

SHOOSMITHS

Environmental, social, and governance report

2022/2023

This report was approved by the executive board 18th October 2023.

www.shoosmiths.com

**FOR
WHAT
MATTERS**



Contents

01	Introduction	3
02	Appendices	5
	2a. Appendix 1: Accountability and management of ESG	5
	2b. Appendix 2: Progress against targets	5
	2c. Appendix 3: ESG performance data	14
	2d. Appendix 4: Shoosmiths' pro bono provision	14
	2e. Appendix 5: Organisations and programmes supported by Shoosmiths 2022/2023	18

Introduction

Welcome to our 12th annual report which relates to the financial year beginning 1 May 2022 and ending 30 April 2023, and which was approved by the Executive Board 18th October 2023. The report has five appendices related to our ESG progress during 2022/2023 and our plans in 2023/2024.

Our ESG aspiration is to be the leading law firm famous for its positive contribution to society.

We are signatories to a number of ESG initiatives and sets of principles and this report provides details of organisations we are associated with, and work undertaken during the year to live and reinforce our commitments.

As a large firm, it's incumbent on us to play our part in creating a better society and respecting and helping to improve the environment in which we all live.

Not because we have to, but because we want to.

We have ambitious ESG goals and we're proud of where we are in our journey towards a net zero future, ensuring equitable opportunities for all our people, and creating a socially mobile world.

We continue to engage on ESG topics. Our ESG reports, with edition five published in April 2023, have all included collaborations from external contacts and clients, providing a platform to promote messaging about their ESG objectives whilst also helping to facilitate conversation on the development of the ESG agenda.

During the year, we also launched ESG 360, a high-level compliance tool to help organisations understand their ESG performance.

We are keen to hear from our stakeholders about what more Shoosmiths could do and to explore opportunities for collaboration.



About Shoosmiths

Shoosmiths is a law firm clients choose for excellent service, incisive thinking and above all for our ability to focus on what matters.

Our clients include some of the world's most exciting and ambitious businesses; amazing clients making an impact.

We empower our people to be their authentic selves and to deliver together in supportive teams committed to excellence and innovation.

We operate as one team in 14 locations in England, Scotland, Northern Ireland, and Belgium namely Belfast, Birmingham, Brussels, Edinburgh, Glasgow, Leeds, London, Manchester, Milton Keynes, Northampton, Nottingham, Sheffield, Solent and Thames Valley.

You can find out more about our services, sectors and specialisms here.

Teams providing business support are business development, estates management, finance, information systems, people, projects and innovation, and quality and risk.

We are accredited to the ISO 9001:2015 quality standard and ISO 27001:2013 information security system standard and are an Equal Opportunities Employer. 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 the United Nations Global Compact, the Legal Sustainability Alliance, Business in the Community and the Purpose Coalition. Full details are provided in appendix 5.

Shoosmiths website

<https://www.shoosmiths.com>

<https://www.shoosmiths.com/insights>

Follow us on social media

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[Shoosmiths YouTube](#)

[Shoosmiths Serious Injury Twitter](#)

[Shoosmiths Serious Injury LinkedIn](#)

[Shoosmiths Grads - Instagram](#)

Read our responsibility policies, ESG, Impact Reports, United Nations (UN) Global Compact Communications on Progress and Carbon Reduction Plans at:

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

<https://www.shoosmiths.com/our-responsibility/corporate-responsibility-reports-and-policies>

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

<https://www.shoosmiths.com/our-responsibility/diversity-and-inclusion/social-mobility-at-shoosmiths>

<https://www.shoosmiths.com/-/media/download-documents/cr-policies/shoosmiths-carbon-reduction-plan-2022-2023.pdf>

Find out about our Shoosmiths Foundation:

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

Read our annual slavery and human trafficking statements:

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

Read about our pay gap reports and diversity statistics:

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

Stay in touch with our latest ESG news via our blog SHOUTback:

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

We would love to receive your feedback. Please send your comments, questions and suggestions to:

corporateresponsibility@shoosmiths.com

Appendices

Appendix 1: Accountability and management of ESG for the period 1 May 2022/30 April 2023

Details of the key governing bodies that oversee the control and direction of ESG matters within Shoosmiths, and the employee networks that help to champion our priorities are located on our website at:

<https://www.shoosmiths.com/our-responsibility/accountability-and-management-of-esg>

Appendix 2: Progress against targets

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 Sustainable Development Goals (SDGs) agreed by UN member states that define the global priorities for sustainable development to the year 2030.

Below, we provide details of our ESG targets that address the goals that are particularly relevant for our business.

2022/2023 Targets

In line with our 2022/2030 business plan, we set 22 targets (6 marketplace, 5 workplace, 6 environment, and 5 community). Targets have also been considered in the context of the 2030 Agenda for Sustainable Development and the global challenges set out as 17 Sustainable Development Goals (SDGs) and 169 associated targets.

A number of targets, particularly environmental targets are long term. We delivered against 11 targets with 11 targets where we are making progress and where we continue to focus our attention.



Key

☑ - achieved

IP - in progress

☒ - not achieved

Objectives and targets

Performance and status

Objective

Working collaboratively in the marketplace with our clients, and suppliers to evidence best ESG practice aligned with our ESG vision to be the leading law firm famous for its positive contribution to society.

	<p>Engage with our clients to identify areas where our collaboration will deliver maximum impact on both our, and their ESG related objectives.</p>	<p>Our ESG reports, with edition five published in April 2023, have all included collaborations from external contacts and clients, providing a platform to promote messaging about their ESG objectives whilst also helping to facilitate conversation on the development of the ESG agenda. In March 2023, we launched ESG 360, a high-level compliance tool to help organisations understand their ESG performance, offered without charge. <u>Details about the tool can be viewed here.</u></p>	<p>IP</p>
	<p>Undertake a remote site assessment (interviews, and review of process, and documentation) of all major cleaning firms by September 2023 in relation to modern slavery and human trafficking.</p>	<p>Remote site assessments were undertaken of three key cleaning suppliers, and two sub-contractor cleaning firms. The report and recommendations have been reviewed, and are being implemented.</p>	<p>☑</p>
	<p>Become an accredited living wage employer by April 2023. Part of our approach will be to also engage with suppliers to determine if they are living wage employers.</p>	<p>Shoosmiths became an accredited living wage employer in July 2022. The supplier modern slavery survey now also asks suppliers if they are accredited living wage employers via the Living Wage Foundation, and if they require their sub-contractors to be an accredited Living Wage employer.</p>	<p>☑</p>
	<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>	<p>In October 2022, we supported Unseen’s anti-slavery day national campaign to raise awareness of the role of business in tackling modern slavery. In October 2022, the Shoosmiths Foundation awarded £49,690 to JERICHO, a charity supporting employment opportunities for people experiencing inequality in the market. One of the groups the charity supports are survivors of modern slavery.</p>	<p>☑</p>
	<p>Continue to raise awareness amongst stakeholders about the prevention of slavery, and trafficking.</p>	<p>Staff engagement undertaken on anti-slavery day. Information provided on the internal intranet.</p>	<p>☑</p>

