

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.

[Access our latest diversity and inclusion data here.](#) This annual report is published as part of our transparent and consistent approach to DEI reporting. This also includes mandatory and voluntary [pay gap reporting](#).

Indicator	Unit	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Marketplace												
Revenue ¹	£ m	£93m	£102.6m	£107m	£116.7m	£128.5m	£137.6m	£154.2m	£167.9m	£181.8m	£194.1m	£206.7m
Profit ¹	£ m	£12.2m	£16.8m	£25.1m	£29.3m	£35.8m	£37.9m	£42.2m	£55.4m	£60.7m	£62.7m	£66m
Profit per equity partner (PEP)	£k	£290k	£416k	£365k	£366k	£434k	£441k	£465k	£658k	£675k	£676k	£781k
Workplace												
Total employees ²	No.	1,427 (fte 1,325.6)	1,445 (fte 1,329)	1,509 (fte 1,388)	1,599 (fte 1,491.8)	1,613 (fte 1,507.7)	1,685 (fte 1,579.5)	1,806 (fte 1,681.6)	1,731 (fte 1,628.1)	1,662 (fte 1,569.3)	1,658 (fte 1,571.6)	1,530 (fte 1,458.4)
Total partners and partner equivalents ²	No.	136	143	142	185	187	201	206	221	227	222	207
Full-time employees ²	No.	1,129	1,119	1,162	1,262	1,282	1,359	1,385	1,387	1,349	1,356	1,252
Part-time employees ²	No.	298	326	347	337	331	326	421	344	313	302	278
Promotions												
Number of promotions	No.	77	108	142	108	124	158	169	135	108	120	131
Promotions at each grade ³												
Equity Partner	No.	2	3	5	7	9	10	13	8	6	9	9
Salaried Partner	No.	6	4	3	0	1	0	0	1	0	0	1
Legal Director	No.						5	2	6	2	9	12
Principal Associate (formerly Senior Associate)	No.	16	11	15	13	13	18	21	15	13	23	26
Senior Associate (formerly Associate)	No.	17	20	23	22	8	26	29	34	30	32	16
Associate (formerly Solicitor)	No.	11	15	12	9	5	12	17	22	26	21	24
Non-qualified Legal Advisor/Support total	No.	25	55	84	57	88	92	89	49	31	26	43
Non-qualified Legal Advisor	No.								37	21	19	28
Support	No.								12	10	7	15
Health and safety												
RIDDOR injuries or incidents ⁴	No.	2	2	0	0	0	0	1	1	2	2	2

