workplaces through education, skills development and cultural change. Training on mental health in the workplace was provided during the year to Shoosmiths HR managers and estates managers.
The Mental Health Foundation is committed to good mental health for all and believes the social challenge of our time is to reverse the growing level of mental ill health. Mental Health Awareness Week took place 14-20 May 2018 and its main focus was helping to combat stress.	Offices took part sharing tips and advice on how to alleviate stress both within the workplace and at home. During the year we also worked with Mental Health at Work CIC, a subsidiary of the charity which provided training sessions for our HR managers and estates managers, focusing on understanding mental health in the workplace.
Mesothelioma UK is dedicated to providing specialist mesothelioma information, support and education and to improving care and treatment for all UK mesothelioma patients and their carers.	Our Northampton office selected Mesothelioma UK as its office charity partner in June 2018, raising and donating £774.78.
MK Arts for Health charity works with local artists to organise the exhibition of art in healthcare premises and the wider community.	With one of our partners acting as a trustee for the charity, we have exhibited artwork in our Milton Keynes office since October 2010.
The MK Food Bank helps those in crisis in Milton Keynes.	In July 2018 1.5 boxes of food were donated by Milton Keynes colleagues.
Movember Foundation is the leading charity changing the face of men's health. It is addressing some of the biggest health issues faced by men like prostate cancer, testicular cancer and mental health and suicide prevention.	In November 2018 Milton Keynes colleagues raised £137.
The Myton Hospices charity believes that everyone matters for every single moment of their life and that treating patients with dignity and respect is more important than meeting targets.	Our Solent office donated £100 in April 2019.
The National Autistic Society provides information, support and pioneering services and campaigns for a better world for autistic people.	Our Milton Keynes office raised £47.62 for the National Autistic Society in recognition of World Autism Awareness Day which took place 2 April 2019. The campaign encourages UN member states to raise awareness about people with Autism Spectrum Disorder throughout the world.
No5's vision is a world that does not stigmatise children and young people's health and accepts it is a normal part of human development.	Our Thames Valley office selected No5 as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2018/2019, raising

	and donating £6,170.45. Other activities included £1,000 to sponsor a concert in March 2019.
Noah's Ark Children's Hospice provides practical, psychosocial and nursing support to life-limited and life threatened children, and their families.	Our Solent office donated £100 in April 2019.
Northampton and District Mind charity offers support to everyone who faces mental health challenges, promoting and supporting good mental health within the areas of Northampton, Brackley, Towcester, and South Northamptonshire.	Our Northampton office selected Northampton and District Mind to be the recipient of Pennies from Heaven salary donations during 2018/2019 and the firm wide silent auction. The charity was also promoted on National Giving Tuesday and as charity of the month in January 2019. £6,074.68 was raised and donated.
Northampton Borough Council.	Northampton colleagues provided information on a career in law during St. David's Week of Action August 2018. The event gave young people employment and education ideas. £250 worth of Christmas gifts were donated to the Christmas appeal.
Northampton General Hospital.	Our Northampton office donated £500 worth of toiletries, socks, colouring/puzzle books and pens, chocolates, selection boxes and biscuits to Dryden Ward in December 2018.
Northampton Hope Centre works to relieve poverty and tackle the causes of homelessness in Northampton, by giving people a hand up, not a hand out.	Our Northampton office donated £300 in January 2019 purchasing ground sheets, hand/foot warmers and chocolates for the Hope Centre's Big Sleepout in Abington Park. In March 2019 bric a bac items were donated to the charity's pop-up shop. Easter eggs were also donated by staff.
Northampton Sailability offers facilities for people with disabilities to enjoy a wide variety of sailing activities around Pitsford reservoir.	Our Northampton office selected Northampton Sailability as its charity partner in August 2018, raising and donating £778.94.
Northampton Association of Youth Clubs.	Our Northampton office donated £500 in February 2019 to support five young people in its emerging young leaders programme.
Northamptonshire Association for the Blind provides advice, support and products to help visually impaired people live life to the full.	Our Northampton office donated £500 November 2018 towards a Christmas shopping trip for visually impaired clients and their carers as well as a bowling trip over Easter for young people.
Northamptonshire County Council.	Our Northampton office donated £465 on teenage toiletries, gifts, advent calendars and vouchers (via the Christmas Bauble Appeal). In March 2019 the office donated 300 Easter Eggs.
Northamptonshire Law Society.	Shoosmiths sponsored £400 for the Northamptonshire Law Society Community Award at its annual awards dinner in March 2019.
Northants Street Angels is a collective of like-minded people offering a helping hand to those homeless and less fortunate in the Northampton area. Supporters help by collecting donations	Our Northampton office donated £1,002 in September 2018 to purchase sleeping bags.