Objectives and targets	Performance and status		
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>To ensure supply chain integrity and to fight corruption by ensuring the Office of the Legal Counsel, in collaboration with the Quality and Risk Directorate, targets contract reviews, and the procurement process. To review all new and renewing contracts, and to ensure fair selection through procurement of any invitation to tender, and capture the integrity, and independence of a review through adherence to the Compliance Plan.</p>	<p>Shoosmiths is committed to understanding more about its supply chain. As a values driven, and responsible business, we require our suppliers to comply with our Supplier Code of Conduct to ensure alignment with our own principles. To seek greater transparency, we carry out due diligence on our suppliers, and work towards continually improving our processes and procedures. To reduce any potential risk to Shoosmiths and to our clients, our Supplier Code of Conduct is underpinned by obligations in our newly entered into contracts on our standard supplier terms. These require suppliers to comply with applicable laws, regulations, and guidance with independent compliance obligations including anti-bribery, modern slavery and criminal finances legislation. We work closely with our legal counsel to revise, and improve our standard supplier agreements to ensure that compliance related contractual gaps are minimised. We collaborate with our suppliers to improve ESG performance, manage supply chain impact, and meet our own ESG targets and commitments.</p>	
<p>Objective Having a culture of excellence, and a strong employee proposition. Nurturing an environment that inspires our people, captures their imagination, and celebrates the value of our difference; an environment that acts as a beacon for attracting other curious, and driven people.</p>			
 <p>17 PARTNERSHIPS FOR THE GOALS</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>We continue to deliver against the firm's Social Mobility Action plan across our locations, including hosting interns from the EY Foundation in Glasgow; partnering with Access to Law and Aston University; and offering opportunities to coach jobseekers through The Business in the Community Job Coaching Programme nationally.</p> <p>The firm has been a member of the Stonewall Diversity Champions Programme for a number of years and, this year, members of the PROUD network and D&I teams attended the Stonewall Workplace Conference, as well as completing a training course on LGBT+ Mental Health.</p> <p>Shoosmiths supported The Samaritan's Brew Monday campaign in January 2023, with coffee mornings across the UK. In February 2023, for Time to Talk, Mental Health Champions invited The Jordan Legacy and Movember to host a panel discussion.</p> <p>We supported the Black Solicitors Network's Grassroots Programme by facilitating a workshop for young people on interviews and commercial awareness.</p> <p>Appendix 4 details new pro bono schemes established during 2022/2023, namely supporting the BPP Enterprise Clinic in Manchester and in London, Citizens Advice at the Royal Courts of Justice.</p>	
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Progress alignment of environmental management into existing health and safety management system to mirror ISO 45001 and ISO 14001.</p>	<p>A paper is to be submitted later in 2023 to appoint an EHS consultant to align current working practices with ISO accreditations.</p>	

Objectives and targets	Performance and status
	<p>Further embed our firmwide approach to mental health, and wellbeing within our Divisions and Directorates.</p> <p>There has been continued activity at the firm level, with both formal, and informal education opportunities for our Mental Health Champions, as well as broader firmwide awareness raising. However, more needs to be done at the Divisional/ Directorate level, and so Diversity and Inclusion action plans will go some way to address this. Shoosmiths continues to be a signatory of the Mindful Business Charter and regularly attends forum events to drive wider cultural change.</p> <p>We have been focused on the financial wellbeing of our people due to the cost-of-living crisis:</p> <ul style="list-style-type: none"> • a discretionary ‘thank you’ payment equal to 3% of salary made to all staff in May 2022 • cost of living payment of £1,000 made to all employees in September 2022 • Shoosmiths is an accredited Living Wage Employer and reviewed its salaries in light of the recent updates from The Living Wage Foundation • increased educational support available to our people.
  	<p>Build on the insights from diversity benchmarking in 2021/2022, and where possible further expand our analysis capabilities.</p> <p>We expanded our participation in the Pirical diversity benchmark to include gender, as well as ethnicity. This enabled us to look more closely at recruitment, retention, attrition, and promotion data, and identify areas of focus, which form action plans. This analysis is reviewed quarterly at Board meetings, where Diversity and Inclusion is a standing agenda item.</p> <p>We continue to voluntarily report partnership, ethnicity, LGBT+ and social mobility pay gap, alongside the mandatory gender pay gap reporting requirements. <u>Our annual pay gap reports can be viewed here.</u></p>
  	<p>Raise awareness of the importance of inclusive leadership, and deliver more structured training to a wider pool of colleagues to develop their inclusive leadership skills.</p> <p>This year we rolled out Inclusive Leadership to 40 partners and senior managers. This three-hour workshop gives leaders insights to their own leadership styles, and how this can create a sense of inclusion for all and address unconscious biases in work allocation, promotion, and hiring decisions.</p> <p>We introduced membership to Work Life Central for all employees, and partners. This provides webinars, podcasts, and support groups to educate, inform and inspire professionals in their family life, work life, and wellbeing.</p> <p>Following a successful pilot of Reciprocal Mentoring, we are proud to see this programme return, with 15+ pairings taking part. Partners and directors from senior leadership will be paired with more junior colleague representatives from our inclusion networks. For this cohort, we have expanded the networks to include Mental Health and Wellbeing Champions for the first time.</p>

Objectives and targets

Performance and status

Objective

Demonstrating high standards of environmental responsibility in all our operations, and minimising the environmental impacts associated with our activities, products, and services.

<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>13 CLIMATE ACTION</p> 	<p>Shoosmiths' operations (scopes 1 and 2 emissions) to become carbon net zero by 2025 with annual reporting on progress.</p>	<p>On track. Scopes 1 and 2 (market-based) emissions have reduced by 53% 2022/2023 versus 2019/2020 baseline. See appendix 3 for data.</p>	<p>IP</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>13 CLIMATE ACTION</p> 	<p>Progress Science Based Targets initiative (SBTi) validated near-term 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. Namely: Shoosmiths commits to reductions across the entire value chain to reduce absolute scope 1, 2, and 3 Greenhouse Gas emissions 50% by FY2030 from an FY2020 base year: and to increase annual sourcing of renewable electricity from 74% in FY2020 to 100% by FY2025.</p>	<p>Status against previous SBTi validated targets: Shoosmiths commits to reductions across its entire value chain to reduce absolute scope 1, 2 and 3 Greenhouse Gas Emissions 50% by FY2030 from an FY2020 base year – Whilst emissions 2022/2023 increased by 10% versus baseline year 2019/2020, a 16% reduction was achieved 2022/2023 versus 2021/2022. Increase annual sourcing of renewable electricity from 74% in FY2020 to 100% by FY2025 – in 2022/2023 93% electricity consumption was sourced from renewable electricity contracts.</p>	<p>IP</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>13 CLIMATE ACTION</p> 	<p>Submit proposed net zero target applicable to the entire value chain to the SBTi for validation.</p>	<p>Proposed 2040 net zero target date submitted to the SBTi in November 2022. Validation commences in May 2023. In November 2022 Shoosmiths also submitted revised baseline year data to the SBTi for review and re-validation of previously validated near-term targets.</p>	<p>IP</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>13 CLIMATE ACTION</p> 	<p>Liaise with second tier estates management supplier regarding its implementation of scope 3 supply chain carbon emission data collection software to assist Shoosmiths' net zero objectives and targets.</p>	<p>A net zero module is currently under construction and a trial launch is planned later this year.</p>	<p>IP</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>13 CLIMATE ACTION</p> 	<p>Undertake site energy efficiency audits aligned with the requirements of the Energy Savings Opportunity Scheme (ESOS) regulations.</p>	<p>Site audits have been undertaken at our Manchester, Milton Keynes, Northampton, and London offices with reports and energy saving opportunities to be provided by June 2023. A transport review will be undertaken to review company transport, and provide advice on improving efficiency.</p>	<p>IP</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</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>Completed with remote site audits undertaken at our Leeds, Manchester, and Northampton offices.</p>	<p>✓</p>

Objectives and targets

Performance and status

Objective

Building, and maintaining enduring community relationships that achieve positive impacts for the organisations we work with.

