

# Environmental, social, and governance report

2023/2024

This report was approved by the executive board 21<sup>st</sup> August 2024.

[www.shoosmiths.com](http://www.shoosmiths.com)

FOR  
WHAT  
MATTERS



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# Introduction

Welcome to our 13th annual report which relates to the financial year beginning 1 May 2023 and ending 31 March 2024, (an anomaly 11-month year as we have changed to a 31 March year end reporting cycle) and which was approved by the Executive Board 21<sup>st</sup> August 2024. The report has five appendices related to our ESG progress during 2023/2024 and our priorities in 2024/2025.

Our ESG aspiration is to be the leading law firm famous for its positive contribution to society. Our latest ESG report sets out the progress we have made during the year and our priorities during 2024/2025.

The firm introduced a number of ESG programmes to underline its commitments to foster a positive working experience for all its people and to offer greater access to opportunities. It launched a refreshed DEI strategy to support its inclusive culture and a Social Mobility Impact Report, centred on the principles of partnership, access, and recruitment.

We're also on our way to decarbonising our business by 2040, with near-term and long-term science-based emissions reduction targets validated by the Science Based Targets initiative (SBTi). Our overall goal is to reach net-zero GHG emissions across the value chain by FY2040. Our total emissions across scopes 1, 2 and 3 for 2023/2024 were 7,240 tCO<sub>2</sub>e, a decrease of 41% against our FY2020 base year using a market-based methodology.

JERICHO, the most recent recipient of Shoosmiths Foundation funding, provides local work and training placement opportunities. Funding from the Shoosmiths Foundation supported the charity's Jump Start programme, which provides beneficiaries with the tools they need to enter and sustain mainstream employment after participating in a core JERICHO programme. Our funding supported 50 people, 77% of whom progressed into sustained employment, education, or other positive outcomes.

A positive firm culture doesn't happen by accident, and it's the bedrock of a firm's productivity and success. We're proud to invest in the innovation, programmes, and benefits that strengthen the trust and value in our most cherished relationships – with our people and our clients. Some of these innovations, such as the expansion of the use of Artificial Intelligence may have an impact on our sustainability goals, positive or negative, however through our robust management of risks and opportunities related to ESG, we are able to manage this impact proactively.

We have delivered progress on ESG issues over the past year. However, we recognise that our aspirations and goals must continue to be ambitious and bold, engaging with our people and external stakeholders as we strive towards a net zero future, advancing social mobility within the firm and across the UK and achieving equitable outcomes for all.

We are keen to hear from our stakeholders about what more Shoosmiths can 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, central management, finance, information systems, people, projects and innovation, property and workplace and risk and ethics.

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

[Shoosmiths LinkedIn](#)

[Shoosmiths Instagram](#)

[Shoosmiths YouTube](#)

[Shoosmiths Serious Injury Twitter](#)

[Shoosmiths Serious Injury LinkedIn](#)

[Shoosmiths Grads – Instagram](#)

Read our responsibility policies, ESG, Impact Reports, previous 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](mailto:corporateresponsibility@shoosmiths.com)

# Appendices

## Appendix 1: Accountability and management of ESG for the period 1 May 2023/31 March 2024

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.

### 2023/2024 Targets

In line with our 2022/2030 business plan, we set 25 targets (6 marketplace, 9 workplace, 5 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 14 targets with 11 targets where we are making progress and where we continue to focus our attention.



Key



- achieved













- in progress



- not achieved





Objectives and targets	Performance and status
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**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>17 PARTNERSHIPS FOR THE GOALS</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>We continue to offer our high-level compliance audit ESG 360 without charge and are pleased to report it has helped a number of clients to understand their ESG credentials at a glance. We have recently brought ESG 360 within our Shoosmiths EIGHT stable of connected services, which we hope will bring even more client engagement. <a href="#">Details about the tool can be viewed here.</a></p>	
<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>Collaborate with clients to promote ESG-related issues and drive positive change for industry.</p>	<p>We have worked with clients to promote ESG-centric issues including:</p> <ul style="list-style-type: none"> <li>• Partnering with HSBC to deliver a careers workshop for secondary school students, from under privileged areas of London.</li> <li>• Shawbrook Bank and Scania UK to develop their internship programmes for students from underrepresented backgrounds.</li> <li>• Aston University, Virgin Media O2 and the Chartered Institute of Legal Executives (CILEX) on the Pathways to Law project for college-age students; similarly, our Leeds office partnered with 'Pathways to Law' with the University of Leeds, supporting A-level students from under-represented backgrounds interested in a law career.</li> </ul>	
<p>8 DECENT WORK AND ECONOMIC GROWTH</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.</p>	<p>We have created a steering group, including key stakeholders in our risk and ethics, IT, estates and legal teams, to identify our risk posture in each key area of the firm and to put control measures in place.</p> <p>This will help support the firm's ability to mitigate risk in all areas of our supply chain and outline our commitment to clients to exclude any modern slavery and human trafficking within our supply chain.</p>	
<p>8 DECENT WORK AND ECONOMIC GROWTH</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 2023, we supported the anti-slavery day campaign to raise awareness of the role of business in tackling modern slavery.</p> <p>In December 2023, <a href="#">JERICHO published its one year on Impact Report</a> following funding by the Shoosmiths Foundation. One of the groups the charity supports are survivors of modern slavery.</p>	
<p>8 DECENT WORK AND ECONOMIC GROWTH</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>	

Objectives and targets	Performance and status		
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</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>We have a Gifts and Hospitality Policy which is reviewed on an annual basis and was last reviewed on 5 March 2024. The Policy provides full details and guidance on what to do when receiving or giving gifts and/or hospitality. The policy is communicated to new starters as part of their induction training. In addition, all employees receive mandatory annual refresher training on bribery which covers gifts and hospitality and forms part of the annual declaration completed by all Legal Advisors. In addition, all Partners meet with our Head of Risk Management who highlights specifically the gifts and hospitality policy and the need to notify.</p> <p>We keep an internal log of gifts and hospitality offered to our internal stakeholders. Any omissions or trend analysis is reported to the Risk and Regulatory Affairs Committee (RRAC) which is the Board level oversight Committee.</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>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>Appendix 4 details pro bono schemes supported and appendix 5 details organisations we worked with during 2023/2024.</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>Alignment with ISO 45001 has been superseded by a planned external third-party review against the guidance 'Managing for Health and Safety (HSG65) commencing May 2024.</p> <p>A paper is being presented to the June 2024 board setting out a proposed pathway for alignment of Shoosmiths' documented environmental management system to ISO 14001, including potential accreditation.</p>	