Environment												
Scope 1 emissions ⁵								93	60	54.6	87	118
Scope 2 emissions (Location-based) ⁵								689	563	532.9	532	514
Scope 2 emissions (Market-based) ⁵								240	227	72.3	27 ⁷	11
Scope 3 ^{5,6}								12,027	8,238	16,067.6	13,408	7,111
Total Scope 1, Scope 2 (Location-Based), Scope 3 Carbon footprint ^{5,6}	Tonnes CO ₂ e	2,624	2,584	2,318 ⁸	2,194	2,537 ⁹	2,098	12,809	8,862	16,655.1	14,027	7,744
Total Scope 1, Scope 2 (Market-Based), Scope 3 Carbon footprint ^{5,6}	Tonnes CO ₂ e							12,360	8,524.9	16,194.5	13,522 ⁷	7,240
Carbon footprint per employee (fte) Scope 1, Scope 2 (Location-Based), Scope 3 ^{5,6}	Tonnes CO ₂ e	1.98	1.94	1.67	1.47	1.68 ⁸	1.32	7.8	5.47	10.83	8.8	5.1
Carbon footprint per employee (fte) Scope 1, Scope 2 (Market-Based), Scope 3 ^{5,6}	Tonnes CO ₂ e							7.5	5.26	10.53	8.5	4.8
Total electricity consumption ⁵	kWh	3,651,678	3,832,440.8	3,644,301	3,922,029 ¹⁰	3,977,688 ¹¹	3,022,387	2,696,634	2,416,504	2,509,880	2,775,743	2,484,560
Renewable electricity consumption ⁵	kWh							2,004,923	1,801,937	2,344,012	2,585,304	2,440,506
Gas consumption ⁵	kWh	1,441,788	1,406,089	1,545,638	1,292,630	694,837	532,755	454,821	299,103	298,117	120,441	440,779
General waste and mixed recycling generated ¹²	Tonnes	123.33	57.63	96.64	74.76	63.84	33.3	28.84	101.42	198.38	143.7	147.8 ¹
General waste recycled	%	39.39	45	87	20.63	15.93	20.8	30.27	N.A.	N.A.	N.A.	51 ¹
Confidential waste collected and recycled	Tonnes	47	73.54	154.02	158.13	143.79	144.34	208.01	66.90	130.46	149.64	141.4 ¹
Community												
Number of colleague pro bono hours	Hours	919	928	1,176	1,119	1,502	1,634	1,555	2,107	1,570.7	1,933	1,389
Number of colleague volunteering hours	Hours	1,017	1,210	1,818	2,064	2,182	2,233	3,421	459	1,303.7	2,164	2,300
Total colleague pro bono and volunteering hours	Hours	1,936	2,138	2,994	3,183	3,684	3,867	4,976	2,566	2,874.4	4,097	3,689

- 1 For the year ending 31 March 2024. As we changed our year-end to March, the actual financial year was an 11-month period, but the £ figures presented have been increased on a pro-rata basis to 12 months to make them comparable with previous years.
- 2 At 31 March 2024.
- 3 Review of job titles.
- 4 RIDDOR reporting period for April to March each year until 2020/2021 when reported as Shoosmiths financial year.
- 5 Scopes 1, 2, 3 have been reported separately from 2019/2020 onwards. Scope 3 quantification includes further categories (purchased goods and services; commuting and home working), retrospectively from 2019/2020 so data has been revised. Scope 2 data has also been reported separately for location-based and market-based emissions from 2019/2020 as has renewable electricity. 2023/2024 results are based on an 11-month operating period to match the 2023/2024 financial reporting period but have been extrapolated to 12 months to provide a like-for-like comparison with previous reporting periods.
- 6 During the 2021/2022 carbon footprint calculation a review was undertaken of 2019/2020 and 2020/2021 data. Since 2019/2020 scopes 1-3 carbon management processes have matured. When 2019/2020 onwards data had originally been calculated there had been some exclusions from category 1 purchased goods and services which at the time had not been considered relevant and some data gaps existed within scope 3 category 2 capital goods. An error in the 2019/2020 employee commuting total was also corrected as the calculation had not been extrapolated to cover 100% of Shoosmiths employees. Based on the findings related to category 1 and 2 emissions, the 2019/2020 baseline and total emissions 2019/2020 and 2020/2021 have been restated to appropriately follow the Greenhouse Gas Protocol and SBTi Net Zero standard.
- 7 Since the 2022/2023 report was published this figure has been revised due to the provision of renewable energy certificates that were previously not accounted for at the Leeds office.
- 8 We identified an error in the conversion factor used for our carbon footprint data for 2015/2016. We have rectified this figure formerly stated as 2,315 and restated our data as 2,318.
- 9 Carbon footprint data 2017/2018 is restated based on review of air travel and raw electricity data revised at two locations plus extrapolated waste data.
- 10 Electricity consumption data for our London and Belfast offices was not available for 2016/2017.
- 11 Electricity consumption data revised at two offices.
- 12 Number of offices where we directly control general waste has been falling year on year with our Glasgow, London, Northampton and Sheffield offices currently being directly managed. From 2020/2021 onwards data extrapolated for firm total. Supplier data only available for a few sites for 2023/2024 so general waste extrapolated to produce firm total based on these sites.