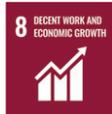
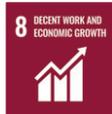
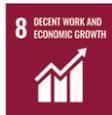
	<p>Report on impacts achieved by charities that have been awarded Shoosmiths Foundation grants.</p>	<p>Our 2022 Impact Report reported our work with Street League and End Youth Homelessness including interviews with both of the charities. See here.</p> <p>In October 2022, £49,690 awarded to JERICHO charity. See details here.</p> <p>In February 2023, EveryYouth (formerly known as End Youth Homelessness) and Street League published their annual progress reports as a result of the grants awarded in October 2021. EveryYouth ‘Employability Fund’ surpassed its original funding goal, and saw a total of 46 young people progress into employment, education, or training thanks to Shoosmiths’ donation. Of those 46 young people, 13 sustained full-time employment, 14 found part-time employment in industries such as retail, hospitality and catering, 11 sustained further education, and the remainder sustained traineeships or volunteering placements.</p> <p>Street League exceeded its target to support 53 young people between November 2021 and October 2022, 187 young people were able to start Street League’s qualification programme and engage in daily sports, make new friends, and better their physical and mental wellbeing. See the two charities’ impact reports here.</p>	<p>✓</p>
	<p>Each office to support a local charity partner during 2022/2023.</p>	<p>See SHOUTback article here and see appendix 5 page 18.</p>	<p>✓</p>
 	<p>Consider potential for expanding formal pro bono services provided by legal advisors.</p>	<p>See appendix 4 page 14.</p>	<p>✓</p>
	<p>Report on impacts of pro bono services provided by legal advisors.</p>	<p>See appendix 4 page 14.</p>	<p>✓</p>
	<p>Explore opportunities to collaborate with third-sector organisations addressing one or more of the 2030 SDGs in the UK.</p>	<p>See appendix 5 page 18.</p>	<p>✓</p>

2023/2024 Targets

In line with our 2022/2030 business plan, we have set 25 targets (6 marketplace, 9 workplace, 5 environment, and 5 community). We have indicated where these align with the United Nations SDGs.



Targets	Related SDGs
<p>Objective Working collaboratively in the marketplace with our clients, and suppliers to evidence best ESG practice aligned with our ESG vision to be the leading law firm famous for its positive contribution to society.</p>	
<p>Raise, and sustain awareness of our new product ESG 360, which offers our clients the opportunity to understand their ESG credentials, and compliance at a glance, and without charge.</p>	
<p>Collaborate with clients to promote ESG-related issues, and drive positive change for industry.</p>	
<p>Review procurement processes, and procedures to ensure appropriate engagement with our supply chain in identifying, and addressing the potential risk of modern slavery, and human trafficking in our supply chain.</p>	
<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>	
<p>Continue to raise awareness amongst stakeholders about the prevention of slavery, and trafficking.</p>	
<p>Continue to ensure full and transparent reporting on any gifts and hospitality offerings to our employees and Partners, and to ensure that all new starters are aware of, and adhere to the policy. In addition, we will report upon the records kept, to identify any trends, and to ensure the notifications are within the scope of the policy.</p>	
<p>Objective Having a culture of excellence, and a strong employee proposition. Nurturing an environment that inspires our people, captures their imagination, and celebrates the value of our difference; an environment that acts as a beacon for attracting other curious, and driven people.</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 alignment of environmental management into existing health and safety management system to mirror ISO 45001 and ISO 14001.</p>	
<p>Further equip line managers with mental health, and wellbeing skills to support our people, and the wider firm efforts.</p>	

Targets	Related SDGs
Develop a refresher EHS module for all employees to include work safety practices, fire safety, environmental compliance, and progress on net zero targets.	 
Continue to deliver inclusive leadership workshops for an additional 40 (minimum) partners, and senior managers, and increase the structured training available to all colleagues on diversity, and inclusion.	  
Produce diversity, and inclusion action plans for all Divisions and Directorates, and monitor progress.	  
Create an alumni programme for the previous cohorts from The High Performing Women programme to continue supporting the progression of women in senior roles.	  
Publish an annual progress report against the Social Mobility Plan, and continue with the development of the link between the action plan and the levelling up goals.	
Develop a race equity action plan to further our commitment to <u>Business in the Community's Race at Work Charter</u> .	
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 (scopes 1 and 2 emissions) to become carbon net zero by 2025 with annual reporting on progress.	 
Progress SBTi validated near-term 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. (Original SBTi validated targets to be redefined following SBTi's revalidation work commencing May 2023).	 
Progress proposed 2040 net zero target applicable to the entire value chain.	 
Liaise with tier two estates management supplier regarding its implementation of scope 3 supply chain carbon emission data collection software to assist Shoosmiths' net zero objectives and targets.	 
Use a third-party supplier to conduct remote/in person environmental compliance site audits to assess legislative, and best practice compliance, identifying opportunities for improvement.	

Targets	Related SDGs
<p>Objective</p> <p>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 2023/2024.</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

Based on the information available to us, the data presented is correct at the time of publishing. [Please click here.](#)

Appendix 4: Shoosmiths' pro bono provision

Shoosmiths is committed to the provision of legal advice on a pro bono basis in all areas of law that we practise.

The definition of pro bono used by the Law Society and Bar Council is:

Legal advice or representation provided by lawyers in the public interest including to individuals, charities and community groups who cannot afford to pay for that advice or representation, and where public and alternative means of funding are not available.

In deciding whether or not to take on pro bono work, the normal procedures apply in relation to due diligence, conflict search checks etc., and if the legal advisor has the capacity and capability to take on. We are a signatory of, and abide by the requirements of the Joint Protocol for Pro Bono Legal Work which quality marks legal work by promoting, and ensuring consistently high standards of pro bono work. It builds on the professional codes of conduct that set out the standards and requirements that all solicitors must achieve, and observe.

We were a founding signatory of the Law Society Pro Bono Charter. Our pro bono policy highlights our commitment to support organisations, and individuals better understand their rights, and gain access to justice. This is underpinned by an internal practice note setting out our requirements for the taking on, and reporting of pro bono work.

We are also a signatory of the UK Collaborative Plan for Pro Bono.

Pro bono advice is undertaken as a consequence of approaches by organisations and individuals, via charity trustee roles, through legal advisor connections, by appointment-based pro bono clinics, and via brokered programmes managed by charities. Hours recorded by legal advisors are included with their 'matter-related' targets (targets relating to billable hours), meaning pro bono hours count towards achieving these targets. 1,933 pro bono hours were recorded during 2022/2023, representing a 23% increase on 2021/2022. During 2023/2024, we will continue to encourage legal advisors to undertake appropriate work and publicise outcomes of support provided and are keen to increase the number of initiatives the firm is able to support, particularly which contribute to progress on diversity and inclusion.

The following examples illustrate our approach to pro bono during the year.

