

Shoosmiths LLP

Environmental, Social and Governance Report 2020/2021

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Introduction

Welcome to our 10th annual report now renamed the Environmental, Social and Governance (formerly Corporate Responsibility (CR) Report), which details five appendices. The report relates to the financial year beginning 1 May 2020 and ending 30 April 2021 and explains our plans for 2021/2022.

Shoosmiths' approach to ESG is not new – it has been a key part of our culture, values and business planning for many years during which we have been focused on ensuring our business and our people produce an overall positive impact on society. Our ESG aspiration is to be the leading law firm in the UK famous for its positive contribution to society. This remains a key and exciting focus for everyone at Shoosmiths and through that we continue to help our clients, contacts and communities so we can all do more to create a better world. We have been reporting on our work in this vital area since our 2011/2012 CR report. Our first Impact Report was published in July 2021.

This report includes details on the accountability and management of ESG matters and 79 ESG metrics. The report should be read in conjunction with our 2022 United Nations Global Compact Communication on Progress Report which provides the detail behind our ESG approach, our progress, and plans.



Simon Boss
Chief Executive Officer



Peter Duff
Chairperson



About Shoosmiths

Shoosmiths LLP is a UK law firm with 13 locations across the United Kingdom. At 30 April 2021, we had 221 partners and partner equivalents and 1,731 employees. We are located in England, Scotland and Northern Ireland, namely Belfast, Birmingham, Edinburgh, Glasgow, Leeds, London, Manchester, Milton Keynes, Northampton, Nottingham, Sheffield, Solent and Thames Valley.

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

We operate across four business units:

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

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

The firm is involved with a number of organisations including a participant in the United Nations Global Compact, a signatory to the Legal Sustainability Alliance, a corporate member of Business in the Community and a supporter of the Terra Carta. Full details are provided in appendix 5.

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>

<https://www.shoosmiths.co.uk/our-responsibility/corporate-responsibility-reports-and-policies/impact-report-2021>

Find out about our Shoosmiths Foundation:

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

Stay in touch with our latest ESG 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: Accountability and management of ESG

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

Board

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

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

Carbon Net Zero Working Group

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

Client Forum

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

Community Investment Programme Committees (local)

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

Compliance and Risk Officers Committee

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

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



Employee Forum

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

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

Environment, Health and Safety Committee (national)

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

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

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

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

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

Executive Compliance Committee (EXCO)

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

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

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

Finance and Audit Committee

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

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

Heads of Office Forum

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

International Board

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

National Estates Management Meeting

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

Operations Executive

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

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





Partnership Council

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

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

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

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

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

Programme Board

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

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

Regulatory Committee

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

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



Remuneration Committee

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

Sector Heads Committee

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

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

Shadow Board

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

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

Shoosmiths Foundation Grants Committee

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

Strategy Committee

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

Employee Networks

Balance Network

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

CR Champions Network

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

Embrace Network

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

Environment Champions Network

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

Mental Health and Wellbeing Champions Network

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

Pro Bono Champions Network

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

Proud Network

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



Appendix 2: Progress against targets

2020/2021 Targets

In line with our 2019/2022 business plan, we set 22 targets (7 marketplace, 8 workplace, 2 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 18 targets with four targets where we need to continue to focus attention.

Key:	– achieved	– in progress	– not achieved
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Objectives and targets	Performance and status	
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.		
	Review Shoosmiths' main strategic focus areas to ensure we are advancing the responsible business agenda through our business development programme.	See page 44 of our 2022 UN Global Compact Report. See also our Insights and Articles and our Events and Webinars .
	Engage with our 1st tier estates suppliers to highlight our CR policies and reporting and identify collaborative opportunities for environmental improvement during 2019/2020.	See pages 36-40 of our 2022 UN Global Compact Report.
	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	See our 2021 Modern Slavery Statement .
	Standardise procurement policies and procedures across the business that are aligned with Shoosmiths' responsible supply chain management requirements.	See our 2021 Modern Slavery Statement .
	Continue to increase understanding of potential modern slavery and human trafficking risk areas perceived by our priority suppliers within their supply chains. To include an on-site assessment of one of our key suppliers.	See our 2021 Modern Slavery Statement .
	Continue to explore opportunities for collaboration within the business sector and with third sector organisations involved in mitigating and preventing slavery and trafficking within the UK.	See our 2021 Modern Slavery Statement .

Objectives and targets	Performance and status
	<p>Continue to raise awareness amongst stakeholders about the prevention of slavery and trafficking.</p> <p>See our 2021 Modern Slavery Statement.</p> <p style="text-align: right;">✓</p>
<p>Objective Delivering an innovative and market differentiated employee 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>Achieved via mandatory training courses and provision of training resources to aid staff personal development.</p> <p style="text-align: right;">✓</p>
	<p>Move more Environmental Health and safety training to an e-learning platform</p> <p>E-learning new starter induction (to include video tour) and refresher EHS training to be completed by June 2022.</p> <p style="text-align: right;">IP</p>
	<p>Increase the number of advocacy, advisory or pro bono opportunities available to our employees within community organisations; particularly those which consider environment, diversity, inclusion and mental health and wellbeing.</p> <p>See pages 18-22 of our 2022 UN Global Compact Report.</p> <p style="text-align: right;">✓</p>
	<p>Progress integration of environmental management into an improved health and safety management system.</p> <p>Engagement of a new Environment Health and Safety consultant to work with us to redesign our guidance was delayed during 2019/2020 due to the COVID-19 crisis.</p> <p style="text-align: right;">IP</p>
	<p>Build on our mental health and wellbeing efforts. Work closely with internal communications, leadership, managers, and mental health and wellbeing champions, to ensure signposting and support is disseminated to employees across the organisation and promotes wellbeing to all.</p> <p>See page 18 of our 2022 UN Global Compact Report</p> <p style="text-align: right;">✓</p>
	<p>Publish our Social Mobility Plan and develop Key Performance Indicators for the localised recommendations through which we aim to advance social mobility prospects across the UK.</p> <p>See our Social Mobility Action Plan published October 2020.</p> <p>Through our participation in both the Social Mobility Pledge and the Purpose Coalition we have helped shape cross-sector 'Levelling Up Goals.' In February 2021, our CEO participated in the launch of these, and we now intend to primarily report on our social mobility progress and performance through that framework.</p> <p style="text-align: right;">IP</p>
	<p>Continue to support our employee-led networks in their activities and promote inclusion more widely; identify ways in which we can make further progress towards reduced inequalities by emphasising inclusion.</p> <p>See pages 15-17 of our 2022 UN Global Compact Report.</p> <p style="text-align: right;">✓</p>

Objectives and targets		Performance and status	
	Formalise our longer-term diversity and inclusion ambitions by April 2021; producing more in-depth representation and progression data and liaising with external benchmarking organisations as appropriate.	See pages 15-17 of our 2022 UN Global Compact Report.	
Objective Demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services.			
	Shoosmiths' operations to become carbon net zero by 2025 with annual reporting on progress.	See pages 37-39 of our 2022 UN Global Compact Report.	
	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 remote site audits undertaken at our Birmingham, Solent, and Thames Valley offices.	
Objective Building and maintaining enduring community relationships that achieve positive impacts for the organisations we work with.			
	Progress the establishment of the Shoosmiths Foundation for implementation from May 2021.	Priorities and budget agreed and first calls for grant applications will be announced in June 2021. See Shoosmiths Foundation details here .	
	Each office to support a local charity partner during 2020/2021 and to identify ways to financially support local Covid-19 related charity activities.	See appendix 5 page 26.	
	Consider potential for expanding formal pro bono services provided by legal advisors.	See pages 18-22 of our 2022 UN Global Compact Report.	
	Report on impacts of pro bono services provided by legal advisors.	See pages 18-22 of our 2022 UN Global Compact Report.	
	Explore opportunities to collaborate with third-sector organisations addressing one or more of the 2030 SDGs in the UK.	See appendix 5 page 26.	

2021/2022 Targets

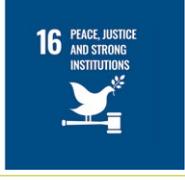
In line with our 2019/2022 business plan, we have set 24 targets (6 marketplace, 10 workplace, 3 environment, and 5 community). We have indicated where these align with the United Nations SDGs.