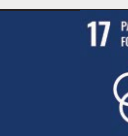





Objectives and targets					
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Further equip line managers with mental health, and wellbeing skills to support our people and the wider firm efforts.</p>	<p>A periodic mental health and wellbeing focus was provided in the Shoosmiths monthly line manager engagement pack - Excellence Unlocked. (For example - signposting internal guidance notes, policies and the Mental Health and Wellbeing Champions.)</p>			
 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>13 CLIMATE ACTION</p>	<p>Develop a refresher EHS module for all employees to include work safety practices, fore safety, environmental compliance, and progress on net zero targets.</p>	<p>This has been deferred to 2024/2025 as part of the planned external third-party health and safety review against HSG65 commencing May 2024.</p>		
 <p>5 GENDER EQUALITY</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>10 REDUCED INEQUALITIES</p>	<p>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.</p>	<p>A further 52 Partners and senior leaders attended a three-hour Inclusive Leadership workshop hosted by Pearn Kandola - giving 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 launched a new allyship e-learning module (through our relationship with Skills Booster) and an understanding microaggressions webinar (hosted by DEI specialist Niru Subramanian).</p> <p>We continue to invest in important projects such as our internal reciprocal mentoring programme (a project collaboration between the DEI team and Performance &amp;</p>	

				Talent Development) and engaging <a href="#">Pride in Leadership</a> to deliver leadership training to LGBT+ employees and partners. <b><u>Our annual pay gap reports can be viewed here</u></b>	
5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	Produce diversity and inclusion plans for all Divisions and Directorates and monitor progress.	DEI Action Plans have been developed with measurable goals for all Divisions - with actions and measures for success. Delivery and progress supported by dedicated Partner leads, Talent Acquisition, HR and the DEI team.	IP
5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	Create an alumni programme for the previous cohorts from the High Performing Women programme to continue supporting the progression of women in senior roles.	Consultation has taken place with female leadership stakeholder groups and programme participants - identifying preferences, objectives, and desired outcomes for the 'alumni programme.'	IP
5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	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.	<a href="#">The Shoosmiths Social Mobility Impact Report (in collaboration with The Purpose Coalition)</a> was launched in January 2024 at the Houses of Parliament. The report reflects on three years of activity (against the Social Mobility Action Plan) across the firm and looks forward to future recommendations and plans.	✓
10 REDUCED INEQUALITIES			Develop a Race Equity Action Plan to further commitment to <a href="#">Business in the Community's Race at Work Charter</a> .	We have committed to increasing representation of our ethnically diverse employees and partners and launched the Shoosmiths Understanding Racial Equity project at the end of 2023. This involved a robust listening exercise (consulted by external consultants Aurora and SA Consulting) to understand the experience of our ethnically diverse colleagues. The findings from these listening groups, and recommendations from our consultants, will shape the Race Equity Action Plan.	IP

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.					
7 AFFORDABLE AND CLEAN ENERGY	13 CLIMATE ACTION	Shoosmiths' operations (scopes 1 and 2 emissions) to become carbon net zero by 2025 with annual reporting on progress.	Scopes 1 and 2 (market-based) emissions have reduced by 39% 2023/2024 versus 2019/2020 baseline. See appendix 3 for data.		IP
7 AFFORDABLE AND CLEAN ENERGY	13 CLIMATE ACTION	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. (Original SBTi validated targets to be redefined following SBTi's revalidation work commencing May 2023.)	Shoosmiths' long-term targets and revised near-term targets were validated by the SBTi in June 2023.  The SBTi validated targets are:  Overall net-zero target  Shoosmiths commits to reach net-zero GHG emissions across the value chain by FY2040.  Near-term targets  Shoosmiths commits to reduce absolute scope 1 GHG emissions 55.7% by FY2030 from a FY2020 base year.  Shoosmiths also commits to increase annual active sourcing of renewable electricity from 74% in FY2020 to 100% by FY2025 through FY2030.  Shoosmiths further commits to reduce absolute scope 3 GHG emissions 50% by FY 2030 from a FY2020 base year.  Long-term target		IP



			Shoosmiths commits to reduce absolute scope 1,2, and 3 GHG emissions 90% by FY2040 from a FY2020 base year.  Our annual Carbon Reduction Reports detail progress and plans against these targets. See <a href="#">here</a> .	
 7 AFFORDABLE AND CLEAN ENERGY	 13 CLIMATE ACTION	Progress proposed 2040 net zero target applicable to the entire value chain.	See above regarding SBTi validated targets.	IP
 7 AFFORDABLE AND CLEAN ENERGY	 13 CLIMATE ACTION	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.	Our main estates management supplier has developed its own carbon emission data collection software and has engaged with some of its high value contracts to start collecting data.	✓
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION		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.	Completed with audits undertaken in our Solent, London, and Glasgow offices. Audits to be undertaken in 2024/2025 in our Birmingham and Edinburgh offices.	✓

Objectives and targets		Performance and status		
Objective Building and maintaining enduring community relationships that achieve positive impacts for the organisations we work with.				
 17 PARTNERSHIPS FOR THE GOALS	Report on impacts achieved by charities that have been awarded Shoosmiths Foundation donations.	2023 Impact Report published by JERICHO, our most recent beneficiary. One year on, the project has supported 50 people of whom 77% have progressed into employment, education or other positive outcome. This compared with original targets to support up to 40 beneficiaries, with circa 75% entering sustainable employment and 25% achieving their most appropriate destination.  To read further details including the impact Report see <a href="#">here</a> .  <a href="#">In January 2024 net-zero focused charities were invited to apply for Shoosmiths Foundation funding</a> with selected charities to be informed in April 2024. See further details about the Shoosmiths Foundation <a href="#">here</a> .		✓
 17 PARTNERSHIPS FOR THE GOALS	Each office to support a local charity partner during 2023/2024.	<a href="#">See SHOUTback article here</a> and appendix 5.		✓
 1 NO POVERTY	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Consider potential for expanding formal pro bono services provided by legal advisors.	See appendix 4.	✓
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Report on impacts of pro bono services provided by legal advisors.	See appendix 4.		✓
 17 PARTNERSHIPS FOR THE GOALS	Explore opportunities to collaborate with third-sector organisations addressing one or more of the 2030 SDGs in the UK.	See appendix 5.		✓