We work closely with pro bono partners to provide free legal advice to those in need:

LawWorks: We support appointment-based pro bono clinics based on the LawWorks model in Thames Valley and Milton Keynes.

CommuniCare Legal Advice Centre: Our Thames Valley office supports the East Reading-based CommuniCare Legal Advice Centre operated in conjunction with students from the University of Reading School of Law. Sessions with clients are co-ordinated by CommuniCare, and undertaken either via zoom or by email. Over the past 12 months 13 clients have been supported by the clinic, covering areas concerning employment, consumer, commercial, real estate, probate, landlord and tenant issues. There has also been some general advice given to CommuniCare through email and telephone conversations.

As one example of a CommuniCare client assisted, an individual approached CommuniCare after experiencing assault several years ago, and as a result had suffered PTSD and other related conditions. The client then went to the Criminal Injuries Compensation Authority (CICA) but was not happy with the offer given, CICA then took a further two years to re-offer the same again.

The client then needed support to go to tribunal, and challenge the medical assessment. As a result of Shoosmiths' support, the judge ruled CICA should pay for an independent medical assessment. A large report from this was submitted, and as a result CICA accepted the medical diagnoses. The final ruling is still pending. However, the client is exceedingly relieved the independent medical assessment proves the previous assessment was unfair, and untruthful. The client now feels heard, believed, and very grateful.

Since 2019, the Milton Keynes office has supported Citizens Advice Milton Keynes which provides one housing and one employment clinic per month consisting of up to four 30-minute slots for clients offering initial advice and guidance.

Since 2019, the Edinburgh office has worked in partnership with Citizens Advice, Edinburgh (CAE), through its pro bono legal clinic. We have assisted clients with housing, employment and other ad hoc queries through one-to-one calls with our Legal Advisors. This year we increased the frequency of clinics we help from every six weeks to every four weeks which has allowed us to make a tangible difference to the community in Edinburgh, and strengthen our partnership with CAE.

In Birmingham, we assist the University of Law Small Business Advice Line (SBAL), helping small business and self-employed business owners with corporate, and commercial related issues. The work involved undertaking research, reviewing attendance notes provided by the ULaw students, and advising the client.

The Employment Tribunal Litigant in Person Support Scheme (ELIPS) offers free advice to parties at the Employment Tribunal, who cannot afford a legal representative. A Senior Associate in our Employment team provided pro-bono assistance to eight separate individuals in relation to their claims. The advice was provided virtually via Zoom, with each individual receiving around 40 minutes of face-to-face advice as well as a follow-up email.

Shoosmiths assists Manuel Bravo Project

The Manuel Bravo Project is a charitable organisation based in Leeds that aims to provide free legal representations to asylum seekers who would otherwise have none. Shoosmiths began to support the Project in October 2018. Clients of the Manuel Bravo Project are referred to Shoosmiths and we provide assistance on a pro bono basis, enabling clients to navigate what can be a complex, and stressful procedure. Shoosmiths prepares, and submits settlement protection applications (SET(P)) which are applications made on behalf of refugees who are coming to the end of their initial five-year refugee status. If successful, the refugee is granted indefinite leave to remain. Between May 2022 and April 2023, the Shoosmiths team has worked on eighteen cases involving clients from Iraq, Iran, Eritrea, Democratic Republic of Congo, Cameroon, Nigeria, Ghana, and Libya. From these eighteen cases, we have received fourteen successful outcomes, and have four pending outcomes.

‘The volunteer team at Shoosmiths are so valuable to Manuel Bravo Project. Their ability to thoroughly research the cases they are tasked with and collate compelling arguments to the Home Office are second to none. In particular, Jennifer Clarke who leads the team, is dedicated, detailed in her work, and completely dependable. It is a pleasure to be able to work with them, and the 100% success rate in their cases is really a testament to the team, and their quality of work.’

HOLLI SPENCER-BOULTON,
HEAD OF LEGAL STRATEGY AND SENIOR IMMIGRATION CASEWORKER

First year trainees undertake pro bono challenge

Each year we issue a pro bono challenge to our first-year trainees to provide pro bono legal advice that supports the United Nations 2030 Agenda for Sustainable Development and global Sustainable Development Goals. As well as supporting existing schemes we have also begun to support additional projects:

In Manchester, we established a relationship with the BPP Law School, and have been supporting the BPP Enterprise Clinic. The clinic offers an initial advice only service on all areas of business law, including contractual interpretation, disputes with suppliers or customers, and protection of intellectual property rights.

In London, we are planning from August 2023 onwards in the London office to support Citizens Advice at the Royal Courts of Justice. The scheme increases access to justice by providing litigants in person who cannot afford legal representation with procedural advice on matters such as completing forms, drafting witness statements, letters, or interpreting the CPRs. Clients of the clinic are often vulnerable, and seek help across a broad range of matters. For example, housing matters where clients are often facing eviction, family and domestic abuse matters, debt issues, and breach of contract claims. Our volunteers will empower the clients to manage their case more effectively and, where appropriate, refer them to Advocate (a charity for court representation).

Shoosmiths supports Coverdale & Newbank Community Association

In July 2022 the Manchester office hosted an evening reception where we spoke with Len Grant, a well-known local photographer, writer and artist, about his pop-up exhibition of sketches to highlight the city's poverty, and raise funds for a food grocery run by local charity Coverdale & Newbank Community Association based in the inner-city area of Ardwick. Len brought along three representatives from Coverdale, Elaine Lovesey, the Chairperson, Linda Moores, Treasurer and Barbara Smith, Vice Chairperson, who set up, and run the association. Elaine explained: 'We have a nurse come in. She has four kids and works full time on the Covid wards. By the third week in the month, she's got no food left and no means to buy any. How bad is that?'

Following that event Elaine showed Kathryn Jump, Partner, and Robert Nieri, Legal Director, around the charity's hub, who were impressed by the impact these unassuming volunteers have created, stepping in to address real need on their doorstep. Elaine explained that Coverdale operates in precarious circumstances. It runs its operation without a written agreement with Manchester City Council which owns the freehold premises.

As a result, Shoosmiths has agreed to act pro bono for Coverdale to seek to regularise the position and Anna Lowe, Legal Director, is liaising with the Council over the terms of a lease to provide the charity with some security as it continues to meet the needs of its community, helping, and supporting on a range of matters including housing, environmental, local police and money advice, as well as running its food grocery.

Shoosmiths assists Computer Aid International

Shoosmiths provided legal advice on a pro bono basis to Computer Aid International, a registered charity, that aims to bridge the digital divide by providing refurbished PCs, and computer equipment from the UK to educational, and non-profit organisations in developing countries. Computer Aid's work has brought access to technology to millions of people. Shoosmiths was asked to assist Computer Aid with its amazing 'Win a trip to Kenya!' prize draw which was run to help to support the setup of its next digital schools projects in Africa. A lucky winner, and a companion won a seven-day trip Kenya that included a visit to a beneficiary school, a safari trip in the Maasai Mara, a hippo boat ride in Lake Naivasha, and a chance to feed baby elephants at an elephant orphanage! The prize draw raised £1,310 for this wonderful cause.

'Shoosmiths provided invaluable advice regarding the legal issues in connection with our fundraising prize draw. Without its support we could easily have created unnecessary liabilities for ourselves, and risk. As a result of its assistance our prize draw went extremely smoothly, and the winner and companion enjoyed a fabulous visit to Kenya. The level of service we received on a pro bono basis was outstanding, and extremely professional.'