Key: – achieved – in progress – not achieved

Targets	Related SDGs
<p>Objective</p> <p>Working collaboratively in the marketplace with our clients and suppliers to evidence best ESG practice aligned with our vision to be the leading law firm in the UK famous for its client experience.</p>	
<p>To engage with our clients to identify areas where our collaboration will deliver maximum impact on both our and their ESG related objectives.</p>	<div style="background-color: #1a3d54; color: white; padding: 10px; text-align: center;"> <p>17 PARTNERSHIPS FOR THE GOALS</p>  </div>
<p>Launch online supplier database and onboarding system which will include the modern slavery questions previously asked of priority suppliers by individual directorates and divisions.</p>	<div style="background-color: #1a3d54; color: white; padding: 10px; text-align: center;"> <p>17 PARTNERSHIPS FOR THE GOALS</p>  </div>
<p>Continue to offer modern slavery e-learning training to suppliers as a way of increasing supplier understanding and potential for collaboration in order to increase understanding of potential risk areas perceived by our priority suppliers within their supply chains.</p>	<div style="background-color: #e31a1c; color: white; padding: 10px; text-align: center;"> <p>5 GENDER EQUALITY</p>  </div>
<p>Through our travel management provider, develop a preferred hotel listing which ensures all properties recommended for Shoosmiths are provided by the Hotel Booking Agents Association members and that the members adhere to HBAA's Terms of Ethics which can be viewed at: https://www.hbaa.org.uk/community/our-terms-ethics</p>	<div style="background-color: #c49a3d; color: white; padding: 10px; text-align: center;"> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  </div>
<p>Continue to explore opportunities for collaboration within the business sector and with third sector organisations involved in mitigating and preventing slavery and trafficking within the UK.</p>	<div style="background-color: #e31a1c; color: white; padding: 10px; text-align: center;"> <p>5 GENDER EQUALITY</p>  </div>
<p>Continue to raise awareness amongst stakeholders about the prevention of slavery and trafficking.</p>	<div style="background-color: #e31a1c; color: white; padding: 10px; text-align: center;"> <p>5 GENDER EQUALITY</p>  </div>

Targets	Related SDGs
<p>Objective Delivering an innovative and market differentiated employee value proposition based upon the firm's values and the Shoosmiths Way.</p>	
<p>Create new e-learning modules for Environmental Health and Safety training.</p>	
<p>Increase the number of advocacy, advisory, or pro bono opportunities available to our employees within community organisations; particularly those which consider environment, diversity, inclusion, and mental health and wellbeing.</p>	
<p>Progress integration of environmental management into existing health and safety management system to mirror ISO 45001 and ISO 14001.</p>	
<p>Formalise a new mental health framework which builds on our learnings from the Time to Change Pledge.</p>	
<p>Publish annual progress report against Social Mobility Action Plan and continue with the development of the link between the action plan and the levelling up goals.</p>	
<p>Increase the number of clients and external partners engaged in our Social Mobility Action Plan.</p>	
<p>Completion of ethnic diversity benchmarking in 2021/2022, which will improve our diversity data analysis capability and contribute to next steps in our strategy.</p>	
<p>Continue to prioritise diverse career progression. Facilitate a 3rd cohort of the High Performing Women programme (to commence end of 2021) and initiate a pilot aimed at increasing ethnic diversity in senior positions.</p>	
<p>Continue to raise awareness through guidance, videos, and face to face training about ethical behaviours with an increased focus on hospitality. Revise and update guidance on hospitality so employees understand the potential areas of risk. Update training to ensure it is relevant and ensure mandatory training is completed.</p>	
<p>Update the bribery risk assessment. Require all employees to make an annual declaration about compliance with the anti-bribery and corruption policy and the gifts and hospitality policy. Ensure updates and notification changes are clearly communicated.</p>	

Targets	Related SDGs
<p>Objective Demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services.</p>	
<p>Shoosmiths' operations (scopes 1 and 2 emissions) to become carbon net zero by 2025 with annual reporting on progress.</p>	 
<p>Commit to set science-based emissions reduction targets across the entire value chain that are consistent with keeping global warming to 1.5°C above pre-industrial levels. Submit proposed targets to the Science Based Targets initiative (SBTi) for validation.</p>	 
<p>Use a third-party supplier to conduct three remote site audits to assess legislative and best practice compliance, identifying opportunities for improvement.</p>	
<p>Objective Building and maintaining enduring community relationships that achieve positive impacts for the organisations we work with.</p>	
<p>Report on impacts achieved by charities that have been awarded Shoosmiths Foundation grants.</p>	
<p>Each office to support a local charity partner during 2021/2022 and to identify ways to financially support local Covid-19 related charity activities.</p>	
<p>Consider potential for expanding formal pro bono services provision by supporting appropriate schemes.</p>	 
<p>Report on impacts of pro bono services provided by legal advisors.</p>	
<p>Explore opportunities to collaborate with third-sector organisations, addressing one or more of the 2030 SDGs in the UK.</p>	



Appendix 3: ESG performance data

Our year in numbers

Indicator	Unit	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
Marketplace									
Revenue ¹	£ m	£93m	£102.6m	£107m	£116.7m	£128.5m	£137.6m	£154.2m	£167.9m
Profit ¹	£ m	£12.2m	£16.8m	£25.1m	£29.3m	£35.8m	£37.9m	£42.2m	£55.4m
Profit per equity partner (PEP)	£k	£290k	£416k	£365k	£366k	£434k	£441k	£465k	£658k
Workplace									
Total employees ²	No.	1,427 (fte. 1,325.6)	1,445 (fte. 1,329)	1,509 (fte. 1,388)	1,599 (fte. 1,491.8)	1,613 (fte. 1,507.7)	1,685 (fte. 1,579.5)	1,806 (fte. 1,681.6)	1,731 (fte. 1,628.1)
Total partners and partner equivalents ²	No.	136	143	142	185	187	201	206	221
Full-time employees ²	No.	1,129	1,119	1,162	1,262	1,282	1,359	1,385	1,387
Part-time employees ²	No.	298	326	347	337	331	326	421	344
Promotions									
Number of promotions	No.	77	108	142	108	124	158	169	135
Promotions at each grade³									
Equity Partner	No.	2	3	5	7	9	10	13	8
Salaried Partner	No.	6	4	3	0	1	0	0	1
Legal Director	No.						5	2	6
Principal Associate (formerly Senior Associate)	No.	16	11	15	13	13	18	21	15
Senior Associate (formerly Associate)	No.	17	20	23	22	8	26	29	34
Associate (formerly Solicitor)	No.	11	15	12	9	5	12	17	22
Non-qualified Legal Advisor/Support total	No.	25	55	84	57	88	92	89	49
Non-qualified Legal Advisor	No.								37
Support	No.								12
Gender balance									
Male employees	%	30.12	29.80	30.9	32.9	32.4	32.3	31.7	31.96
Female employees	%	69.88	70.20	69.1	67.1	67.6	67.7	68.3	68.04



Indicator	Unit	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
Disability									
Disabled employees	%	1.62	2.12	2.2	3.0	8.6	2.5	2.4	2.29
Not disabled ⁴	%	0.15	0.08	7.9	13.2	0.8	0.1	0.1	0.06
Not reported ⁴	%	98.23	97.8	89.9	83.8	90.6	97.4	97.5	97.65
Ethnicity									
White/European	%	88.07	88.29	86.9	85.7	76.5	83	82.6	84.02
African Caribbean	%	1.03	0.81	1.0	1.25	0.8	0.9	0.9	1.09
African	%	0.74	0.66	0.7	0.75	0.7	1.1	0.9	1.03
Asian	%	5.52	5.86	6.8	6.56	6.5	8.4	8.7	7.73
Chinese	%	0.44	0.44	0.4	0.43	0.4	0.1	0.2	0.57
Other	%	2.43	2.20	2.1	2.5	5.8	2.5	2.8	2.35
Unknown or not reported	%	1.77	1.74	2.1	2.81	9.3	4	3.9	3.21
Sexual orientation									
Heterosexual	%	74.15	76.71	78.9	81.7	81.9	82.4	82.3	84.08
Lesbian, gay, or bisexual	%	1.55	1.54	1.9	2.4	2.7	3.6	3.9	4.18
Unknown or not reported	%	24.30	21.75	19.2	15.9	15.4	14.0	13.8	11.74
Age									
Under 25	%	14.95	16.15	17.8	17.1	16.3	20.1	18.1	15.75
26-30	%	16.79	17.33	16.4	16.8	17.6	17.0	16.6	16.15
31-35	%	18.63	16.86	15.2	13.6	13.5	13.2	14.9	15.98
36-40	%	13.62	13.54	10.5	13.8	13.1	13.0	12.6	11.4
41-45	%	11.12	11.33	13.7	11.6	12.0	11.4	11.6	12.26
46-50	%	10.31	10.04	10.7	10.5	10.2	9.2	9.2	10.54
51-55	%	6.41	6.75	7.6	8.2	8.3	8.0	8.4	9.45
56-60	%	4.49	4.70	4.8	5.1	5.8	5.3	5.3	5.38
61-65	%	2.87	2.46	2.3	2.3	2.3	1.9	2.5	2.46
66-70	%	0.74	0.77	0.7	0.8	0.8	0.7	0.6	0.46
71+	%	0.07	0.07	0.3	0.2	0.1	0.2	0.2	0.17
Religion/belief									
Buddhist	%	0	0	0	0	0	0.1	0.1	0.06
Christian	%	41.02	43.12	40.7	37.9	14.7	33.9	34.8	35.74
Hindu	%	1.70	1.61	1.6	1.8	0.2	2	2.2	1.95
Jewish	%	0.29	0.15	0.3	0.4	0.1	0.4	0.4	0.57
Muslim	%	1.84	2.12	2.7	2.5	0.4	2.9	3.0	3.09
Sikh	%	1.10	1.46	1.8	1.5	0.3	2.1	2.0	2.0