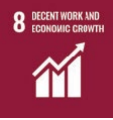









## 2024/2025 Targets















In line with our 2022/2030 business plan, we have set 23 targets (5 marketplace, 9 workplace, 7 environment, and 2 community). We have indicated where these align with the United Nations SDGs.






Targets	Related SDGs
<p><b>Objective</b> 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>	
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.	8 DECENT WORK AND ECONOMIC GROWTH
Engage in collaboration within the business sector, and with third sector organisations involved in mitigating, and preventing slavery and trafficking within the UK.	8 DECENT WORK AND ECONOMIC GROWTH
Continue to raise awareness amongst stakeholders about the prevention of slavery, and trafficking.	8 DECENT WORK AND ECONOMIC GROWTH
ESG considerations to form part of our reputational risk analysis during the onboarding of new clients.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Undertake a review of our Anti Financial Crime policies including Anti Bribery and Corruption to identify further improvement opportunities.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Targets	Related SDGs
<p><b>Objective</b> 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>	
Launch and deliver our firm-wide Engagement Survey to enable an improved understanding of our firm's culture and employee experience and obtain feedback from our people.	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
Establish a consistent career framework for all employees at the firm, providing clarity on expectations and transparency on what is required to progress a career at Shoosmiths.	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
Continued focus to equip line managers (and Partners) with mental health and wellbeing skills to better support their teams and the wider firm efforts, through consultation with internal networks and external partners.	3 GOOD HEALTH AND WELL-BEING
Provide further investment in our inclusive leadership training for all Partners and senior leaders (minimum of 60 further attendees by March 2025) - through an in person and virtual training offering.	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES

Work with Divisions and Directorates on developed Diversity Equity Inclusion Action Plans - focusing on Shoosmiths' DEI commitments to uplifting recruitment, retention and progression for underrepresented groups.			
Build on our existing relationship with The Purpose Coalition by being an active member of <a href="#">The Breaking Down Barriers Commission</a> – to include participating in cross sector roundtables and working groups amongst other activities.			
Continue to deliver against recommendations in Shoosmiths' Social Mobility Impact Report and to publish progress.			
Launch Shoosmiths Race Equity Action Plan- working in collaboration with the Embrace network and key stakeholders from across the business (such as Shoosmiths Board).			
Support Shoosmiths' five employee networks in delivering their aims and objectives in the most effective and impactful way, with a focus on governance, sponsorship and external reach.			

Targets	Related SDGs	
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. (Non SBTi validated target.)		
Shoosmiths commits to reduce absolute scope 1,2, and 3 GHG emissions 90% by FY2040 from a FY2020 base year. (SBTi validated target.)		
Shoosmiths commits to reduce absolute scope 1 GHG emissions 55.7% by FY2030 from a FY2020 base year. (SBTi validated target.)		
Shoosmiths also commits to increase annual active sourcing of renewable electricity from 74% in FY2020 to 100% by FY2025 through FY2030. (SBTi validated target.)		
Shoosmiths further commits to reduce absolute scope 3 GHG emissions 50% by FY 2030 from a FY2020 base year. (SBTi validated target.)		
By 31st July 2024, outsource our Northampton data centre to a third party with aligned net zero targets.		
Publish independently assured 2024/2025 Carbon Reduction Plan.		

Targets	Related SDGs
<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 donations.</p>	
<p>Consider potential for expanding formal pro bono services provision by supporting appropriate schemes.</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. 1,389 pro bono hours were recorded during 2023/2024, representing a 28% decrease on 2022/2023. During 2024/2025, 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.

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. We have also recommenced monitoring and identifying opportunities highlighted via the Not-for-Profits Programme.

**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 11 months 18 clients have been supported by the clinic, covering areas concerning employment, consumer, housing, landlord and tenant issues.

There has also been some general advice given to CommuniCare through email and telephone conversations.

As one example of a client assisted CommuniCare was approached for support with an Unfair Dismissal / Disability Discrimination Case. Shoosmiths supported the client in completing an ET1 form and a Particulars of Claim statement. The client went to tribunal and was successful.

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.

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 three 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.

In our Manchester office we have been volunteering with the BPP Law Enterprise Clinic since 2023. The service 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.

### **Shoosmiths assists Manuel Bravo Project**

Manuel Bravo Project is a charitable organisation based in Leeds that aims to provide free legal representation to asylum seekers who would otherwise have none. Shoosmiths began to support the Project in October 2018. Clients of 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 1 May 2023 and 31 March 2024, the Shoosmiths team has worked on twenty-nine cases involving clients from Iraq, Iran, Afghanistan, Eritrea, Sudan, China, Armenia, Democratic Republic of Congo, and Ghana. From these twenty-nine cases, we have received seventeen successful outcomes, and have twelve pending outcomes. As part of each application, the team prepares a covering letter which sets out the legal position and includes supporting evidence that sets out why the country of origin remains unsafe for the applicant which can vary depending on the facts of each case. For example, the team has helped a client who provided interpretation services for the coalition forces in Iraq, and a client from Afghanistan who lost all his family in making the treacherous journey to the UK.

‘Shoosmiths’ volunteer team offer invaluable assistance to Manuel Bravo Project and the local refugee community through its work completing applications for refugees to stay permanently in the UK after the end of their initial temporary five year grant. This work helps address a desperate need in the sector, as this type of application is very difficult to find legal aid for, and private representation is prohibitively expensive for many. Shoosmiths guides clients through the process, collating up to date evidence of ongoing risk in the refugee’s country of origin, and has an impeccable record of success obtaining indefinite leave to remain at the end.”