KEITH SONNET, CHIEF EXECUTIVE, COMPUTER AID INTERNATIONAL

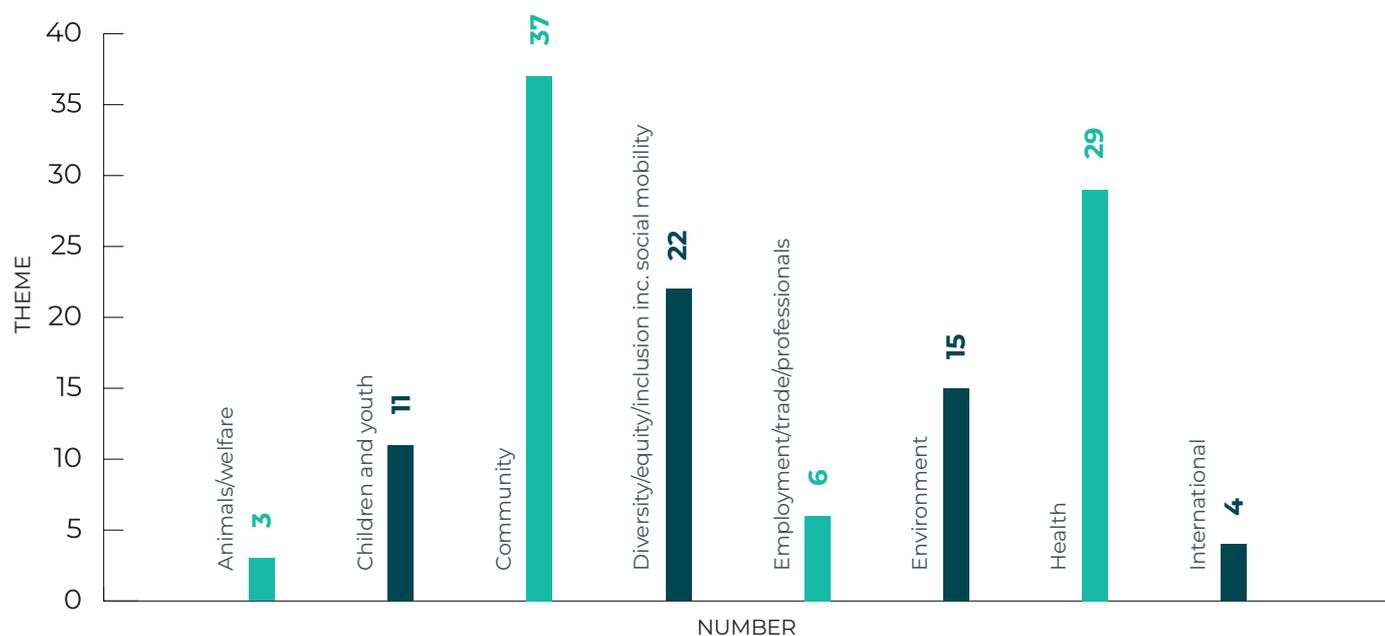
Shoosmiths assists Nottingham Women's Centre

Nottingham Women's Centre (NWC) helps all self-identifying women in Nottinghamshire reach their full potential, have their voices heard, and overcome barriers to create a better future for themselves, and their children. We are working with NWC on a pro-bono basis on a significant building project which involves agreeing terms for a long-term lease of the existing centre, and some additional offices, and workshops to create a women's hub in the Centre of Nottingham. The project is being led by NWC who are in partnership with Juno Women's Aid, and Notts SVS (Sexual Violence Services) to create the hub from which all three organisations will deliver the services. The work involves advising on real estate, and construction matters. We are also working with the Architectural Heritage Fund, and National Lottery Heritage Fund to help fund the project. Other advisors include CPMG Architects, Geo Hallam and Sons, and various other construction partners.

Appendix 5: Organisations and programmes supported by Shoosmiths 2022/2023

127 organisations supported via national or office fundraising donations, volunteering, sponsorship, partnerships or in-kind support during 2022/2023. £175,024 was donated via firm donations and staff fundraising. This included £49,690 donated via the Shoosmiths Foundation to JERICHO.

Range of organisations supported nationally/locally by theme 2022/2023



The information below details the most significant activities undertaken with organisations during the year.

Organisation	Outcome
#10,000 Black Interns – where black students and graduates realise their potential transforming the horizons of young black talent with paid internships across 25+ sectors.	During 2022, we partnered with #10,000 Black Interns to offer five placements across the firm to young people through the programme.
Acts of Kindness (Community) Solent helps people facing an immediate crisis, is on hand to help people improve their lives, and loves community projects where it can really make a difference.	Our Solent office selected Acts of Kindness as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023, raising and donating £6,823.
Aston University’s Pathway to Law programme, delivered in partnership with Shoosmiths, has been designed to expand knowledge, develop skills and give an insight into what life is really like for those students with ambitions to study and practice law.	In January 2023, our Birmingham office took part in the launch of the Pathway to Law programme .
atd partners are experts in leadership coaching, women’s development, and diversity.	We ran the third cohort of our High Performing Women programme during 2022.

Organisation	Outcome
Behind Every Kick aims to level the playing field for young people by shifting their perception of what they have to offer the world.	In October 2022, £1,500 was donated to support a football tournament.
Belong Nottingham empowers refugees, asylum seekers, and migrants to achieve their full potential and to be economically active and socially included.	Our Nottingham office selected Belong Nottingham as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023, raising and donating £6,772.
Birmingham Mind works with individuals with mental health needs.	In October 2022, a £250 donation was made to Birmingham Mind for World Mental Health Day 2022.
Black Solicitors Network is the primary voice of black solicitors in England and Wales; committed to achieving equality of access, retention, and promotion of black solicitors.	Shoosmiths began a corporate partnership in September 2020. During the year we partnered in its Grassroots Programme by assisting with a workshop on interviews, and commercial awareness.
The British Property Federation (BPF) Net Zero Pledge unites the real estate industry in tackling carbon emissions from the built environment and achieving net zero by 2050.	Shoosmiths became a signatory in July 2022 . The firm has worked closely with the BPF to promote key ESG-related themes, including our 'Investing in Tomorrow' report and facilitating conversations about hydrogen usage in development schemes. We have also leveraged our positions on various BPF committees to ensure a sustained focus on net zero.
Business Disability Forum is the leading business membership organisation in disability inclusion. It works in partnership with business, Government, and disabled people to remove barriers to inclusion.	Shoosmiths became a member of Business Disability Forum in December 2021, and is working with its team to make progress on our disability inclusion actions.
Business Doing Good is an informal roundtable launched by Shoosmiths, RSM and RBC Brewin Dolphin with the aim of helping businesses use the strengths of the charity sector to effect change, and to add ESG value.	Three in-person roundtables were undertaken during the year hosted at the Prince's Trust, the Shoosmiths Manchester office, and Trafford Ecology Park.
Business in the Community (BITC) is a network of purposeful leaders committed to changing business, transforming lives, and helping the planet and communities thrive.	We have been a corporate member of BITC since 2000. During the year we were members of the East Midlands, South East, and London Leadership Boards as well as a member of the Climate Action Leadership Team . We support BITC's #Challenge 2030 campaign to make the climate crisis history. We are also a Race at Work Charter signatory. During 2022/2023, we participated in BITC's 40th anniversary Making Work Work Campaign and were featured as a case study in its Building Green Skills for a Just Transition to a Net Zero Resilient Future route map. Colleagues also participated in BITC's Job Coaching programme which aims to engage businesses across the UK to support jobseekers through a series of coaching opportunities.
Campaign for Greener Arbitrations is an initiative to reduce the environmental impact of international arbitrations. It encourages all stakeholders (including counsel, arbitrators, parties to disputes, and institutions) to commit to the campaign's Guiding Principles and reduce their carbon footprints when resolving disputes.	Shoosmiths became a signatory in February 2022 . During the year we supported the campaign by corresponding electronically, by using videoconferencing where practicable to avoid unnecessary travel, and by using electronic documents and bundles where practicable to avoid printing.