Indicator	Unit	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
No religion	%	14.21	14.50	15.8	18.8	4.2	19.3	26.5	28.75
Other	%	0	0.07	0.1	1.5	0.2	4.4	0.1	0.06
Unknown or not reported	%	39.84	36.97	37	35.6	79.9	34.9	30.9	27.78
Highest level of parental qualification ⁵									
No formal qualifications	%							4.8	10.82
Qualifications below degree level	%							13.8	26.06
At least one has a degree level qualification	%							10.9	22.05
Other	%							0.2	0.34
Not applicable	%							0.3	0.4
Don't know/not reported	%							70.0	40.33
Socio-economic background: school									
Fee-paying school	%	0.74	2.71	2	2.8	2.7	2.5	4.4	8.59
State school	%	2.06	10.15	8.8	11.7	12.2	15.6	26.7	53.72
Unknown or not reported	%	97.2	87.14	89.2	85.5	85.1	81.9	68.9	37.69
Health and safety									
RIDDOR injuries or incidents ⁶	No.	2	2	0	0	0	0	1	1
Environment									
Scope 1 emissions ⁷								93	60
Scope 2 emissions (Location-based) ⁷								689	563
Scope 2 emissions (Market-based) ⁷								240	227
Scope 3 ⁷								5,449	3,932
Total Scope 1, Scope 2 (Location-Based), Scope 3 Carbon footprint ⁷	Tonnes CO ₂ e	2,624	2,584	2,318 ⁸	2,194	2,537 ⁹	2,098	6,231	4,555
Total Scope 1, Scope 2 (Market-Based), Scope 3 Carbon footprint ⁷	Tonnes CO ₂ e							5,782	4,218
Carbon footprint per employee (fte) Scope 1, Scope 2 (Location-Based), Scope 3 ⁷	Tonnes CO ₂ e	1.98	1.94	1.67	1.47	1.68 ⁹	1.32	3.79	2.81



Indicator	Unit	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
Carbon footprint per employee (fte) Scope 1, Scope 2 (Market-Based), Scope 3 ⁷	Tonnes CO ₂ e							3.52	2.60
Total electricity consumption	kWh	3,651,678	3,832,440.8	3,644,301	3,922,029 ¹⁰	3,977,688 ¹¹	3,022,387	2,696,634	2,416,504
Renewable electricity consumption ⁷	kWh							2,004,923	1,801,937
Gas consumption	kWh	1,441,788	1,406,089	1,545,638	1,292,630	694,837	532,755	454,821	299,103
General waste generated ¹²	Tonnes	123.33	57.63	96.64	74.76	63.84	33.3	28.84	101.42
General waste recycled	%	39.39	45	87	20.63	15.93	20.8	30.27	N.A.
Confidential waste collected and recycled	Tonnes	47	73.54	154.02	158.13	143.79	144.34	208.01	66.90
Community									
Number of colleague pro bono hours	Hours	919	928	1,176	1,119	1,502	1,634	1,555	2,107
Number of colleague volunteering hours	Hours	1,017	1,210	1,818	2,064	2,182	2,233	3,421	459
Total colleague pro bono and volunteering hours	Hours	1,936	2,138	2,994	3,183	3,684	3,867	4,976	2,566

1 For the year ending 30 April 2021.

2 At 30 April 2021.

3 Review of job titles.

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

5 Our data categories mirror the information requested by the Solicitors Regulation Authority which is subject to change; for previously reported data related to education, please refer to our 2018/2019 CR report.

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

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

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

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

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

11 Electricity consumption data revised at two offices.

12 Number of offices where we directly control waste has been falling year on year with our Northampton and Sheffield offices currently being directly managed. From 2020/2021 onwards data extrapolated for firm total. No supplier data available in 2020/2021 so estimated based on changes in confidential waste 2020/2021 versus 2019/2020.

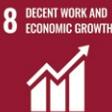
Appendix 4: Shoosmiths' approach to the 2030 global agenda for Sustainable Development

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

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



SDGs and targets	Shoosmiths' approach aligned with advancing SDGs and targets	
 <p>1 NO POVERTY</p>	<p>1.4 By 2030, ensure that all men and women, in particular the poor and vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.</p>	<ul style="list-style-type: none"> • Legal advice provision on a pro bono basis to individuals and organisations unable to afford legal advice. • Partner with local community organisations with staff providing support regarding education, skills-based training and employability skills. • Treat customers fairly and with consideration of vulnerable clients' needs. • Local office fundraising work related charity partnerships in 2021/2022 i.e., Sheffield: Roundabout, Solent: Acts of Kindness (Community) Solent. • Diversity and inclusion strategy. • Benefits provided to staff. • Shoosmiths' supplier code of conduct includes human rights and labour conditions and engagement programme regarding slavery and trafficking. • Target: Consider potential for expanding formal pro bono services provision by supporting appropriate schemes.
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.</p> <p>3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.</p>	<ul style="list-style-type: none"> • Our approach to occupational health, safety, work-life balance and well-being in the workplace. • Driving and vehicle safety awareness briefings and driver training programme. • Local office fundraising health-related charity partnerships in 2021/2022 i.e., Belfast: Aware NI, Birmingham: NSPCC, Leeds: Leeds Mind, Milton Keynes: The Henry Allen Trust, Northampton: Northamptonshire Mind, Nottingham: Improving Lives, Thames Valley: No5. • Target: Progress integration of environmental management into existing health and safety management system to mirror ISO 45001 and ISO 14001. • Target: Formalise a new mental health framework which builds on our learnings from the Time to Change Pledge.
 <p>4 QUALITY EDUCATION</p>	<p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<ul style="list-style-type: none"> • Provision of opportunities that give students access to the corporate environment includes work shadowing placements, supporting school enterprise days, offering CV and interview skills advice, and sharing academic and career path experiences. • Early careers programme. • Donation of used IT equipment to Computer Aid International, a charity that helps disadvantaged communities to access digital equipment that will improve their lives. • Target: Create new e-learning modules for Environmental Health and Safety training.
 <p>5 GENDER EQUALITY</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<ul style="list-style-type: none"> • Legal advice provision on e.g., discrimination, equal pay, equality, and diversity matters. • Our policy, procedures, approach, training and targets in relation to workplace, diversity and inclusion. • Shoosmiths' supplier code of conduct. • Shoosmiths' slavery and human trafficking statement. • Founding signatory of the Law Society's Diversity and Inclusion Charter. • Participant in the United Nations Global Compact Target Gender Equality accelerator programme. • Target: Continue to offer modern slavery e-learning training to suppliers as a way of increasing supplier understanding and potential for collaboration in order to increase understanding of potential risk areas perceived by our priority suppliers within their supply chains. • Target: Continue to explore opportunities for collaboration within the business sector and with third sector organisations involved in mitigating and preventing slavery and trafficking within the UK. • Target: Continue to raise awareness amongst stakeholders about the prevention of slavery and trafficking. • Target: Completion of ethnic diversity benchmarking in 2021/2022, which will improve our diversity data analysis capability and contribute to next steps in our strategy. • Target: Continue to prioritise diverse career progression. Facilitate a 3rd cohort of the High Performing Women programme (to commence end of 2021) and initiate a pilot aimed at increasing ethnic diversity in senior positions.