JACK DINGLEY, HEAD OF CASEWORK, MANUEL BRAVO PROJECT

### **Shoosmiths supports University of Law’s Small Business Advice Line**

The Shoosmiths /University of Law Partnership was launched in September 2021 and supports the running of the University of Law’s Small Business Advice Line (SBAL). SBAL assists small businesses, sole traders, start-ups and charities with corporate, and commercial related issues. To-date, this has included areas such as intellectual property disputes, the GDPR, legal technology, price fixing, commercial contracts and shareholder disputes.

For each clinic, the pro-bono work provided includes undertaking research and preparing advice ahead of the clinic, advising the client during the clinic and reviewing attendance notes provided by the ULaw students post-clinic.

Since its inception, the Shoosmiths SBAL team has expanded to become a national network, now including over 15 Trainee Solicitors and Paralegals together with several qualified supervisors. In March 2024, the Shoosmiths /University of Law Partnership was a finalist at the Birmingham Law Society's Pro Bono Award.

### **Shoosmiths assists Leeds office charity partner Martin House Children's Hospice**

Our Leeds office charity partner, Martin House Children's Hospice, asked for our help pro bono with updating its standard licence agreement so that when it is working with business partners and those businesses gain a commercial benefit, Martin House can charge them a licence fee for using its brand/logo.

This was a new licensing strategy for Martin House (and one which is increasingly common in the charity sector) and so it came to us help ensure its licence agreement was fit for purpose.

We gave the charity some simple advice on its licence agreement which it found helpful.

'Martin House Children's Hospice is extremely grateful to Shoosmiths for providing pro bono support to help with our licencing agreement for Corporate Partners. As a relatively small charity, we don't have the resource of in-house legal support, and pro bono help means we are able to put more of our funds towards ensuring we can continue providing vital support to children and young people with life-shortening conditions along with their families across Yorkshire.'

VICTORIA COLTMAN, HEAD OF CORPORATE PARTNERSHIPS, MARTIN HOUSE CHILDREN'S HOSPICE

### **Shoosmiths provides trade mark advice to Happy Space**

Happy Space is a charity with a mission to prevent mental health problems from arising wherever possible. It provides schools with the training and resources they need to give outstanding wellbeing education for children and young adults.

Happy Space filed a Trade Mark for HAPPY SPACE to protect the charity's identity and reputation. However, this was opposed by the owner of an earlier Trade Mark who were concerned that there may be confusion with the identity that they had created for their own charity. Given that it was in the interests of both charities to resolve the matter amicably in order to not to divert funds from charitable purposes, we contacted the earlier Trade Mark owner and, over a period of months, managed to negotiate a coexistence agreement that allayed the concerns of all parties and allowed both charities to continue with their valuable work unhindered.

'Shoosmiths were amazing at helping us fight an Opposition by a famous personality. They talked us through the process, at no cost to us, and actually settled the matter really quickly by negotiating a settlement that allowed us to use our Trade Mark as we needed but satisfied the opponents so that they withdrew their opposition. We were also able to file a better version of our Trade Mark as part of the settlement.'

NADER DEHDASHTI, FOUNDER AND CEO, HAPPY SPACE

### Shoosmiths supports Willowbrook Hospice

Shoosmiths has supported Willowbrook Hospice, a specialist palliative care unit based in Prescot, Merseyside for a number of years. The hospice doesn't just care for a person's physical needs but also for their emotional, spiritual and social needs, for terminal patients in the last few weeks of their life. As well as operating the hospice itself, the charity owns a number of retail premises across the North West as a source of fund raising. Shoosmiths has supported the charity by assisting with its property work across its portfolio on a pro-bono basis to ensure that as much money as possible is channelled into the vital community service undertaken by the hospice. Many of the junior members of the corporate occupier team in Manchester have been involved with this client, finding the work extra-rewarding knowing that their expertise is benefiting such a brilliant organisation.

'It is a joy being able to assist Willowbrook with its commercial property leases. Being able to use my professional expertise knowing that it plays a small part in helping such a worthwhile local charity in its operations is incredibly rewarding and I am grateful to continue to be given that opportunity. As an avid charity shop trawler, hopefully one day I'll be able to visit those shops we have assisted with!'

ABI WOOD, ASSOCIATE, SHOOSMITHS

'Willowbrook Hospice is extremely grateful for this support from Shoosmiths. Its expertise has been invaluable in ensuring we are able to continue to operate our retail portfolio and raise the money we need to support patients across St Helens and Knowsley. With only 29% of the funds we need coming from an NHS grant, maintaining our shop leases is crucial to our financial planning.'

ALUN OWEN, CORPORATE DIRECTOR, WILLOWBROOK HOSPICE

### Shoosmiths assists Thames Valley office charity partner, Daisy's Dream

Shoosmiths provided pro bono legal support to Daisy's Dream, a charity that provides bereavement support for children and young people in Berkshire. The property team acted on behalf of the charity in taking a 10-year lease of its new office space at Chalfont Court in Earley, Reading, which will serve as the new HQ and a welcoming space for counselling and support. Our support included a full investigation and report on the title and the property, negotiation of lease documentation, and ancillary matters such as tax, planning, and administration under the Charities Act 2020. Through our pro bono legal support, we have helped Daisy's Dream save a substantial amount of its budget and provided a different way for us to work together.

Following the completion of the lease, members from various departments in the Thames Valley office [volunteered to spend a day at the property](#). The unit had been vacant and was in need of some attention. Our team worked together to tidy and redecorate the space. It was a great opportunity for us to give back but also meet individuals from the charity and learn how the space will be used in the future.

We are proud to have played a role in helping this important charity continue its valuable work.