Organisation	Outcome
Cancer Research UK is the world's leading charity dedicated to cancer research. The Belfast office supported Business Beats Cancer Belfast, a group of committed business leaders from a range of professions, focused on raising awareness, and funds for the charity.	Our Belfast office selected Cancer Research UK's Business Beats Cancer Belfast programme as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023, raising and donating £4,618.
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.	In December 2022, the Thames Valley Serious Injury Team produced a video to support the charity's work.
The Childhood Trust London is London's child poverty charity, dedicated to alleviating the impact of poverty on children, and young people living in the capital.	Our London office selected the Childhood Trust as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023, raising and donating £9,598.
The Children's Hospital Charity raises funds to support specialist treatment.	In September 2022, our Sheffield office donated £600 to the Small Snowflake appeal.
Citizens Advice, Edinburgh provides free confidential, independent, and impartial advice on a range of issues.	Our Edinburgh office has provided pro bono services since 2019.
Citizens Advice, Milton Keynes, helps the people of Milton Keynes overcome the problems that face their daily lives.	Our Milton Keynes office has provided pro bono services since 2019, via fortnightly appointment-based housing, and employment clinics.
CommuniCare is an advice, and support centre based in the community of East Reading.	Our Thames Valley office has provided pro bono services since November 2009, operated in conjunction with the University of Reading School of Law.
Computer Aid International takes used IT equipment, and sends it to disadvantaged communities across the world.	<p>We have donated used IT equipment to the charity since 2008. In 2022/2023, 294 laptops, monitors and PCs were donated for reuse or recycling (1,264 kg). Of these items 37 laptops were donated for re-use:</p> <ul style="list-style-type: none"> • Seven laptops were sent to school children in Uganda through Kids Club Kampala. <p>The remaining items were donated to UK projects namely:</p> <ul style="list-style-type: none"> • 18 laptops to Glanynant Learning Centre, a school in South Wales. • Four laptops to St Giles Trust in the UK, an organisation that helps people held back by poverty, exploited, abused, dealing with addiction or mental health problems. • Three laptops to Cancer Campaign in Suffolk to organise workshops in the community. • Two to Dwellbeing, Shieldfield, a community group in Shieldfield, Newcastle working with young people and others providing a range of services. • One each to the Salvation Army, Little Green Sock, and Clipstone Miners Welfare Community Trust. <p>Items that could not be reused were recycled; none went to landfill.</p>

Organisation	Outcome
Coverdale & Newbank Community Association supports residents in the Ardwick, Manchester community, providing help, and support on a range of issues, including housing, environmental, local police, and money advice.	In July 2022, our Manchester office hosted an exhibition of Len Grant's sketches to tell the story of an Ardwick food bank run by Coverdale & Newbank Community Association. The Association's chair explained how the charity is empowering its community as well as supporting residents struggling with the cost-of-living crisis. See also appendix 4 page 14.
CR Legal Network is a forum for CR professionals in the legal sector.	Shoosmiths has been a member since 2010.
Cruse Bereavement Support helps people through one of the most painful times of life – with bereavement support, information, and campaigning.	In September 2022, £500 was donated in memory of Her Majesty the Queen who was a Royal Patron of the charity.
Disability Confident organisations play a leading role in changing attitudes for the better. They're changing behaviour, and cultures in their own businesses, networks, and communities, and reaping the benefits of inclusive recruitment practices.	Shoosmiths has been recognised as a Disability Confident Employer since 2018, and during the year we refreshed our self-assessment to maintain this accreditation.
The Disasters Emergency Committee launches appeals when large-scale disasters hit countries without the capacity to respond.	In February 2023, £1,670 was raised and donated to the DEC Turkey-Syria Earthquake appeal. In March 2023, our London office raised £155 for the DEC Ukraine Humanitarian Appeal.
Earth's Lonely Angels Limited is a team of volunteers who make it their mission to reach local people who may be lonely, whether that is vulnerable older people or those who are homeless.	Our Northampton office selected Earth's Lonely Angels Limited as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023, raising and donating £6,282. A security shed was also purchased for £1,060 for the charity's allotment project in the Spencer community.
Embassy charity takes homeless people off the street, provides them with accommodation, and helps them to find a job.	In June 2022, our Manchester office donated £1,000 towards the charity's work to set up women only supported accommodation in Manchester.
Encompass provides support, resources, and advice to those facing poverty, homelessness, and addiction.	In December 2022, our Northampton office raised and donated £515 to the Rushden food bank, and a team took part in a volunteering day .
Ethical Reading is a not-for-profit organisation working to make Reading a better place to live, work and do business.	Shoosmiths is a founding partner and a member of Ethical Reading's Advisory Council. In October 2022, Shoosmiths hosted and spoke at a partner forum cost-of-living event: 'Supporting your people through tough times'.
EveryYouth (formerly known as End Youth Homelessness) exists to help the most disadvantaged young people succeed in life. It helps them enter meaningful employment, access mental health support and secure a home of their own.	In February 2023, we published EveryYouth's one year on progress report following the awarding of a Shoosmiths Foundation grant in October 2021.
EY Foundation's mission is to reduce the barriers to work many young people face, supporting them to successfully transition into higher education, employment or self-employment.	In February 2023, colleagues in our Glasgow office hosted two young people from the EY Foundation's Our Future programme for a placement to explore a career in the legal sector.
Felix Diversity Strategists helps law firms, and corporates retain and support their black and ethnic talent.	We continued to work with Felix Diversity Strategists on a programme for our trainees during 2022/2023. It also hosted a keynote speaker session for the firm during Black History Month.