SDGs and targets	Shoosmiths' approach aligned with advancing SDGs and targets	
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.</p>	<ul style="list-style-type: none"> • Legal advice provision on renewable energy matters. • Carbon net zero policy • Target: Shoosmiths' operations (scopes 1 and 2 emissions) to become carbon net zero by 2025 with annual reporting on progress. • Target: Commit to set science-based emissions reduction targets across the entire value chain that are consistent with keeping global warming to 1.5°C above pre-industrial levels. Submit proposed targets to the Science Based Targets initiative (SBTi) for validation.
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers and, by 2025, end child labour in all its forms.</p> <p>8.8 Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants and those in precarious employment.</p>	<ul style="list-style-type: none"> • Legal advice provision on discrimination, equal pay, equality and diversity matters. • Our workplace policies, procedures and approach and targets in relation to equal opportunities, diversity and inclusion. • United Nations Global Compact participant and member of Network UK Modern Slavery Working Group and Diversity and Inclusion Working Group. • Local office fundraising work related charity partnerships in 2021/2022 i.e., Edinburgh: MCR Pathways, London: The Change Foundation's Street Elite Programme, Manchester: Business in the Community's homelessness project, Nottingham: Improving Lives, Sheffield: Roundabout. • Shoosmiths' supplier code of conduct. • Shoosmiths' slavery and human trafficking statement. • Our occupational health and safety management system including accident data reporting. • Target: Completion of ethnic diversity benchmarking in 2021/2022, which will improve our diversity data analysis capability and contribute to next steps in our strategy. • Target: Continue to prioritise diverse career progression. Facilitate a 3rd cohort of the High Performing Women programme (to commence end of 2021) and initiate a pilot aimed at increasing ethnic diversity in senior positions.
 <p>10 REDUCED INEQUALITIES</p>	<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: Publish annual progress report against Social Mobility Action Plan and continue with the development of the link between the action plan and the levelling up goals. • Target: Increase the number of clients and external partners engaged in our Social Mobility Action Plan. • Target: Completion of ethnic diversity benchmarking in 2021/2022, which will improve our diversity data analysis capability and contribute to next steps in our strategy. • Target: Continue to prioritise diverse career progression. Facilitate a 3rd cohort of the High Performing Women programme (to commence end of 2021) and initiate a pilot aimed at increasing ethnic diversity in senior positions.

SDGs and targets	Shoosmiths' approach aligned with advancing SDGs and targets
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> <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 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources.</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and re-use.</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p>	<ul style="list-style-type: none"> • Legal advice provision on contaminated land, regeneration, remediation strategies and implementation matters. • Policies, procedures and programmes for resource management, energy consumption and waste reduction. • Annual ESG report includes sustainability practices, data and targets. • Target: Through our travel management provider, develop a preferred hotel listing which ensures all properties recommended for Shoosmiths are provided by the Hotel Booking Agents Association members and that the members adhere to HBAA's Terms of Ethics which can be viewed at: https://www.hbaa.org.uk/community/our-terms-ethics • Target: Use a third-party supplier to conduct three remote site audits to assess legislative and best practice compliance, identifying opportunities for improvement.
 <p>13 CLIMATE ACTION</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<ul style="list-style-type: none"> • Legal advice provision on climate change related matters. • Carbon net zero policy • Target: Shoosmiths' operations (scopes 1 and 2 emissions) to become carbon net zero by 2025 with annual reporting on progress. • Target: Commit to set science-based emissions reduction targets across the entire value chain that are consistent with keeping global warming to 1.5°C above pre-industrial levels. Submit proposed targets to the Science Based Targets initiative (SBTi) for validation.
 <p>15 LIFE ON LAND</p> <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.

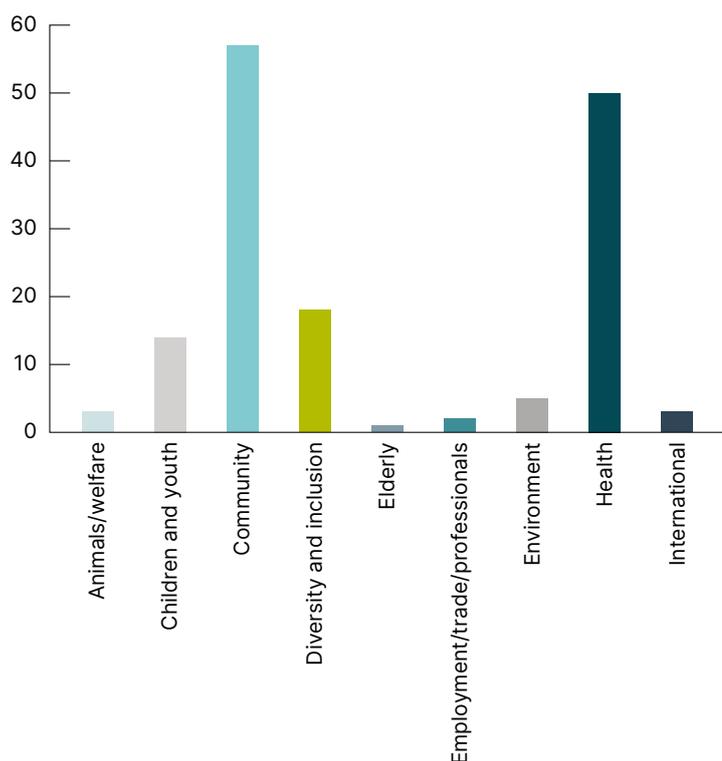
SDGs and targets	Shoosmiths' approach aligned with advancing SDGs and targets
<div data-bbox="114 443 231 555" style="background-color: #003366; color: white; padding: 5px;"> <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>  </div> <p>16.2 End abuse, exploitation, trafficking and all forms of violence 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: Continue to raise awareness through guidance, videos, and face to face training about ethical behaviours with an increased focus on hospitality. Revise and update guidance on hospitality so employees understand the potential areas of risk. Update training to ensure it is relevant and ensure mandatory training is completed • Target: Update the bribery risk assessment. Require all employees to make an annual declaration about compliance with the anti-bribery and corruption policy and the gifts and hospitality policy. Ensure updates and notification changes are clearly communicated. • Target: Consider potential for expanding formal pro bono services provision by supporting appropriate schemes. • Target: Report on impacts of pro bono services provided by legal advisors.
<div data-bbox="114 1032 231 1144" style="background-color: #003366; color: white; padding: 5px;"> <p>17 PARTNERSHIPS FOR THE GOALS</p>  </div> <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: To engage with our clients to identify areas where our collaboration will deliver maximum impact on both our and their ESG related objectives. • Target: Launch online supplier database and onboarding system which will include the modern slavery questions previously asked of priority suppliers by individual directorates and divisions. • Target: Increase the number of advocacy, advisory or pro bono opportunities available to our employees within community organisations; particularly those which consider environment, diversity, inclusion and mental health and wellbeing. • Target: Report on impacts achieved by charities that have been awarded Shoosmiths Foundation grants. • Target: Each office to support a local charity partner during 2021/2022 and to identify ways to financially support local Covid-19 related charity activities. • Target: Explore opportunities to collaborate with third-sector organisations, addressing one or more of the 2030 SDGs in the UK.

Appendix 5:

Organisations and programmes supported by Shoosmiths 2020/2021

103 organisations supported via national or office fundraising donations, volunteering, sponsorship, partnerships or in-kind support during 2020/2021. £178,246.96 raised and donated to 103 organisations through office level staff fundraising and firm donations.

Range of organisations supported nationally/locally 2020/2021 by theme



Organisation	Outcome
46 th Overstone Scouts Group.	In November 2020, our Northampton office donated £100 prizes towards a virtual quiz fundraising event.
#10,000 Black Interns is a national initiative which aims to attract diverse talent and address under-representation across sectors such as law, investment management, insurance, education, and accountancy. A full list of participants and sectors is on the website .	In December 2020, Shoosmiths committed to this initiative with the application process to open in late 2021.
Access Generation is a social enterprise that encourages organisations to employ inexperienced young people, increasing opportunities for young people when youth unemployment is reaching new highs by helping businesses become more visible and attractive to them.	In November 2020, stationery and folders were donated.
Acorn Children's Hospice provides specialist palliative care.	Our Birmingham office donated £240 in December 2020, to support the Walsall Hospice.



