
Responsible Business Policy Statement

Our purpose is to deliver positive outcomes with our colleagues, clients and communities.

Our **Responsible Business Strategy** underpins our approach to create a sustainable business. We focus our efforts on the key activity that aligns to our most material environmental, social and governance (ESG) issues. We drive action across five pillars and our bedrock activity of strong governance, transparency, ethics and risks, accountability and partnerships. Each pillar and our bedrock support our purpose to deliver positive outcomes with our colleagues, clients and communities.

We support the ten principles of the United Nations (UN) Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption and are a UN Global Compact signatory. We are committed to advancing the UN Sustainable Development Goals (SDGs) and our Responsible Business strategy directly drives progress against all 17 SDGs which span social, environmental and economic themes. In particular, we focus on seven where we believe we can have the most impact: 5 Gender Equality; 8 Decent Work and Economic Growth; 10 Reduced Inequalities; 13 Climate Action; 15 Life on Land; 16 Peace, Justice and Strong Institutions; 17 Partnerships for the Goals

We are committed to:

- Conducting business responsibly and with integrity, complying with all applicable laws, rules and regulations of the countries in which we operate
- being good corporate citizens and recognise that without thriving communities and talented people our business won't be sustainable
- engaging with key stakeholders to build understanding and maintain trust
- encouraging everyone to Speak Up if they are unsure about what to do, or concerned that our values, policies or Code of Conduct are being compromised
- reporting and disclosing publicly on our Responsible Business, ESG and sustainability performance
- promoting a diverse and inclusive workplace and will not tolerate discrimination, harassment or victimisation in our workplace or in connection with any service provision
- adopting a zero tolerance to slavery, forced labour and human trafficking
- developing mutually beneficial relationships with our suppliers, founded on trust and respect
- working hard to minimise our impact on climate change and biodiversity loss and supporting the global transition to achieve net zero and to become nature positive
- balancing risk and opportunity whilst ensuring we are an ethical and responsible business

Our priorities

- **Climate and Nature:** All colleagues, clients and communities are impacted by climate risk. Transitioning to a low-carbon economy and supporting nature is critical to business.
- **People and Inclusion:** People are at the heart of our business and critical to its success. We must support them to thrive through an inclusion-led approach, widen access to the profession and support colleague wellbeing.
- **Responsible Innovation:** Data, technology and AI are transforming how we work. Deployment must be ethical and we must manage the associated environmental and social impacts effectively.
- **Justice and Human Rights:** Access to justice is imperative for a democratic society. As a legal business we should ensure justice for all, the human rights of our value chain and support others through pro bono work.
- **Thriving Communities:** We recognise our responsibility to have a positive impact on the communities in which we are based and we have a clear opportunity to create meaningful partnerships in those places.
- **Our Bedrock:** We strive to uphold the highest standards of governance, professional integrity, risk and ethics. We commit to reporting and disclosing transparently alongside communicating authentically. We believe working in meaningful partnerships can drive innovation and positive change.

We recognise the importance of a strong culture of compliance, ethics and integrity and have governance structures in place to ensure leadership, engagement and accountability for our Responsible Business Strategy. Our Board has overall accountability for our Responsible Business strategy, it is sponsored by our Chief Executive and overseen by our Executive Board and its committees including our ESG Leadership Committee. Dedicated groups are established for specific workstreams to oversee strategic priorities and monitor and report on progress. These include: Human Rights; AI & Ethics; Diversity, Equity & Inclusion; and Operations. We provide information and disclosures externally [on our website](#). We expect all our colleagues and wider stakeholders to collaborate with us in the achievement of our priorities and to act and conduct themselves in a manner that is consistent with our purpose and the aims and objectives of our Responsible Business Strategy.



A handwritten signature in black ink that reads "M. Doughty".

Matthew Doughty

Group CEO