Organisation	Outcome
Global Butterflies helps businesses become trans, and non-binary inclusive.	In December 2022, Global Butterflies delivered a Board session on trans, and non-binary inclusion.
The Green Pensions Charter highlights the importance of pensions investment decisions supporting a net zero future.	Shoosmiths became a <u>signatory in December 2022</u> .
Groundwork Manchester works across Greater Manchester to create stronger, healthier communities, responsible businesses, and greater prospects for local people. It manages Trafford Ecology Park.	In June 2022, the Shoosmiths Manchester office co-ordinated a corporate volunteering day for a number of companies at <u>Trafford Ecology Park</u> , a beautiful, and peaceful green space hidden in the industrial area of Trafford Park, Manchester.
Halo Code explicitly protects employees who come to work with natural hair, and protective hairstyles associated with their racial, ethnic, and cultural identities.	Shoosmiths signed up to the Halo Code in March 2021. We continue to incorporate the Halo Code into our policies.
Harriet Waley-Cohen is a DEI consultant, speaker, facilitator, trainer, and coach helping individuals, and organisations to break through the diversity glass ceiling.	In March 2023, <u>Harriet Waley-Cohen delivered a firmwide webinar on gender stereotypes</u> in line with the wider International Women's Day activity.
HenPicked is one of the UK's largest, fastest growing websites for women who weren't born yesterday.	HenPicked delivered a series of menopause workshops to colleagues during 2023 on a 'train the trainer' basis which will allow further dissemination internally.
The Henry Allen Trust provides advice, support, fun, and laughter to families facing childhood cancer.	Our Milton Keynes office selected the Henry Allen Trust as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023, raising and donating £6,763.
JERICHO charity supports employment opportunities for people experiencing inequality in the job market. Through the charity's social enterprises, and social projects located across Birmingham, it provides a range of supported work and training placements, giving people the necessary confidence, and employable skills to thrive in the job market.	In October 2022, the <u>Shoosmiths Foundation donated £49,690 towards JERICHO's Jump Start project</u> , which aims to underpin and extend the charity's work with school pupils at risk of exclusion, young people not in education, and people with lived experience of trauma, abuse, modern slavery, health, and wellbeing issues, the care system or criminal justice system, addiction or homelessness. <u>See also here</u> . JERICHO's chief executive was interviewed for our 2023 Impact report. <u>See here</u> .
The Jordan Legacy CIC seeks ways of better supporting those who are feeling a sense of entrapment and hopelessness, and specifically to reduce the number of lives being lost to suicide.	We hosted the Jordan Legacy in our Birmingham office for World Suicide Prevention Day in October 2022 to encourage open conversations on the subject of suicide. A £1,000 donation was made for this event, and a subsequent conversation recognising <u>Time to Talk Day</u> in February 2023. In April 2023, a further £1,000 donation was made to support the development of two-hour workshops on having difficult conversations about suicide prevention, and awareness. The workshops will also be piloted at Shoosmiths in 2023/2024.
LawWorks works in England and Wales to connect volunteer lawyers with people in need of legal advice.	Shoosmiths has been a member of LawWorks since 2009. During the year we provided support to pro bono clinics operating to the LawWorks model.

Organisation	Outcome
Law Society is the representative body for solicitors in England, and Wales.	Founding signatory in 2009 of the Diversity and Inclusion Charter up until September 2022 when the Charter was superseded by the D&I Framework . Shoosmiths is a regular attendee and contributor to the Law Society's large law firm community, and forums, which brings to life the components of the framework through collaboration, and idea sharing. Founding signatory 2016 of the Pro Bono Charter .
Leeds Mind helps people build on their strengths, overcome obstacles, and become more in control of their lives.	Our Leeds office selected Leeds Mind as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023, raising and donating £10,787.
Legal Sustainability Alliance is the leading sustainability network for law firms, and the UK legal sector. 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% certifiable renewable electricity for all its UK locations by 2025. During 2022/2023, Shoosmiths reached 93%.
Leicester Hospitals charity supports patients, their carers, and the NHS staff who look after them in Leicester, Leicestershire, Rutland, and beyond.	In June 2022, our Northampton office raised £500.
LGBT+ History Month in the UK has been observed annually since 2005.	In February 2023, Shoosmiths' LGBT+ network reflected on its work since launching in 2019, restated its commitment to valuing difference and members shared what the network means to them. See details here and view our Proud network page here .
Living Wage Employers are certified by the Living Wage Foundation.	Shoosmiths was accredited as a Living Wage Employer in July 2022, by the Living Wage Foundation.
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.
Mental Health at Work provides organisations with tools, resources, and stories to assist workplace mental health programmes.	We continued to work with Mental Health at Work, including offering training sessions, and resources to our Mental Health Champions.
Mental Health Foundation's vision is a world with good mental health for all. It hosts Mental Health Awareness Week which takes place in May each year.	We provided communication during Mental Health Awareness Week 2022, including reminders of support available to colleagues. Our Mental Health and Wellbeing Champions also coordinated in-office activity.
Mindful Business Charter is a set of best practice, behavioural principles to tackle, and reduce avoidable stress in the workplace. The four principles are: openness and respect; smart meetings and emails; respecting rest periods; mindful delegation.	We became a signatory of the charter in May 2020. The firm attends meetings where best practice is shared between members. We continue to embed the Mindful Business Charter framework within Shoosmiths' ways of working.
Movember Europe charity focuses on mental health and suicide prevention, prostate cancer, and testicular cancer.	Movember supported a firmwide panel event for Time to Talk Day in February 2023.
Mustard Tree believes in a Greater Manchester where everyone has the opportunity to be a connected, valued, and contributing member of society. It creates opportunities for people to help themselves through providing practical support, friendship, connections into work, improvements to health and wellbeing, plus new experiences to encourage aspiration.	Our Manchester office selected the Mustard Tree as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023, raising and donating £12,269. Support included a charity family fun day at AFC Monton with the Jet2 Allstars.

Organisation	Outcome
No5 provides listening, and counselling support to 11- 25-year-olds living, working, or studying in Reading.	Our Thames Valley office selected No5 as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023 raising and donating £9,690.
Northamptonshire Children’s Trust delivers children’s social care, and targeted early help services on behalf of North Northamptonshire Council and West Northamptonshire Council.	In December 2022, our Northampton office (staff donations) donated six large bags of gifts to the Christmas bauble appeal organised by the Northamptonshire childcare team. In addition, gifts worth £510 were donated. In February 2023, our Northampton office purchased 125 Easter eggs worth £309.
NSPCC’s work protects children today, and prevents abuse tomorrow, to transform society for every childhood.	Our Birmingham office selected the NSPCC as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023 raising and donating £14,213.
One Nation is a UK-based relief and development charity which has continued to support local and international relief projects to improve lives.	In September 2022, £270 was donated to One Nation’s charity through fundraising from our Embrace network. The donation supported its provision of clean water programme by funding two hand water pumps; one in Pakistan and one in Sri Lanka.
Pathways to Law is a widening participation scheme for students from under-represented backgrounds, who are interested in a career in law.	In collaboration with Pathways to Law Leeds, colleagues from our Leeds office coordinated a series of interactive sessions designed to assist the year 12 and 13 students on the programme to develop essential skills for a future career in law, and provide an insight into what it is like working in the legal sector.
Pearn Kandola is a business psychology consultancy which wants to make the modern workplace fair for everyone by promoting diversity and inclusion, and eradicating prejudice and unfairness.	Pearn Kandola delivered its Inclusive Leadership programme to 40 Shoosmiths partners, and senior managers.
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. Gold award received in March 2023 with 21% of staff taking part.
Pilton Youth & Children’s Project is rooted in the local community, and committed to enabling each young person to realise their potential, and take a positive role in society.	Our Edinburgh office selected Pilton Youth & Children’s Project as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023 raising and donating £6,535. In addition, £1,004 was donated for decorating work when in April 2023, two Shoosmiths teams painted the reception hall space at the charity’s centre.
Pirical equips business leaders to take action from people data.	The firm has increased investment in Pirical’s diversity benchmark, which provides valuable data, and insights from across the legal sector.
Purpose Coalition is the leading voice for purpose-led organisations.	Shoosmiths works with the Rt Hon. Justine Greening in the ‘ Purpose Coalition ’. Shoosmiths has been part of 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. In November 2022, we attended a Purpose Coalition Roadshow discussing social mobility.

