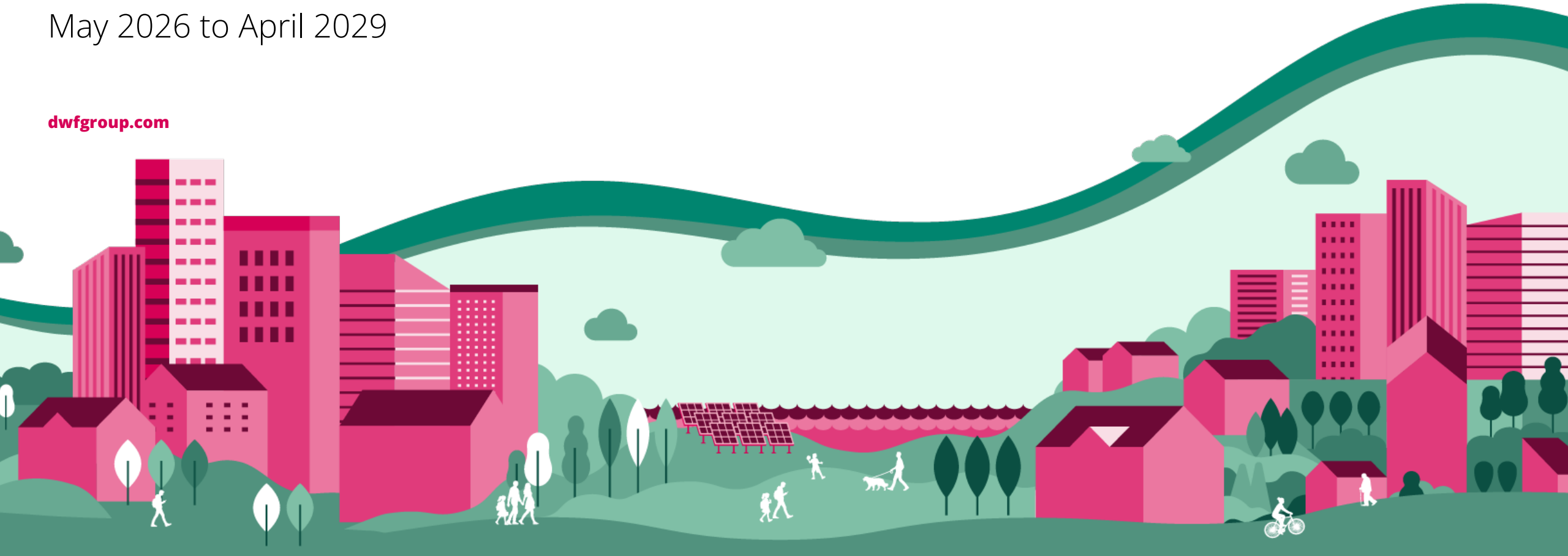


Responsible Business Strategy



May 2026 to April 2029

dwfgroup.com



Introduction

Our Responsible Business strategy underpins our approach to create a sustainable business.

Our Responsible Business strategy focuses our efforts on key activity that aligns to our most material environmental, social and governance issues.

We will drive action across five pillars and our bedrock activity of strong governance, transparency, ethics & risks, accountability and partnerships.