Action for A-T funds medical research to speed up the process of identifying a cure for Ataxia Telangiectasia (A-T) or treatments that delay or prevent the disabling effects of this devastating childhood condition.	In April 2021, our Solent office donated £147.50.
Acts of Kindness (Community) Solent aims to help the local community in whatever way it can, it can help those facing an immediate crisis, is on hand to help people improve their lives and loves community projects where it can really make a difference. It's all about little acts of kindness.	In December 2020, our Solent office donated £1,000.
Age UK Milton Keynes works with and for older people to make a real and positive difference that contributes to their wellbeing and quality of life.	In December 2020, our Milton Keynes office donated £825.
Alfie's Wish supports children with cancer and their families by funding days out to help make special memories.	In January 2021, our Solent office donated £40.
Animals in Need, Irchester is dedicated to rescuing sick, injured, and distressed animals, and rehabilitating them until they can be released or re-homed.	In February 2021, our Northampton office donated £536.
Arthur Kennedy Trust supports LGBTQ+ young people aged 16-25 who are facing or experiencing homelessness or living in a hostile environment.	In March 2021, £300 was donated following a LGBTQ+ History Month staff competition.
Ashiana Network provides support to women, particularly but not exclusively of Asian origin who have been victims of violence, including those who have suffered or are likely to suffer physical, emotional, sexual abuse or harm.	In April 2021, our London office donated £1,700.
The Aspiring Solicitors Foundation is a charity that helps aspiring solicitors from socially mobile backgrounds fulfil their ambition of a career in the legal profession by providing financial assistance to those who need it.	£1,000 was donated in January 2021. These funds were used by the charity to fund a laptop for one of the applicants and textbooks for another applicant as well as supporting its administration costs.
ATD Partners are experts in leadership coaching, women's development, and diversity.	We ran the second cohort of High Performing Women during the year, with a further eight women participating from our legal divisions.
Autism Hampshire provides information, advice and guidance for adults, young people and children on the autism spectrum, and their parents, carers, and professionals.	In August 2020, our Solent office donated £200. In December 2020, our Solent office donated a further £200.
Aware NI is the depression charity for Northern Ireland and the only charity working exclusively for people with depression and bipolar disorder.	Our Belfast office selected Aware NI as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2020/2021 raising and donating £5,186.86.
BacZac His Legacy supports young adults diagnosed with cancer.	In February 2021, our Northampton office donated £536.
Back On Track is a Manchester charity that enables disadvantaged adults to make lasting, positive changes in their lives. Its learning centre in central Manchester offers a range of support and activities including training courses, one to one guidance and work experience.	In April 2021, our Manchester office donated £1,430.
Back Up the national spinal cord injury charity delivers life changing programmes which support people affected by spinal cord injury to live confidently and independently.	Launched on 1 March 2021, National Wheelchair Day, Shoosmiths Serious Injury sponsored Back Up's Heels for Wheels campaign. The campaign which raised over £28,000 saw dozens of celebrities and people of influence from the worlds of fashion, sport and entertainment – including Kylie Minogue, Nick Jonas and Judi Dench – donating their footwear for the cause.
Barnardo's helps bring out the best in children – no matter who they are or what they have been through.	In October 2020, Our Edinburgh office donated £1,000 to Barnardo's Coronavirus Appeal.



Birmingham Children's Hospital is a leading UK specialist paediatric centre.	In September 2020, £100 was donated. During the pandemic the Birmingham office car park was opened to NHS staff.
Birmingham Children's Trust exists to make a positive difference for children, young people and families in the city.	During the pandemic, staff volunteered by dropping off food parcels in and around Birmingham for families facing financial difficulty. In July 2020, Shoosmiths joined other organisations in a life-skills event for young people aged 15+. The webinar was hosted by Evolve Social Impact in partnership with the Birmingham Children's Trust.
Birmingham Methodist District's Adavu Project supports adult survivors of modern slavery in the West Midlands, which has the second highest rate of referrals (after London) for victims of modern slavery.	In December 2020, our Birmingham office donated £1,250 which the charity used to buy emergency bus travel and vouchers for clients to buy fresh fruit and vegetables.
Black Country Food Bank helps vulnerable individuals and families in crisis through the provision of three days' emergency food supplies while a longer-term solution is developed.	In May 2020, a £150 donation was made.
Black Country Women's Aid charity supports survivors of domestic abuse and sexual violence in the West Midlands.	In December 2020, our Birmingham office donated £1,250.
Black Solicitors Network is committed to achieving equality of access, retention, and promotion of existing and aspiring black solicitors within the legal profession and those seeking to enter the profession.	Shoosmiths began a corporate partnership in September 2020, demonstrating our support of its aims. Colleagues were also invited to join some of its online events.
Business in the Community convenes a unique network of purposeful leaders to share insight, expertise and create innovative programmes that deliver impact.	We are a corporate member of Business in the Community and during the year were members of the East Midlands, West Midlands, South East, North West and London Leadership Boards as well as members of the Climate Action Leadership Team and in Scotland the Inclusive Working Group. We also provided support to BITC's #Challenge 2030 campaign to make the climate crisis history. Businesses must accelerate the transition to climate resilience and net zero carbon as close to 2030 as possible. We are a Race at Work Charter signatory and we have also been working with BITC on a social mobility action plan project linked to our Nottingham office to be implemented in 2021/2022.
C-19 Business Pledge aims to harness the power of business as a force for good in tackling the coronavirus pandemic.	This pledge – and ongoing support for its principles – was part of our firm's overall efforts to navigate the pandemic and support its communities.
Cancer Research UK is the world's leading independent cancer charity dedicated to saving lives through research, influence, and information.	In April 2021, our Solent office donated £147.50.
Candlelighters supports families with children dealing with cancer in Yorkshire.	Our Leeds office selected Candlelighters as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2020/2021 raising and donating £9,419.02.
Cash for Kids aims to improve the lives of disadvantaged children and young people in our communities who are affected by poverty, illness, neglect or have additional needs.	In January 2021, our Solent office donated £40.
Centrepoint is the UK's leading youth homelessness charity. From housing and health, to learning and engagement, Centrepoint aims to help vulnerable young people move on from homelessness and build a future they can believe in.	In April 2021, our Solent office donated £147.50.



<p>The Change Foundation uses sport to change the lives of marginalised young people. Its Street Elite programme is a training for work programme which engages young people aged 18-25 affected by serious youth crime through sport, helping them transition from NEET (not in education, employment, or training) into work, apprenticeships, training, or education opportunities.</p>	<p>Our London office selected the Change Foundation supporting its Street Elite Programme as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme in 2020/2021 raising and donating £8,909.63.</p>
<p>Charities Aid Foundation (CAF) exists to make giving go further so together it can transform lives and communities.</p>	<p>CAF operates the Give as You Earn Scheme, which we implement for our colleagues and has awarded Shoosmiths bronze scheme status. Shoosmiths staff donated through payroll giving, £1,340.16 to 13 charities in 2020/2021. Shoosmiths also supported Giving Tuesday 1 December 2020, a day of global giving.</p>
<p>Child Brain Injury Trust is the leading voluntary sector organisation providing emotional and practical support, information and learning opportunities for families and professionals affected by childhood acquired brain injury across the UK.</p>	<p>Shoosmiths' Clinical Negligence and Personal Injury teams produced advent calendar Christmas videos for the Child Brain Injury Trust to support its 2020 virtual advent calendar campaign.</p>
<p>Children in Need, the BBC's charity aims to help ensure every child in the UK is safe, happy, secure and has the opportunities they need to reach their potential.</p>	<p>In November 2020, our Solent office raised and donated £600.</p>
<p>The Children's Hospital charity, Sheffield changes children's lives every day by pioneering ground-breaking medical treatment in a comfortable and engaging environment at Sheffield Children's Hospital.</p>	<p>In December 2020, our Sheffield office donated £600 to support its annual snowflake fundraising display.</p>
<p>The Churchill Foundation aims to transform people's lives through investment in three key areas: the relief of sickness, disease, and human suffering; the promotion of health among the elderly; and the support and wellbeing of the young.</p>	<p>In April 2021, our Solent office donated £147.50.</p>
<p>Citizens Advice, Edinburgh provides free confidential, independent, and impartial advice on a range of issues.</p>	<p>Our Edinburgh office has provided pro bono services since 2019 and switched to a virtual service with the onset of the pandemic.</p>
<p>Citizens Advice, Milton Keynes helps the people of Milton Keynes overcome the problems that face their daily lives.</p>	<p>Our Milton Keynes office has provided pro bono services since 2019, via fortnightly appointment-based housing and employment pro bono clinics and switched to a virtual service with the onset of the pandemic.</p>
<p>City Legal Diversity and Inclusion Network brings together diversity and inclusion professionals from leading law firms to discuss topical issues and share best practice across the sector.</p>	<p>Shoosmiths continued to be part of this group in 2020/2021.</p>
<p>CommuniCare is an advice and support centre based in the community of East Reading.</p>	<p>Our Thames Valley office has provided pro bono services since November 2009 operated in conjunction with the University of Reading School of Law. The clinics switched to a virtual service with the onset of the pandemic. In December 2020, our Thames Valley office donated £250. A further donation of £293 was made.</p>
<p>Community Money Advice Ltd charity supports and helps community groups, churches and groups of churches set up free face-to-face debt and money advice centres in their neighbourhoods.</p>	<p>In December 2020, £200 was donated.</p>
<p>Computer Aid International takes used IT equipment and sends it to disadvantaged communities across the world.</p>	<p>Since 2008 we have donated used IT equipment to Computer Aid International charity which helps disadvantaged communities to access digital equipment to improve their lives. In 2020/2021 83 laptops, monitors and PCs were donated (577 kg) for reuse or recycling. 14 units were sent to the Rwanda Digital Schools Project and nine to the Shaw Trust and Wick Award projects in the UK.</p>