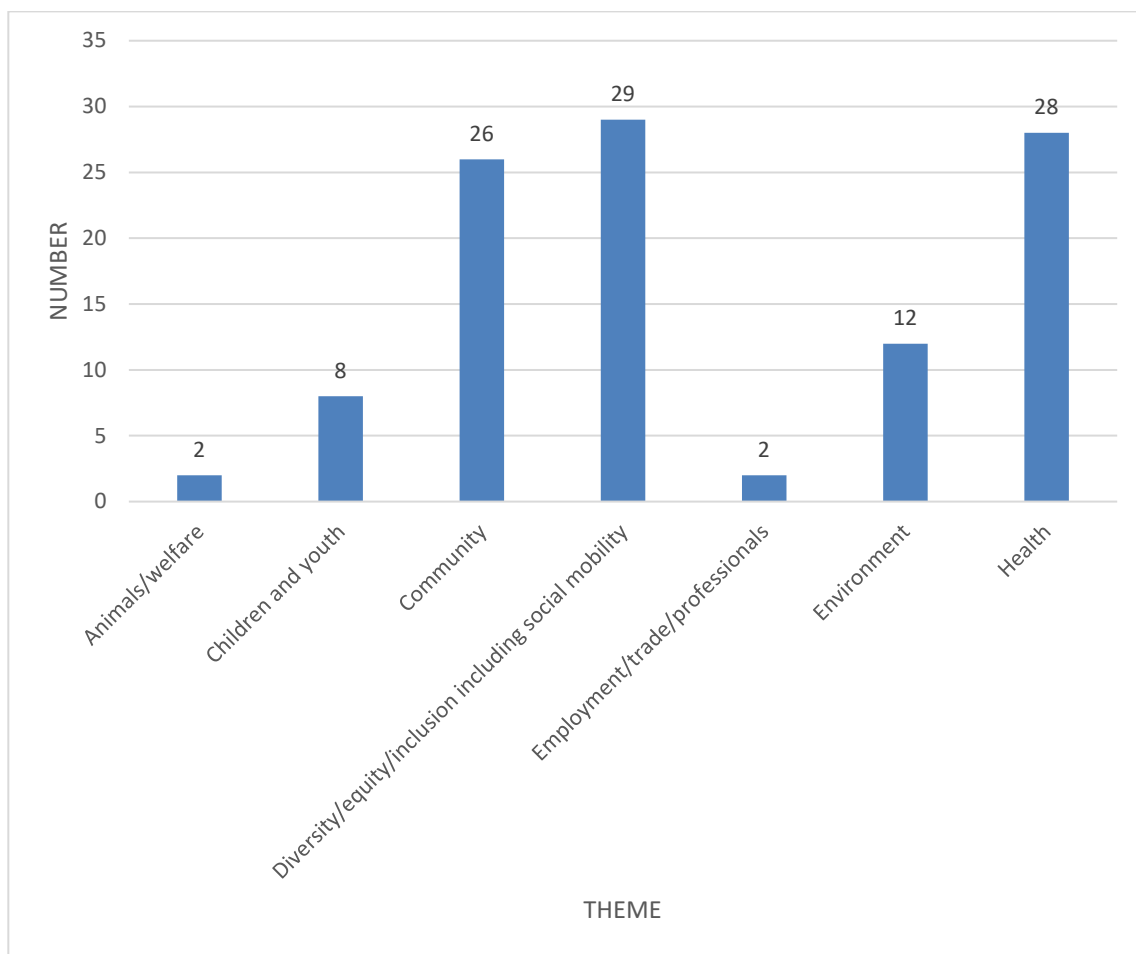
'For a small charity, the support we have received from Shoosmiths in relation to legal work on a lease for our new building has been massive. It's made us think differently about ways we can engage with corporate partners to utilise different skills which both benefit Daisy's Dream but also provide professionals with a chance to really make a difference to the people we support. The savings that we have made on this also frees resources to help even more bereaved children and young people. A huge thank you for your assistance in this.'

LAURA LEWIS, CEO, DAISY'S DREAM

## Appendix 5: Organisations and programmes supported by Shoosmiths 2023/2024

**107 organisations supported via national or office fundraising donations, volunteering, sponsorship, partnerships or in-kind support during 2023/2024. £147,695 was donated via firm donations and staff fundraising.**

Range of organisations supported nationally/locally by theme 2023/2024



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

Organisation	Outcome
Alison Kervin OBE.	In partnership with The <a href="#">Balance network</a> Shoosmiths hosted a special event celebrating International Women's Day with esteemed guest speaker <a href="#">Alison Kervin OBE</a> . Attendees heard from Alison regarding her journey, achievements, and her experiences and advice.
Aston University's Pathway to Law programme, delivered in partnership with Shoosmiths, and supported by clients Virgin Media O2 and the Chartered Institute of Legal Executives (CILEX)), has been designed to expand knowledge, develop skills and give an insight into what life is really like for those students from underrepresented backgrounds with ambitions to study and practice law.	The 18-month programme <a href="#">came to a close</a> in October 2023. During the programme, students received a series of guidance, information, law taster sessions and a short work shadowing placement, The focus included professionalism, networking, and employability.
<a href="#">Aurora</a> UK and <a href="#">SA consulting</a> - culture change consultancy.	Aurora UK and SA Consulting are collectively advising on Shoosmiths' Understanding Racial Equity Project and the