from the public and redistributing them to those in need.	
On Your Feet Britain Challenge unites workers across Britain to participate in a variety of fun and simple activities to #SitLess and #MoveMore.	A four-week cross office steps challenge was launched 'On Your Feet Britain' day 26 April 2019.
Operation Orphan work with vulnerable children across the world.	Our Nottingham office donated circa 30 selection boxes in November 2018 to support the efforts of Harper Recruitments, (one of our recruitment agency providers) who were aiming to collect 2,500 boxes for children in the care system across Nottingham.
Pennies from Heaven is a charity that provides a coin collection scheme enabling employees to donate to charity.	Shoosmiths joined the scheme in June 2007. Gold award received for eighth consecutive year in 2018. Colleagues donated £3,138.06 during 2018/2019 to 11 charities namely Improving Lives, Little Hearts Matter, MACs NI, Martin House, Northampton and District Mind, No5, ReachOut, Ride High, Scottish Association for Mental Health, Solent Mind and Young Minds.
The Puzzle Centre charity promotes and delivers early intervention for young people with autism or communication difficulties. It provides training and outreach to families and practitioners throughout the UK.	Our Milton Keynes office made a £250 donation in July 2018 as one of two charities voted for as a potential 2018/2019 charity partner.
Rainbow Children's Hospice is the East Midlands' only hospice for children and young people, where life limited children and their families can find care and support.	Our Northampton office donated £500 and 70 bags of donated items during February 2019.
ReachOut is a mentoring charity working with young people in disadvantaged communities to raise aspirations and help them grow in character and attainment.	Our London office selected ReachOut as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2017/2019 raising and donating £2,943.62 in 2018/2019.
Ride High charity gives children the opportunity to ride horses, building their self-esteem and confidence and improving their future prospects.	Our Milton Keynes office selected Ride High as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2018/2019 raising and donating £6,718.64. Other activities included a volunteering day in October 2018, donating arts and crafts and gardening materials in December 2018 and April 2019, and donating 28 Easter eggs in April 2019.
Royal British Legion Duston Branch is part of a national network that supports our Armed Forces community.	Our Northampton office donated £250 to support the charity's annual fundraising dinner in October 2018.
Royal Derngate Theatre, Northampton.	Shoosmiths sponsored £750 to support a souvenir programme for the Heroes for Peace concert at the Royal Derngate to celebrate Heroes of Northamptonshire exactly 100 years after the end of WWI.

Royal Society for the Prevention of Cruelty to Animals works to prevent cruelty, promote kindness to and alleviate suffering of all animals.	Our Solent office donated £100 in April 2019.
The Royal Society for the Protection of Birds is the country's largest nature conservation charity, inspiring everyone to give nature a home and secure a healthy environment for wildlife.	Our Solent office donated £100 in April 2019.
St. Basils charity works with young people to enable them to find and keep a home, to develop their confidence, skills and opportunities and to prevent homelessness.	Birmingham colleagues donated items such as toothpaste, soap, deodorants, socks, nightwear and bed sheets in November 2018.
Save the Children supports children to learn, grow and become who they want to be.	Our Milton Keynes office supported Christmas jumper day 13 December 2018 raising £76.05.
Scottish Association for Mental Health (SAMH) works with adults and young people providing mental health social care support, services in primary care, schools and further education for instance.	Our Edinburgh office selected SAMH as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2018/2019 raising and donating £5,186.20. In March 2019 SAMH visited the office to raise awareness about its work across Scotland and to discuss mental health at work. The session focused on individual wellbeing, exploring why we all have mental health and how we can look after it, as well as tackling stigmas and ways to improve mental health.
The Second Chance Society gives a second chance to homeless and other struggling men and women by providing moral encouragement and removing material barriers to self-sufficiency.	Our Solent office donated £100 in April 2019.
Shine Development Concept social enterprise is a Community Interest Company which brings help to people going through difficult times in Northampton especially in situations where children and young people are involved.	Our Northampton office donated £200 to support its foodbank in June 2018. Staff also donated items.
The Silverlining charity offers opportunities for all those affected by brain injury (Silverliners) to get involved in exciting and purposeful activities in the community. Service users include brain injured as well as their family members and friends.	Shoosmiths is involved with the West Midlands branch co-ordinating events and meetings.
Singing4Breathing is a singing group set up to help people diagnosed with Chronic Obstructive Pulmonary Disease (COPD). COPD causes long-term damage to the lungs and people with the condition often experience chronic breathlessness.	Our Northampton office selected Singing4Breathing as its charity partner in April 2019 including sponsoring 'an evening with Singing4Breathing' concert. The office raised and donated £1,911.02 helping Singing4Breathing to raise £4,011.82.
St. Wilfred's Hospice cares for and supports people who are in the last phase of their lives.	Our Solent office donated £100 in April 2019.