CR Legal Network is a forum for CSR professionals in the legal sector.	Shoosmiths has been a member since February 2020. In November 2020, we spoke about the benefits of United Nations Global Compact reporting at the network's annual conference.
Dementia UK provides specialist dementia support for families through its Admiral Nurse service.	In January 2021, our Solent office donated £80.
The Disability Confident scheme encourages employers to commit to recruitment, retention, and development actions for disabled people.	We continued to be part of this initiative throughout 2020/2021. On our website we explain what this means and encourage people to contact us if they have any questions about our accreditation.
Dogs on the Streets charity is dedicated to the welfare of dogs belonging to the UK's homeless community providing veterinary care, food, and kennel sanctuary for anyone provided with emergency accommodation but who are unable to take their dogs with them.	In January 2021, our Northampton office raised and donated £952.50.
Earthday.Org's mission is to diversify, educate and activate the environmental movement worldwide. Every Earth Day can drive a year of energy, enthusiasm, and commitment to create a new plan of action for the planet.	We supported the international Earth Day on Thursday 22 April 2021, by highlighting to staff our approach to the theme 'Restore our Earth' and providing ideas to become involved.
Ethical Reading is a not-for-profit organisation championing healthy, sustainable and ethical workplaces in the Reading and wider Thames Valley area. Its vision is to make the Reading area a better place to live and work.	Shoosmiths is a founding partner and a member of Ethical Reading's Advisory Council.
Felix Diversity focuses on trainee and diverse talent development.	We ran pilot sessions with Felix Diversity in March, and April 2021 for our trainee cohort. This included a webinar on 'embracing differences' offered to all current trainees, and a smaller group coaching workshop focused on ethnic diversity.
Frazzled Café charity creates safe spaces for people to come together to talk about feeling 'frazzled'.	£7,000 was donated in March 2021. We also ran a series of Frazzled Café sessions for partners to talk openly about mental health.
Friends of the Homeless in Fareham and Gosport operates the Fareham and Gosport Basics Bank to provide support to anyone in the community who is going through a short-term crisis and who hasn't enough money to buy food for themselves and their families.	In December 2020, our Solent office donated £1,000.
Glen Rosa Care Home in Ilkley provides residential and residential dementia care.	In July 2020, our Leeds office donated £110.
Greater Manchester Youth Taskforce was set up in response to the impact that the Covid-19 crisis was having on young people, both now and in the future.	One of our partners (who is also Head of the Manchester office) was invited in early 2020 to join the Mayor of Greater Manchester Youth Task Force. With our input, the Task Force developed a Young Person's Guarantee for Greater Manchester, providing an immediate response to the crisis and exploring future recommendations that can lead to meaningful change across city-region. The Young Person's Guarantee was launched in December 2020. We are continuing to work with the Task Force on new opportunities.
Groundwork Northern Ireland works with communities to enhance their lives, places, and prospects, from the ground up.	In March 2021, our Belfast office donated £493 to the Groundwork Northern Ireland hub.

<p>Guide Dogs charity will not rest until people who are blind or partially sighted can enjoy the same freedom of movement as everyone else.</p>	<p>Our Birmingham office selected Guide Dogs as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme in 2020/2021 raising and donating £9,205.88. In February 2021, our Northampton office donated £536, thus raising a total of £2,500 since August 2019 enabling a Guide dog puppy to be named. William was chosen in memory of William Shoosmith (the firm's founding partner) and to coincide with Shoosmiths' 175th anniversary and in 2021 the 90th anniversary of Guide Dogs.</p>
<p>Halo Code is the UK's first Black Hair code; it explicitly protects employees who come to work with natural hair and protective hairstyles associated with their racial, ethnic, and cultural identities.</p>	<p>Shoosmiths signed up to the Halo Code in March 2021.</p>
<p>The Hannah Chamberlain Foundation charity aims to provide grants for young people 17-25 who are receiving cancer treatment at Southampton General hospital, to raise awareness of cancer in young people and to raise funds in fun and exciting ways as Hannah would have wanted.</p>	<p>In April 2021, our Solent office donated £147.50.</p>
<p>Harmless Community Interest Company works to address and overcome issues related to self-harm and suicide.</p>	<p>In March 2021, our Nottingham office donated £986.</p>
<p>His Church is an emergency goods redistribution charity focused on providing food and supplies to those who need it most.</p>	<p>In March 2021, £5,000 was donated. In April 2021, our Solent office donated £147.50.</p>
<p>Home-Start Northampton provides quality voluntary support, professionally managed for parents with children under five.</p>	<p>In October 2020, our Northampton office donated £500 to support its virtual curry night and in December 2020 £500 was spent on Christmas hampers.</p>
<p>Honeypot is the national young carers charity. Its countryside respite breaks, and range of support services gives young carers, with responsibilities beyond their years, the chance to be a child again – because you only get one chance of a happy, fulfilling childhood.</p>	<p>In April 2021, our Solent office donated £147.50.</p>
<p>Igbo Women Association provides support and help to members to learn new skills. Women who are feeling oppressed within poor relationships are supported. Members can be signposted by someone who knows them, to places of support.</p>	<p>In March 2021, our Nottingham office donated £986.</p>
<p>Improving Lives charity supports adults in Nottingham who have complex health and social needs.</p>	<p>Our Nottingham office selected Improving Lives as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme in 2020/2021 raising and donating £8,587.26.</p>
<p>Junior Chamber International is a global, not for profit organisation with a mission to provide development opportunities.</p>	<p>In December 2020, Leeds colleagues collected 110 gifts for the Secret Santa appeal which donates gifts to charities and support services, assisting families and children in need across West Yorkshire. In March 2021, Leeds colleagues donated 251 Easter eggs for the JCI Easter Egg appeal.</p>
<p>Launchpad is Reading's leading homelessness prevention charity, providing vital information and support for individuals, couples and families who don't have a stable place to live or are at risk of losing their home.</p>	<p>In November 2020, our Thames Valley office donated £2,500.</p>
<p>LawWorks works in England and Wales to connect volunteer lawyers with people in need of legal advice.</p>	<p>Shoosmiths has been a member of LawWorks since 2009. During the year we provided support to pro bono clinics operating to the LawWorks clinics model and to the Honorary Counsel Scheme.</p>



Law Centres Network is a network of law centres that defend the legal rights of people who cannot afford a lawyer.	In November 2020, £200 was donated when a speaker from the Law Society took part in a Shoosmiths Black History Month webinar.
The Law Society is the representative body for solicitors in England and Wales.	Founding signatory 2009, of the Diversity and Inclusion Charter. Founding signatory 2016, of the Pro Bono Charter.
Leeds Bereavement Forum is a small charity which works to develop and improve bereavement services in the city.	In March 2021, our Leeds office donated £300.
Leeds Mind charity supports the people of Leeds to discover their own resources to 'recover' from periods of poor mental health and to live life independently with their mental health condition.	In October 2020, our Leeds office donated £300.
Leeds Women's Aid provides services to women and children affected by domestic violence and abuse.	In December 2020, our Leeds office donated £300.
Legal Sustainability Alliance is the leading sustainability network for law firms and the UK legal sector. Relunched in 2020 it helps members make the transition to net zero.	Pioneer member, in December 2008. Signatory of the Legal Renewables Initiative in January 2020, which commits signatories to source 100% certified renewable electricity for all its locations by 2025.
Leicester Hospital charity works to help make the Leicester Royal Infirmary, the Leicester General Hospital and Glenfield Hospital even better for patients, visitors, and staff.	In November 2020, £300 was donated.
Longford Hall Park and Gardens Charitable Trust is Trafford's largest municipal park and dates back to 1857.	In April 2021, our Solent office donated £147.50.
Macmillan Cancer Support offers emotional, physical, and financial support from the moment cancer is diagnosed.	In September 2020, our Birmingham office raised £23.50. In April 2021, our Solent office donated £147.50.
Maggie's Southampton provides support to anyone with cancer and their families with centres located alongside NHS hospitals.	In December 2020, our Solent office donated £200.
Manchester Central Food Bank is part of a nationwide network of foodbanks, supported by the Trussell Trust, working to combat poverty and hunger across the UK.	In July 2020, our Manchester office donated £150. In December 2020, our Manchester office donated £525.
Manuel Bravo Project charity provides free legal advice and assistance to asylum seekers and refugees who are unable to obtain legal aid.	Shoosmiths has supported the project pro bono since October 2018 switching to a virtual service with the onset of the pandemic. In September 2020, £100 was donated to the Manuel Bravo Project and in November 2020, our Leeds office donated £300.
Marie Curie is the UK's leading end of life charity. It provides frontline nursing and hospice care, a free support line and a wealth of information and support on all aspects of dying, death, and bereavement.	In January 2021, £1,000 was donated.
Martin House charity helps children and young people with a life-limiting condition, along with their families, to live well and fully, offering the best possible end of life care and support to the family in bereavement.	In February 2021, our Leeds office donated £300.
McCarthy Dixon Foundation is a charity launched during the pandemic to provide a food bank from its premises at the Swan and Helmet Pub in Northampton. It provides essential supplies to primarily vulnerable residents who were sheltering, low-income families and furloughed workers.	In November 2020, our Northampton office donated £1,000. In February 2021, a further £536 was donated.
MCR Pathways delivers mentoring programmes for young people in Scotland.	We held an introduction to mentoring information session in March 2021.
Medical Engineering Resource Unit charity designs and builds assistive equipment for the relief of children and young people with disabilities.	In January 2021, our London office donated £250.