	associated development of the firm's Race Equity Action Plan.
Back Up's vision is a world where people with a spinal cord injury can realise their full potential.	During the year Shoosmiths supported a number of <a href="#">Back Up</a> initiatives, including a dinner in May 2023, completing <a href="#">the Push fundraising challenge</a> in June 2023 and an event in the London office in March 2024.
Birmingham and Solihull Women's Aid supports women and children affected by domestic violence and abuse.	Our Birmingham office selected Birmingham and Solihull Women's Aid as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2023/2024, raising and donating £15,706.
<a href="#">Black Solicitors Network</a> 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 supported BSN's programmes by assisting with workshops 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 <a href="#">signatory in July 2022</a> . The firm has worked closely with the BPF to promote key ESG-related themes, involving representatives from the BPF on various roundtables where ESG is a common thread, for example on life sciences and housebuilding. We have also leveraged our positions on various BPF committees to ensure a sustained focus on net zero.
<a href="#">Business Disability Forum</a> 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.
<a href="#">Business Doing Good</a>	Through its work Shoosmiths increasingly finds itself at the interface between business and charities and is using this position to convene both sectors to enable them to explore ways of collaborating for mutual benefit, including but not limited to furthering the ESG and CR aspirations of businesses. For example: <ul style="list-style-type: none"> <li>On 11 October 2023, <a href="#">Charities and businesses working together for mutual benefit: what this might look like (shoosmiths.com)</a></li> <li>On 7 November 2023, Shoosmiths hosted a conference with speakers, including RSM and the Charities Aid Foundation, to consider the role of charitable foundations in achieving a business's ESG goals <a href="#">What is a charitable foundation and why would businesses or individuals set them up? (shoosmiths.com)</a></li> <li>On 26 March 2024, Shoosmiths hosted a Pro Bono Economics national roundtable for business professionals specialising in social purpose, CR and/or ESG, to explore the strongest immediate motivation to facilitate relationships between their business and charities. This was one of a series of roundtables, feedback from which will lead to a paper Pro Bono Economics will publish in summer 2024.</li> </ul>
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 since 2000. During the year we were members of the East Midlands Leadership Board and the Climate Action Leadership Team. We support BITC's #Challenge 2030 campaign to make the climate crisis history. We are also a <a href="#">Race at Work Charter signatory</a> .  In March 2024, Shoosmiths joined the Social Mobility Working Group in Scotland. Its purpose is to define the most effective way BITC, and its members can champion and collaborate in Scotland to increase businesses' impact on social mobility.
<a href="#">Campaign for Greener Arbitrations</a> is an initiative to reduce the environmental impact of environmental arbitrations. It encourages all stakeholders to commit to the campaign's guiding principles and reduce their carbon emissions when resolving disputes.	Shoosmiths has been <a href="#">a signatory since February 2022</a> .
Cancer Research UK funds scientists, doctors, and nurses to help beat cancer sooner.	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 2023/2024, raising and donating £5,860.
The Children's Hospital charity raises funds to deliver over and above NHS provision at Sheffield Children's Hospital	In December 2023, our Sheffield office donated £600 to the charity's 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.
City Solicitors Educational Trust operates the Social Welfare Solicitor Qualification Fund (SWSQF) which provides assistance to	In March 2024 £3,000 was ringfenced to the SWSQF which funds the Solicitors Qualifying Exam (SQE) preparation

those wishing to train to work in social welfare law.	courses and assessments. The fund works alongside other initiatives to provide greater access to justice and widen access to the legal profession.
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 2023/2024, 1,343 laptops, monitors and PCs were donated for reuse or recycling (estimated weight 5,113 kg). Of these items 490 laptops will be re-used. 187 of those items were sent to:</p> <p>Computer Aid, South Africa Johannesburg South Africa - 122 laptops  The Pharo Foundation, Nairobi, Kenya - 32 monitors  Ndera Neuropsychiatric Hospital, Kigali, Rwanda - 15 laptops  BS Africa Foundation, Accra, Ghana - 15 monitors  Cancer Support, Suffolk - 3 laptops</p> <p>Of the balance, 200 have been included in a consignment to be sent to South Africa for use in the charity's solar community hub projects, six are still being processed (i.e., are being upgraded to make them reusable) and 97 are still in stock.</p>
Cynthia Spencer Hospice provides specialist palliative care services for West Northamptonshire. Our funds were ringfenced to support its Wellbeing@Cynthia Spencer programme which enables patients and their families to maintain their quality of life, emotional and mental health, physical function and independence for as long as possible.	Our Northampton office selected Cynthia Spencer Hospice as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2023/2024, raising and donating £9,627.
Daisy's Dream based in Berkshire, supports children and young people who are facing, or have experienced, the death of someone close. Research has shown that without the right support, children who experience a significant loss or life-limiting illness of a parent or sibling are more likely to experience future mental health, social or educational difficulties. The charity's service offers the time and support needed by families to learn to cope with the changing dynamics of their life, and ultimately move forwards in a positive way.	Our Thames Valley office selected Daisy's Dream as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2023/2024, raising and donating £11,546. See our volunteering support <a href="#">here</a> .
<a href="#">Developing the Young Workforce</a> – helping employers connect with young people in schools and colleges across Scotland	<p>In November 2023, our Edinburgh office took part in Broughton High School's careers fair, presenting to a group of S5 students in the morning and supporting the fair in the afternoon attended by S3-S5 students and parents.</p> <p>In February 2024, our Edinburgh office took part in St Thomas of Aquin's RC High School careers fair.</p> <p>In March 2024, our Edinburgh office hosted S6 students from Broughton High School for a three-day work experience programme - a mix of talks from Shoosmiths staff, short tours of the office and a group project task.</p>
<a href="#">Disability Confident</a> organisations play a leading role in changing attitudes for the better. They're changing behaviours and cultures in their own businesses, networks and communities, and reaping the benefits of inclusive recruitment practices.	Shoosmiths has been recognised as a <a href="#">Disability Confident Employer</a> since 2018.
The Duane Spencer Trust operating as the Spencer Trust supports the varying needs of the LGBTQ+ community in the East Midlands. Its mission is to bring the Nottingham LGBTQ+ community together in order to empower, build resilience and promote emotional wellbeing; enabling people to live safely and openly in the community.	Our Nottingham office selected the Duane Spencer Trust as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2023/2024, raising and donating £9,705. We have also been discussing help with Gender Recognition Certificates which need to be witnessed by a professional person.
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 also a member of Ethical Reading's Advisory Council. In March 2024, Shoosmiths spoke at a business roundtable on current challenges in recruiting and retaining the best and most diverse talent.
<a href="#">EY Foundation's</a> mission is to reduce the barriers to work many young people face, supporting them to successfully transition into higher education, employment or self-employment.	Colleagues in our Glasgow and Birmingham offices continue to support the EY Foundation's Our Future programme to help young people explore a career in the legal sector.
<a href="#">Felix Diversity Strategists</a> 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.
Freedom from Torture supports people who have survived torture to heal, feel safe and strong again.	In December 2023, our Manchester office donated £500 ringfenced for providing Life changing therapy and holistic support to victims of torture in the North West
The Green Pensions Charter highlights the importance of pensions investment decisions supporting a net zero future.	Shoosmiths has been a signatory <a href="#">since December 2022</a> .
<a href="#">Halo Code</a> explicitly protects employees who come to work with natural hair, and protective hairstyles associated with their racial,	Shoosmiths signed up to the Halo Code in March 2021. We continue to incorporate the Halo Code into our policies.