<p>Smart Works, Reading is dedicated to helping vulnerable women get back into work by providing one-to-one interview preparation and an interview dressing service. Should they be successful at interview, Smart Works then supports these women throughout the first few months of employment by providing work appropriate clothing and advice on general work conduct and etiquette.</p>	<p>Our Thames Valley office donated clothing and accessories in June 2018.</p>
<p>The Social Mobility Foundation aims to make a practical improvement in social mobility for young people from low-income backgrounds.</p>	<p>The Social Mobility Foundation publishes the annual Social Mobility Index. The index ranks employers on the actions taken to ensure they are open to accessing and progressing talent from all backgrounds and showcases progress towards social mobility. Shoosmiths completed the index for the second consecutive year and was ranked 63 out of 106 participating firms.</p>
<p>Solent Mind provides a wide range of high quality services to support people with mental health problems across the Southern region.</p>	<p>Our Solent office selected Solent Mind as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2018/2019, raising and donating £8,271.34. Other activities included the charity organising Dementia Friends training in January 2019. The training focused on learning more about dementia, how it affects people, and the small ways one may be able to help, both in a professional and personal capacity.</p>
<p>Support U charity is a resource service for those needing help with lesbian, gay, bisexual and transgender issues, based in the Thames Valley.</p>	<p>Our Thames Valley office donated £150 in December 2018.</p>
<p>Talk, Listen, Change charity offers a range of services from counselling to family mediation, parenting support and domestic violence prevention.</p>	<p>In July 2018 our Manchester office hosted a 10- year celebration event for the charity to mark 10 years of service delivery of the Bridging to Change Domestic Violence Programme. The service helps men and women who have been violent or abusive in their intimate relationships to change their behaviour, whilst offering their partners/ex partners and children support. The event also marked the launch of the programme in Salford.</p>
<p>Time to Talk Day aims to get as many people as possible talking about mental health and is led by Mind and Rethink Mental Illness.</p>	<p>Time to Talk Day 7 February 2019 was marked across Shoosmiths. Our network of mental health and wellbeing champions sent office wide emails encouraging colleagues to take the time to talk, either by asking a colleague how they were or telling a colleague how they felt. The champions also organised 'tea and talk' drop in sessions.</p>
<p>Trussell Trust has a network of over 420 food banks operating out of more than 1,200 centres across the UK. The charity provides a minimum of three days' emergency food and support to people experiencing crisis.</p>	<p>In December 2018 our Edinburgh office donated four boxes of food to the Edinburgh SW food bank based at the Salvation Army on Gorgie Road.</p>
<p>The UK Stakeholders for Sustainable Development (UKSSD) provides a space to</p>	<p>Shoosmiths became a partner in July 2017.</p>

mobilise organisations so they can play their part to create a sustainable UK.	
The UN Global Compact is a voluntary initiative based on Chief Executive Officer commitments to implement universal principles on human rights, labour, environment and anti-corruption and to undertake actions that advance societal goals.	Shoosmiths joined 27 January 2016, is a signatory, has produced three annual Communications on Progress and is a member of the UK Network and three working groups on modern slavery, SDGs reporting and diversity and inclusion.
Warwickshire, Northamptonshire, Derbyshire, Leicestershire and Rutland Air Ambulance Service.	Our Northampton office raised £397 in July 2018.
Widowed and Young is the only charity in the UK for people aged 50 or under when their partner died. It's a peer-to-peer support group operating with a network of volunteers who have been bereaved at a young age themselves.	Our Solent office donated £100 in April 2019.
Women's International Networking 2018 Conference celebrated the marking of 100 years of suffrage for women in the UK with the theme 'Realising Your Power and Leading Change – Differently.'	Shoosmiths was a speaker and sponsor of the event 7 June 2018.
The Woodland Trust plants trees and protects woods to create havens for wildlife all over the UK.	Shoosmiths donated £17,825 in October 2018 to support the Trust's planting of new native woodland at Langley Vale Wood in Epsom, Surrey. Approximately 750 trees (one acre) were planted which will have the capacity to absorb approximately 160 tonnes of carbon over 50 years, rising to 200 tonnes after a century. Langley Vale is part of the Trust's Centenary Woods project which has created a living legacy to all of those affected by the First World War.
WWF UK is a charity that aims to stop the degradation of the planet's natural environment.	Our offices supported the Earth Hour campaign on Saturday 30 March 2018 by switching off unnecessary lights, highlighting the impact climate change has and asking staff to suggest actions Shoosmiths could focus on.
Wythenshawe Hospital is the home of Prevent Breast Cancer and Europe's only Breast Cancer Prevention Centre, which opened in 2007. Manchester's Breast Cancer Network, a group of clinicians and researchers from a multiple of different disciplines, are leading the fight into understanding the causes of the disease.	In November 2018 our Manchester office hosted an event to meet the man behind this research, Professor Gareth Evans.
Young Minds is leading the fight for a future where all young minds are supported and empowered whatever the challenges.	Our Manchester office selected Young Minds as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2018/2019 raising and donating £8,638.17.