Mental Health at Work provides organisations with tailored mental health programmes.	We worked with Mental Health at Work on several activities throughout 2020/2021, including webinars on changes to mental health during the pandemic, and the launch of a new programme aimed at line managers (to improve their understanding of workplace mental health and equip them with the knowledge and tools to support themselves and members of their teams).
The Mental Health Foundation hosts Mental Health Awareness Week which takes place in May each year.	Activities were organised during the week in support of the theme of kindness.
Midland Legal Support Trust supports charitable and other agencies providing advice, casework, or representation in respect of legal issues in our region.	In December 2020, a £150 donation was made.
Mind provides advice and support to empower anyone experiencing a mental health problem. It campaigns to improve services, raise awareness, and promote understanding.	In April 2021, our Solent office donated £147.50.
Mind BLMK works across communities in Bedfordshire, Luton, and Milton Keynes to support positive mental health and wellbeing.	In December 2020, our Milton Keynes office donated £825.
Mindful Business Charter is a practical framework that encourages four principles: openness and respect; smart meetings and emails; respecting rest periods; and mindful delegation.	We became signatories of the Charter in May 2020 and continue to be an active member and supporter of the Mindful Business Charter community.
MK Community Foundation Covid-19 Emergency Appeal provides grants to relieve hardship caused directly or indirectly by the pandemic.	Our Milton Keynes office selected MK Community Foundation Covid-19 Emergency Appeal as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme in 2020/2021 raising and donating £9,696.04.
The Mustard Tree operates across Greater Manchester providing food, clothing, furniture, and training for individuals in need.	In April 2021, our Manchester office donated £1,430.
The Mustard Tree Foundation (Reading) acts as a support organisation for many local projects which seek to help support and add value to the specific group. These include young people, local residents, parents and many other individuals with specific needs.	In March 2021, our Milton Keynes office donated £359.
NartheX Centre supports people in need or facing crisis including low-income families, children, young people, single parents, refugees and asylum seekers of all faiths and ethnic origins, through the provision of food, clothing, resources, money advice and services for seniors.	In September 2020, our Birmingham office donated £1,397.41 to purchase phones for vulnerable clients with early stages of dementia.
National Institute of Conductive Education is dedicated to providing services and training in the field of Conductive Education. Conductive Education is based on a belief of human potential where people with neurological motor disorders have the capacity to learn and develop skills through structured teaching and learning programmes designed and delivered by professionally trained conductors.	In November 2020, our Birmingham office raised and donated £630.
No 5 is a community-based organisation offering counselling and support to children, young people, and those around them.	Our Thames Valley office selected No 5 as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme in 2020/2021 raising and donating £8,936.91.
No Outsiders' vision is inclusive education, promoting community cohesion to prepare young people and adults for life as global citizens.	In July 2020, a £150 donation was made and in September 2020, a further £100 was donated.



Northampton General Hospital.	In December 2020, our Northampton office donated £1,000 in gifts to Northampton General Hospital and £1,000 to the Northamptonshire Health charity. In February 2021, our Northampton office donated £536 to purchase further gifts to the hospital.
Northampton Hope Centre helps people experiencing the most acute problems of disadvantage and marginalisation, including homelessness, addiction, and mental health.	In January 2021, our Northampton office raised and donated £1,955 to support its virtual Big Sleep Out-In fundraising night. In April 2021, £450 was donated.
Northamptonshire County Council.	In December 2020, our Northampton office donated £1,000 to the council's Christmas present appeal which was organised in partnership with the Faraway Children's charity to buy presents for children in need, looked after children and care leavers in the county. In February 2021 we donated £219.50 worth of Easter Eggs to Northamptonshire County Council's Easter Egg Appeal.
Northamptonshire 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 raised and donated (including Pennies from Heaven salary donations) £8,622.16 during 2020/2021.
NSPCC protects children today and prevents abuse tomorrow, to transform society for every childhood.	In November 2020, our Birmingham office donated £1,250 to Birmingham Childline. Our Birmingham office raised and donated £627 in December 2020.
Oxfordshire Community Foundation works to improve the lives of Oxfordshire's most disadvantaged people by unlocking the power of community. It tackles the most pressing social problems locally: homelessness, educational inequality, and loneliness and isolation.	In July 2020, £100 was donated ringfenced to Black Minds Matter.
Pathways to Law is a widening participation scheme for students from under-represented backgrounds.	In February 2021, the Leeds office partnered with Pathways to Law to develop and host a series of six virtual workshops designed to assist students in developing essential skills for a future career in law. Sessions focused on topics such as interview/presentation skills, CV workshops and teamwork.
Pearn Kandola is a business-psychology consultancy, working with organisations on diversity and inclusion initiatives.	In April 2021, Pearn Kandola delivered a workshop for our senior leadership team – and spoke to a group of employees across the business beforehand – focusing on inclusive leadership and removing bias from the workplace.
Pennies from Heaven is a social enterprise that provides a coin collections scheme enabling employees to donate their pay slip pennies to charity.	Shoosmiths joined the scheme in June 2007. Platinum award received in March 2021 with over 40% employee participation. Colleagues donated £3,472.91 during 2020/2021 to 11 office charity partners.
The Pepper Foundation alleviates the suffering of children with complex needs or life limiting conditions, through the provision of free home care support, primarily with funds for the Children's Hospice at Home paediatric nursing team, which is managed by Rennie Grove Hospice Care.	In April 2021, our Solent office donated £147.50.
Positive Action for Refugees and Asylum Seekers provides support and advice for asylum seekers in Leeds.	In September 2020, £100 was donated. In December 2020, our Leeds office donated £350.
Prevent Breast Cancer funds research into the prevention of breast cancer.	Our Manchester office selected Prevent Breast Cancer as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme in 2020/2021 raising and donating £11,164.45.



<p>The Purpose Coalition takes the most innovative and most committed purpose-led organisations that have signed up to the Social Mobility Pledge and brings them together to plot a new course and set new standards in the pandemic recovery.</p>	<p>In February 2021, Shoosmiths' CEO was part of a panel event to launch the 'Levelling Up Goals'; a framework which it is hoped will enable policy makers, businesses, academic institutions and a range of other stakeholders to make progress across 14 goals for a better society. Shoosmiths' involvement in this campaign, and participation in the 'Purpose Coalition' led by former UK Cabinet Minister Rt Hon Justine Greening, is aligned with the firm's commitment to social mobility, and wider diversity and inclusion and responsible business efforts.</p>
<p>Queen Mary University London.</p>	<p>One of our trainees spoke at a diversity and inclusion focused event in October 2020.</p>
<p>Railway Children charity races to reach children as soon as they arrive on the streets and intervene before an abuser can. Its pioneering work enables the charity to get to street children before the streets get to them.</p>	<p>In April 2021, our Solent office donated £147.50.</p>
<p>Refugee Roots helps asylum seekers and refugees build relationships and navigate the complexities of building a new life in the UK.</p>	<p>In March 2021, our Nottingham office donated £986.</p>
<p>Ride High charity gives children the opportunity to ride horses, building their self-esteem and confidence and improving their lives.</p>	<p>In April 2021 our Milton Keynes office donated £18.90.</p>
<p>Riding for the Disabled Association, Leeds area group, enriches lives through horses.</p>	<p>In January 2021, our Leeds office donated £300.</p>
<p>Ronald McDonald House Charities through its 12 houses across the UK provides free accommodation to families with children having treatment in hospital. This means families can be just moments away from their child's bedside on the hospital ward.</p>	<p>In April 2021, our Solent office donated £147.50.</p>
<p>Royal Armouries Project has three museums across the UK and cares for one of the most important national collections of arms and armour in the world.</p>	<p>In October 2020, our Leeds office donated £110 towards its children's literacy programme 'Mightier than the Sword.'</p>
<p>Royal British Legion is at the heart of a national network that supports our armed forces community.</p>	<p>In October 2020, £100 was donated.</p>
<p>Royal Zoological Society of Scotland owns Edinburgh Zoo founded in 1909. The Zoo is one of Europe's leading centres of conservation, education, and research.</p>	<p>In October 2020, our Edinburgh office donated £750.</p>
<p>Salvation Army offers practical help for people without discrimination.</p>	<p>In January 2021, our Solent office donated £40.</p>
<p>The Save the Children Fund supports children to learn, grow and become who they want to be.</p>	<p>In April 2021, our Solent office donated £147.50.</p>
<p>The Science Based Targets initiative (SBTi) drives ambitious climate action in the private sector by enabling companies to set science-based emissions reduction targets. It is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The SBTi call to action is one of the We Mean Business Coalition commitments.</p>	<p>In December 2020, Shoosmiths committed to setting a science-based target through the Science Based Targets initiative (SBTi). Shoosmiths has committed to set science-based emissions reduction targets across the entire value chain that are consistent with keeping global warming to 1.5°C above pre-industrial levels. Through Shoosmiths' level of commitment to the SBTi Shoosmiths is also a signatory of Business Ambition for 1.5°C (a global coalition set up by the United Nations Global Compact, SBTi and We Mean Business) and the Race to Zero global campaign.</p>
<p>Scottish Football Association is the governing body for football in Scotland.</p>	<p>In October 2020, in partnership with The Scottish Football Association, and to recognise World Mental Health Day, an online session for staff explored how a more active lifestyle can result in better mental health and increased levels of wellbeing. One of its team also participated in our Black History Month webinar.</p>