Organisation	Outcome
Race to Zero is a global campaign to rally leadership and support from businesses, cities, regions, and investors for a healthy, resilient, zero carbon recovery that prevents future threats, creates decent jobs, and unlocks inclusive, sustainable growth.	Shoosmiths joined Race to Zero in December 2020, via its Business Ambition for 1.5°C commitment made to the SBTi.
Reading Renegades rugby football club provides inclusive rugby for all in Berkshire.	The firm's employee-led Proud network, and Thames Valley office donated £500 to sponsor this local inclusive rugby club.
Renewable NI is the voice of Northern Ireland's renewable electricity industry.	In March 2023, on International Women's Day, Shoosmiths sponsored the first <u>'Women in Renewables' event hosted by Renewable NI.</u>
Riding for the Disabled Association, Cottesbrooke Group, provides therapeutic horse riding for people with a disability or special need.	In May 2022, our Northampton office donated £500 to support two disabled riders on a two-day trip to Cheltenham Riding for the Disabled Association based at Cheltenham racecourse.
Roundabout, South Yorkshire's local youth housing charity, provides shelter, support and life-skills to young people aged 16-24 who are homeless or at risk of homelessness.	Our Sheffield office selected Roundabout as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023, raising and donating £4,849.
Royal Voluntary Service mobilises volunteers in every corner of Britain to support people in need and the NHS. Its volunteers work with healthcare teams and in communities providing practical help and emotional support when people are struggling to cope.	In September 2022, £500 was donated in memory of Her Majesty the Queen who was a Royal Patron of the charity.
Samaritans' purpose is to be there for people who are struggling to cope.	In January 2023, our Mental Health Champions took part in The Samaritans' Brew Monday campaign through in-office coffee mornings and other activities. A £150 donation was made.
The Science Based Targets initiative (SBTi) drives ambitious climate action by enabling companies to set emissions reduction targets in line with the latest climate science. 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.	In November 2022, Shoosmiths submitted revised baseline data as well as a proposed 2040 net zero target for its entire value chain. The SBTi has scheduled the validation work for May 2023.
Skill Boosters provides video-based training for inclusion, leadership and teamwork.	E-learning material on a variety of topics is available through this platform which Shoosmiths signed up to in 2023.
The Social Mobility Foundation charity aims to make a practical improvement in social mobility for young people.	Shoosmiths was ranked 38th in the "Top 75" employers in the <u>Social Mobility Employer Index 2022</u> , (our fourth year in the top 50). £1,000 was donated towards the continuation of the Social Mobility Employer Index.
The Social Mobility Pledge is a coalition of businesses and universities committed to being a force for good by putting social mobility at the heart of their purpose.	Shoosmiths signed the Social Mobility Pledge in November 2018, and continues to deliver on its <u>Social Mobility Action Plan</u> , which was produced in collaboration with the Social Mobility Pledge.
Sport 4 Life UK helps young people (aged 11 to 29) move into sustained education, training, and work through sports-themed personal development.	Shoosmiths' Birmingham office is supporting local youngsters in a twelve month project delivered by Sport 4 Life UK for a <u>qualified mentor to work with a group of 15 young people in Birmingham's most deprived neighbourhoods.</u>
Stonewall Diversity Champions works with organisations to give them the confidence and tools they need to become LGBT+ inclusive leaders.	We continued our Stonewall Diversity Champions membership, and colleagues attended Stonewall's annual Workplace Conference.

Organisation	Outcome
Stop Food Waste Day is the largest single day of action in the fight against food waste.	In April 2023, Shoosmiths took part, running a <u>staff awareness campaign</u> to highlight the scale of the challenge and provide food waste tips and ideas.
Street League is a charity using sport, and education to help young people into work.	In February 2023, we published <u>Street League’s one year on progress report</u> following the awarding of a Shoosmiths Foundation grant in October 2021. Colleagues also volunteered with the charity in <u>December 2022</u> and <u>April 2023</u> .
The Sustainable Recruitment Alliance commits signatories to find more sustainable ways to attract early talent.	In May 2022, <u>Shoosmiths became a signatory</u> . A one year on case study has been published <u>see here</u> .
Trussell Trust supports a nationwide network of food banks, and together provides emergency food and support to people locked in poverty.	In December 2022, our Northampton office raised and donated £515 to the Weston Favell food bank.
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.	Shoosmiths joined in May 2020.
UK for UNHCR fundraises on behalf of the UNHCR to support its assistance programmes, including promoting awareness, encouraging the advancement of education for social inclusion, for the relief and protection of refugees, asylum seekers, internally displaced, and stateless persons.	In September 2022, £1,000 was donated to the Pakistan Appeal.
The United Nations Global Compact is the world’s largest corporate sustainability initiative. Its ambition is to accelerate, and scale the global collective impact of businesses by upholding its ten principles, and delivering the Sustainable Development Goals through accountable companies, and ecosystems that enable change.	Shoosmiths joined January 2016, is a participant, has produced annual Communication on Progress disclosures, is a member of the Network UK, and four working groups on modern slavery, global goals, DEI, and the Task Force on Climate-Related Financial Disclosure. In September 2022, Shoosmiths was a sponsor of, and hosted the Network UK launch of its report <u>Measuring Up 2.0: How the UK is performing on the Sustainable Development Goals. The report also featured in issue five of Shoosmiths’ ESG reports published in April 2023</u> .
Urban Roots is a community led environmental charity working across the Southside of Glasgow. It empowers local people to make choices, and lifestyle changes that are beneficial to them, their communities, and the environment.	Our Glasgow office selected Urban Roots as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2022/2023, raising and donating £4,297.
The West Midlands Net Zero Business Pledge aims to make the West Midlands net zero by 2041.	Shoosmiths became a <u>signatory in June 2021</u> . During the year Shoosmiths spoke at a <u>net zero-week event</u> organised by Sustainability West Midlands and a <u>business pledge phase two event</u> .
Willen Hospice cares for end-of-life patients, and their families in Milton Keynes, and the surrounding areas.	In December 2022, our Milton Keynes office donated £500 to support its Christmas party.
The Women, Influence and Power in Law UK Awards honour top women lawyers who have made a remarkable difference in the legal profession.	Shoosmiths sponsored the Women, Influence and Power in Law Awards in 2023 as well as hosting an informative session at the event.

Organisation	Outcome
WorkLife Central is a digital platform sharing expert-led content designed to support, inform, and inspire professionals in their family life, work life, and wellbeing.	The firm signed up during the year to provide resources to colleagues.
World Mental Health Day is observed on 10th October every year, with the overall aim of raising awareness of mental health issues around the world, and to mobilise efforts in support of mental health.	In October 2022, we recognised World Mental Health Day by raising awareness, and sharing available support resources with colleagues.
World Water Day is co-ordinated by a number of organisations including UNESCO. The 2023 campaign was about accelerating change to solve the water, and sanitation crisis.	In March 2023, Shoosmiths highlighted the day to staff , and provided tips to save water in the workplace and at home.
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 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.	We supported the Earth Hour campaign on <u>Saturday 25th March 2023</u> , and highlighted the campaign to colleagues providing WWF's ideas about how to learn more about our planet, and tips to go beyond the hour.



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.

Based on the information available to us, the data is correct at the time of publishing.

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