ethnic, and cultural identities.	
Headway UK - the brain injury association - works to improve life after brain injury by providing vital support and information services.	Our Manchester office donated £750 to Headway South Manchester and Stockport.
Headway Youth Project Limited aims to improve the conditions of life of children and young people in the Greater Manchester area by providing facilities for recreation or other leisure time occupation; to help and educate children and young people so as to develop their physical, mental and spiritual capacities so that they may grow to full maturity as individuals.	In December 2023, our Manchester office donated £500.
Impact Arts aims to bridge the inequality gap through creative engagement. It provides transformative opportunities for people from underprivileged backgrounds, including children, older adults, and vulnerable individuals. Through various art forms, like visual arts, music, and drama, Impact Arts fosters personal development, boosts confidence, and enhances valuable life skills; empowering under-supported and underrepresented individuals within Glasgow.	In February 2024, Shoosmiths donated £1,000 to the charity beneficiary Impact Arts by the <a href="#">Glasgow Charity Fashion Show</a> , which this year celebrated its 10 <sup>th</sup> anniversary.
Improving Lives works together with people living with mental health issues in Nottingham and enables them to believe that life can change for the better.	In February 2024, Improving Lives ran a wellbeing workshop in our Nottingham office on Time to Talk Day. Colleagues taking part provided feedback to enable Improving Lives to consider what changes were required to the overall session to make it appropriate for a corporate setting with the hope of attracting more corporate support and sponsorship from local and regional businesses.
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 December 2023, <a href="#">JERICHO published its one year on Impact Report</a> following the previous donation made by the Shoosmiths Foundation. For further details about how Shoosmiths Foundation funding supported 50 people of whom 77% have progressed into employment, education or other positive outcome.
<a href="#">The Jordan Legacy CIC</a> 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 welcomed The Jordan Legacy to pilot two workshops on having difficult conversations about suicide prevention and awareness to Partner groups in Manchester and Leeds.
LawWorks works in England and Wales to connect volunteer lawyers with people in legal need.	Shoosmiths has been a member of <a href="#">LawWorks</a> since 2009. During the year we provided support to pro bono clinics operating to the LawWorks model. We also signed up again to the <a href="#">Legal Advice Not-for-Profits Programme</a> .
<a href="#">The Law Society</a> 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 <b>D&amp;I Framework</b> . 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 <b>Pro Bono Charter</b> .
Leeds Women's Aid's mission is to protect women and families from the damage domestic violence and abuse can inflict on their lives.	Our Leeds office donated £1,100.
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.	<a href="#">Pioneer member in December 2008. Signatory of the Legal Renewables Initiative</a> in January 2020, which commits signatories to source 100% certifiable renewable electricity for all its UK locations by 2025. In 2023/2024 Shoosmiths reached 98%.
LGBT+ History Month in the UK has been observed annually since 2005.	To mark LGBT History Month 2023, Shoosmiths' LGBT+ network (Proud) encouraged colleagues to look 'under the scope', to listen to LGBT+ peoples' lived experiences and seek to support the LGBT+ community where possible. View our <b>Proud network page here</b> .
Living Wage Employers are certified by the Living Wage Foundation.	Since July 2022, Shoosmiths has been an accredited <a href="#">Living Wage Employer</a> by the Living Wage Foundation.
London Legal Support Trust raises funds for free legal services in London and the Southeast. It also offers its knowledge, contacts and experience of the sector to help agencies become more sustainable.	In June 2023, our London office raised and donated £640 at the London Legal walk.
Manuel Bravo Project charity provides free legal advice, and assistance to asylum seekers and refugees who are unable to obtain legal aid.	Shoosmiths has <a href="#">supported the project</a> pro bono since October 2018.
Martin House Children's Hospice provides family-led hospice care, free of charge for children and young people with life-limiting illnesses. Our funds were ringfenced for bereavement services that the charity provides to families.	Our Leeds office selected Martin House Children's Hospice as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2023/2024, raising and donating £14,788.
<a href="#">Mental Health at Work</a> 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. Our Champions also collaborated with Mental Health at Work to host a podcast on anxiety during Mental Health Awareness Week.
<a href="#">Mental Health Foundation's</a> vision is a world with good mental health for all. It hosts Mental Health Awareness Week which	We provided communication during Mental Health Awareness Week 2023, including reminders of support