She Has No Limits provides online coaching, community, and personal development to professional women so that they can achieve the career they deserve.	In September 2020, we were sponsors of its virtual conference.
SIFA Fireside supports adults who are homeless and vulnerable by meeting their immediate and long-term needs. That means helping them feel confident and determined as well as warm and comfortable.	In December 2020, our Birmingham office donated £1,000.
Simon on the Streets charity delivers outreach on the streets to the homeless community and those that are most vulnerable in Leeds, Bradford, and Kirklees.	In April 2021, our Leeds office donated £300.
Singing 4 Breathing is a singing group for people with respiratory conditions, such as chronic obstructive pulmonary disease (COPD) or asthma.	In March 2021, £1,000 was donated to sponsor its Post-Covid-19 Support Group.
The Social Mobility Foundation aims to make a practical improvement in social mobility for young people.	Shoosmiths completed the 2020 Social Mobility Employer Index (facilitated by the Social Mobility Foundation). It assesses the actions taken by businesses to ensure they access and progress talent from all backgrounds, as well as efforts to promote and advocate for social mobility. In November 2020, we were pleased to move from 48 th to 38 th in the rankings. In 2020 119 organisations took part.
The Social Mobility Pledge represents a powerful and pioneering shift towards being a truly purpose-led organisation committed to social mobility.	The Shoosmiths Social Mobility Action Plan was launched in partnership with the Social Mobility Pledge in October 2020. The plan , is built on a review of existing social mobility efforts; socio-economic research, and recommended actions for each office.
The Society of St James helps vulnerable people experiencing homelessness, problems with alcohol and substance use and other complex needs to change their lives.	In January 2021, our Solent office donated £40.
SOFEA provides education, employability and wellbeing programmes to tackle the causes of disadvantage and reducing the immediate effects of disadvantage by relieving food insecurity and having an environmental impact through reducing food waste.	In March 2021, our Milton Keynes office donated £359.
Solent Mind provides services to support people with mental health problems across the southern region.	Our Solent office selected Solent Mind as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme in 2020/2021 raising and donating £6,666.34.
St Margaret Ward school, Stoke on Trent.	In April 2020, stationery and pens were donated.
Sandwell's Transition, Education and Partnership Service (STEPS) safeguards children with English as an additional language who are new to Sandwell.	In November 2020, 100 folders of stationery were donated.
Southampton Hospital charity helps to enhance the care and treatment of patients at University Hospital Southampton.	In April 2021, our Solent office donated £147.50.
Stonewall Diversity Champions is a programme through which employers can build more inclusive workplaces and ensure all LGBT employees are accepted without exception in the workplace.	The firm's involvement in the Diversity Champions programme started in March 2021, for an initial 12-month period.
Stroke Association charity provides specialist support, funds critical research and campaigns to make sure people affected by stroke get the very best care and support to rebuild their lives.	In April 2021, our Solent office donated £147.50.
Support Through Court aims to reduce the disadvantage of people facing the civil or family justice system without a lawyer, enabling them to access justice. It operates from 20 courts across England and Wales.	In August 2020, £250 was donated.



<p>Teenage Cancer Trust is the only UK charity dedicated to providing young people facing cancer with specialised nursing care and support.</p>	<p>Our Edinburgh office selected Teenage Cancer Trust as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2020/2021 raising and donating £8,189.60. In April 2021, our Solent office donated £147.50.</p>
<p>The Terra Carta is a charter that puts sustainability at the heart of the private sector. The Terra Carta was launched by HRH the Prince of Wales as part of the Sustainable Markets Initiative. The Terra Carta provides a roadmap to 2030 for businesses to move towards an ambitious and sustainable future including recognising the urgency of the global climate, biodiversity and health crises and the stewardship with which we must act.</p>	<p>In February 2021, Shoosmiths became a Terra Carta charter supporter. See here.</p>
<p>Time to Change campaigned to end the stigma and discrimination faced by people who experience mental health problems.</p>	<p>Shoosmiths supported the campaign until it was retired in March 2021 and is now looking for alternatives to support our mental health and wellbeing programme.</p>
<p>Trinity Winchester provides vital practical and emotional support to people who are experiencing the effects of homelessness or vulnerability.</p>	<p>In April 2021, our Solent office donated £147.50.</p>
<p>Trussell Trust supports a nationwide network of food banks to provide emergency food and support to people locked in poverty and campaigns for change to end the need for food banks in the UK.</p>	<p>In February 2021, £6,000 was donated to the Trussell Trust. A further £10,410 was donated to the charity when Shoosmiths offered staff food gifts as a lockdown lift or the option to donate instead to the charity. In August 2020, our Leeds office donated £110 and in September 2020, a further £300.</p>
<p>The UK Collaborative Plan for Pro Bono is a profession-led initiative for law firms. Each participating law firm has a strong institutional commitment to pro bono and access to justice. The Plan also incorporates an aspirational target of 25 pro bono hours on average per legal advisor in the UK each year.</p>	<p>Shoosmiths joined in May 2020.</p>
<p>United Nations Global Compact is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support United Nations goals.</p>	<p>Shoosmiths joined 27 January 2016, is a signatory, produces annual Communications on Progress reports, is a member of the Network UK, four working groups on modern slavery, global goals, diversity and inclusion and Task Force on Climate-Related Financial Disclosures and participates in the Target Gender Equality accelerator programme. In March 2021, our CEO was a speaker at the United Nations Global Compact Network UK's Business and Human Rights Summit. This was the culmination of our involvement in the Target Gender Equality Programme, which involved performance analysis, capacity building workshops, peer-to-peer learning, and multi-stakeholder dialogue. This aligns with SDG 5.5 as well as enabling us to strengthen our approach to achieving gender equality at Shoosmiths.</p>
<p>University of Law is one of the UK's longest-established specialist providers of legal education.</p>	<p>During the year we assisted the University of Law Midlands Employment Rights Advice Line (MERAL) helping vulnerable members of the community with employment related issues. In October 2020, one of our Associates also joined a Mindful Business Charter and University of Law event to speak about avoiding online stressors when pursuing a legal career.</p>
<p>Unseen is working towards a world without slavery.</p>	<p>In April 2021, £1,500 was donated to support the Unseen modern slavery helpline.</p>
<p>Whitley Community Development Association organises community development activities.</p>	<p>In June 2020, our Thames Valley office donated £293.</p>
<p>Wild Core Physio Pilates.</p>	<p>Our Mental Health and Wellbeing Champions worked with Wild Core Physio in early 2021 to deliver a series of online sessions for employees.</p>

<p>Wood Street Mission is a children’s charity helping children and families living on a low income in Manchester and Salford.</p>	<p>In December 2020, our Manchester office donated £500.</p>
<p>World Mental Health Day is observed on 10th October every year, with the overall objective of raising awareness of mental health issues around the world and mobilising efforts in support of mental health.</p>	<p>To recognise World Mental Health Day 2020, and in conjunction with our partner The Scottish Football Association, all employees were invited to join an online webinar focusing on how a more active lifestyle can result in better mental health and increased levels of wellbeing. Our national network of Mental Health and Wellbeing Champions also coordinated a communications campaign to raise awareness of internal and external mental health support resources.</p>
<p>WWF is the world’s leading independent conservation organisation. Its mission is to create a world where people and wildlife can thrive together. Started by WWF and partners in 2007 Earth Hour is now one of the largest grassroots movements for the environment. Held every year on the last Saturday of March, Earth Hour engages millions of people in more than 180 countries and territories, switching off their lights to show support for our planet.</p>	<p>We supported the Earth Hour campaign on Saturday 27 March 2021, by highlighting to staff our efforts towards a net zero emissions future and encouraging staff to change every day behaviours.</p>

DISCLAIMER

This information is for educational purposes only and does not constitute legal advice. It is recommended that specific professional advice is sought before acting on any of the information given.

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