takes place in May each year.	available to colleagues. Our Mental Health and Wellbeing Champions also coordinated in-office activity.
<a href="#">Mindful Business Charter</a> 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.
<a href="#">Nick Elston</a> – inspirational speaker and mental health advocate	Engaged by our network of Mental Health and Wellbeing Champions Nick Elston delivered a 'talking anxiety' workshop to mark Time To Talk Day in February 2024.
Northampton Hope Centre supports people struggling with homelessness and issues relating to hardship, including addiction, mental health and wellbeing.	Our Northampton office donated £500.
Northamptonshire Children's Trust is working with 5,000 families across the county, many of whom are disadvantaged, vulnerable and in need.	Our Northampton office donated £1,300 to the annual Christmas Bauble and Easter Egg Appeals and colleagues donated gifts.
Nottingham Women's Centre works with women to achieve transformational and substantive economic and social equality for women and by providing critical women's services in the city.	Legal advice on a pro bono basis is being provided to help ensure the centre has a long-term physical home in the community.
Odd Arts uses theatre to challenge inequalities and increase opportunities for people facing the greatest level of discrimination and disadvantage.	Our Manchester office selected Odd Arts as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2023/2024, raising and donating £11,168. Odd Arts performed to Shoosmiths colleagues to celebrate <a href="#">Black History Month</a> and <a href="#">Race Equality Week</a> .
<a href="#">Pearn Kandola</a> 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 over 50 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. <a href="#">Gold award received in March 2024</a> with <a href="#">23% of staff taking part</a> .
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 2023/2024, raising and donating £8,763. See our volunteering support <a href="#">here</a> .
<a href="#">Pirical</a> 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.
<a href="#">Pride in Leadership</a> – the UK's biggest LGBTQ+ leaders' community.	Delivered a two-part workshop: 'Overcoming Obstacles to Career Development from an LGBTQ+ Perspective.'
<a href="#">The Purpose Coalition</a> is the leading voice for purpose-led organisations.	Shoosmiths works in partnership with the ' <a href="#">Purpose Coalition</a> ', led by the Rt Hon Justine Greening, on the role businesses can play in breaking down barriers to opportunity for colleagues, clients and communities. The Purpose Coalition also supported Shoosmiths development of its <a href="#">Social Mobility Impact Report</a> , launched in January 2024.
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.	<a href="#">Shoosmiths joined Race to Zero in December 2020</a> , via its Business Ambition for 1.5°C commitment made to the SBTi.
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 2023/2024, raising and donating £5,236.
The Science Based Targets initiative (SBTi) is a corporate climate action organisation that enables companies and financial institutions worldwide to play their part in combating the climate crisis. 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 June 2023, Shoosmiths' long-term and revised near-term targets were validated by the SBTi with the overall net-zero target to reach net-zero GHG emissions across the value chain by FY2040. See our <a href="#">carbon net zero policy</a> for further details.
The Single Homeless Project is a London-based charity that works to prevent homelessness and help vulnerable and socially excluded people to transform their lives. It does this by providing support and accommodation, promoting wellbeing, enhancing opportunity, and being a voice for change.	Our London office selected the Single Homeless Project as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2023/2024, raising and donating £10,164.
The Social Mobility Foundation's mission is for the UK to be a country where every person, regardless of their socioeconomic background, can access opportunities which allow them to reach their academic and professional potential.	In September 2023, we held our first annual Employment Conference for Senior HR Professionals, COOs, CFOs, In-house Counsel and Business Leaders. The theme this year was Diversity & Inclusion matters, looking at how DEI impacts all areas of a business and the importance of engaging Boards in supporting DEI throughout an organisation. Rather than charging delegates to attend the Conference, and in support of the theme of the Conference, we made a firm donation of £650 to the Social Mobility Foundation and invited conference delegates to also consider making a donation.
<a href="#">The Social Mobility Pledge</a> is a coalition of businesses and	Shoosmiths signed the Social Mobility Pledge in November

universities committed to being a force for good by putting social mobility at the heart of their purpose.	2018, and continues to prioritise these commitments through its <a href="#">Social Mobility Action Plan and Social Mobility Impact Report</a> .
Sophie's Legacy supports families locally who end up in hospital with their child. Our funds helped support and implement the changes Sophie asked for before she passed, such as a play specialist seven days a week in hospitals, improvements to food for children in hospital and catering for parents when staying with their children.	Our Solent office selected Sophie's Legacy as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2023/2024, raising and donating £10,612.
South London Partnership is a sub-regional collaboration of partnership of five London boroughs: Croydon, Kingston upon Thames, Merton, Richmond upon Thames, and Sutton.	In July 2023, Shoosmiths teamed up with HSBC to host a workshop for students who are underrepresented in the legal profession and interested in a career in law and banking law. See details <a href="#">here</a> .
<a href="#">Stonewall Diversity Champions</a> 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 in London and Edinburgh.
The Sustainable Recruitment Alliance commits signatories to find more sustainable ways to attract early talent.	<a href="#">Shoosmiths has been a signatory since May 2022</a> . We detail our approach during 2023/2024 <a href="#">here</a> .
<a href="#">This Girl Talks Money</a> - breaking the money taboo and putting financial wellbeing on the agenda.	An uncovering female financial wellbeing webinar was coordinated by and for the Shoosmiths Balance network.
Tree of Hope helps children and young people with a disability or illness by supporting their families to raise the funds that they need to pay for specialist care that is not freely available through the UK healthcare system.	In March 2024, £2,426 was donated.
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.	<a href="#">Shoosmiths joined January 2016</a> , is a participant, is a member of the Network UK, and during the year, four working groups on modern slavery, global goals, DEI and Task Force on Climate-Related Financial Disclosure.
Unity MK helps many different people at their point of crisis. It supports rough sleepers, sofa surfers, people in emergency accommodation or temporary housing, those who need support with their tenancies, anyone at risk of homelessness and others who are vulnerable.	Our Milton Keynes office selected Unity MK as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2023/2024, raising and donating £10,886.
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 initiative as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme in 2023/2024, raising and donating £4,673.
Venture Arts is a visual arts organisation working with learning disabled artists.	Our Manchester office donated £750.
The West Midlands Net Zero Business Pledge aims to make the West Midlands net zero by 2041.	<a href="#">Shoosmiths has been a signatory since June 2021</a> . In November 2023, Shoosmiths was a speaker at a Business Pledge drop-in webinar explaining how the carbon net zero strategy is embedded into our daily operations.
Willen Hospice cares for end-of-life patients and their families in Milton Keynes and the surrounding areas.	In July 2023, our Milton Keynes office raised and donated £1,611.
<a href="#">WorkLife Central</a> 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 continued this partnership in 2023/2024 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 2023, 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 2024 campaign was about leveraging water for peace.	In March 2024, <a href="#">Shoosmiths promoted the day to staff</a> , provided tips to use water responsibly, explained our approach to reducing water consumption and highlighted the impact of water use on UK greenhouse gas emissions.
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 Earth Hour on Saturday 23 <sup>rd</sup> March 2024, and <a href="#">highlighted the campaign to colleagues</a> providing WWF's ideas to spend 60 minutes doing something positive for our planet and tips provided by the <a href="#">Legal Sustainability Alliance to help make our homes more energy self-sufficient</a> .
Young Women's Independent Advisory Group	In November 2023 our Birmingham office hosted an event organised by <a href="#">West Midlands Police and its partners to tackle violence against women and girls</a> .



## 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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