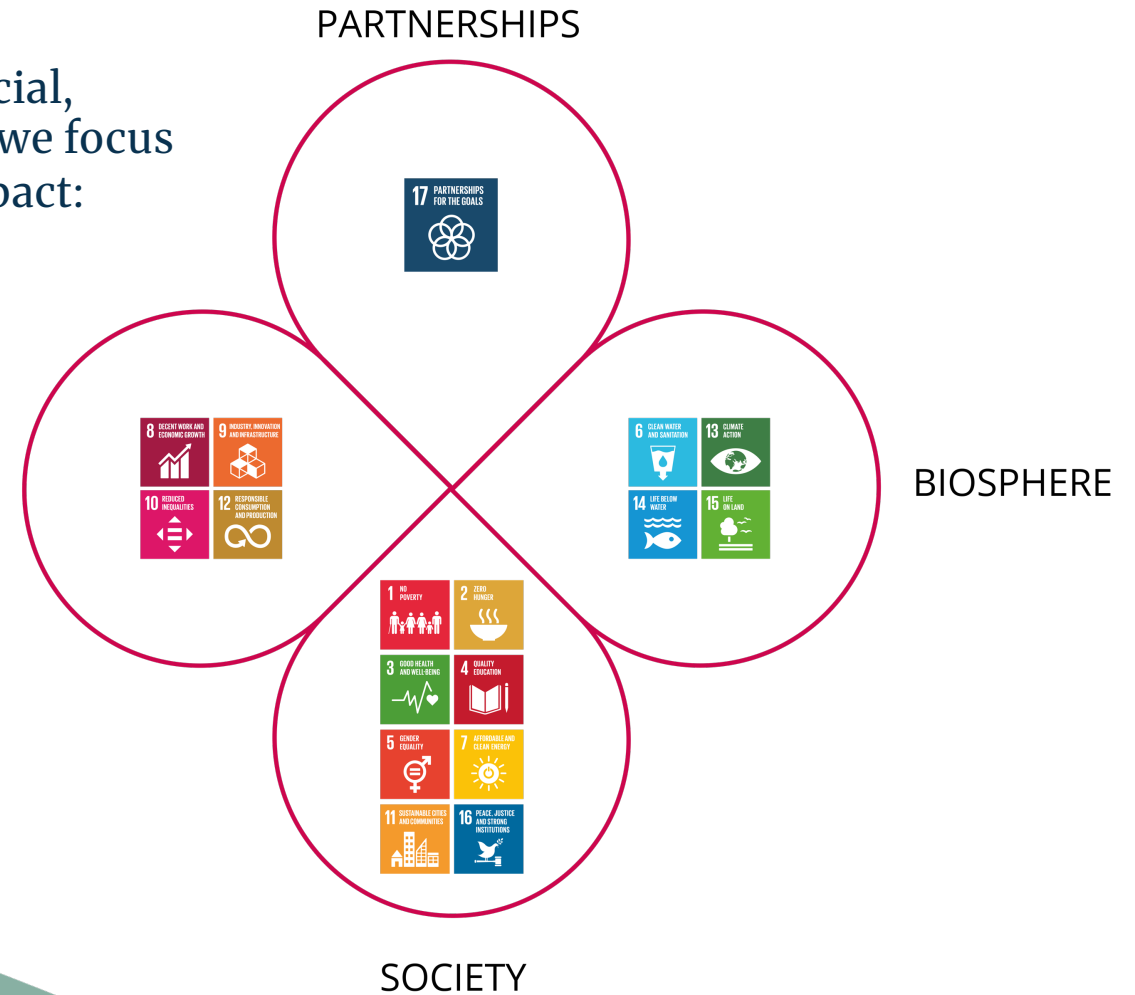
Each pillar and our bedrock supports our purpose to deliver positive outcomes with our colleagues, clients and communities.



The strategy directly drives progress against 7 UN Sustainable Development Goals (SDGs) spanning social, environmental and economic themes. In particular, we focus on those where we believe we can have the most impact:



ECONOMY



Responsible Business strategy summary

Our strategy runs across our Colleagues, Clients, Communities – underpinned by our Bedrock and focussed on the Places we operate in.



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.

SDG 13, 15



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.

SDG 5, 8, 10



Data, Tech and AI

Data, technology and AI are transforming how we work. Deployment must be ethical and we must manage the associated environmental and social impacts effectively.

SDG 8, 17



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.

SDG 16



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.

SDG 5, 8, 10, 17



Our Bedrock

We uphold high standards of governance, integrity, risk and ethics, with a commitment to transparent reporting, authentic communication and meaningful partnerships that drive innovation and positive change.

SDG 5, 8, 10, 13, 15, 16, 17



Climate and Nature

Why:

All colleagues, clients and communities will be impacted by climate change and nature loss. Transitioning to a low-carbon economy and restoring nature presents both critical risk and opportunity for businesses.

Relevant SDGs:



Strategic objectives:

- Transition DWF's business model to align to a low-carbon economy
 - Decarbonising our operations to deliver our 2045 Net Zero target
 - Aligning our expertise and portfolio to the sectors and markets of the future
- Embed climate risk and opportunity management into business processes
- Account accurately for emissions and disclose progress against targets
- Understand our impacts and dependencies on nature, and act to restore nature
- Maintain a high standard of environmental management globally
- Demonstrate leadership to accelerate action across the legal pipeline



Climate and Nature

Strategic objectives:

- Transition DWF's business model to align to a low-carbon economy by:
 - Decarbonising our operations to deliver our 2045 Net Zero Target
 - Aligning our expertise and portfolio to the sectors and businesses that will thrive in the future.
- Embed climate risk and opportunity management into business operations
- Account accurately for emissions and disclose progress against targets
- Understand our impacts and dependencies on nature, and act accordingly
- Maintain a high standard of environmental management globally
- Demonstrate leadership to accelerate action across the legal profession.

People and Inclusion

Why:

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.

Relevant SDGs:



Strategic objectives:

Create an environment where existing and future colleagues can

- Focusing on strategic initiatives to improve diversity, equity and inclusion

- Delivering targeted programmes on social mobility and widen access of opportunity to law from all backgrounds

- Providing meaningful wellbeing support, guidance and resources

- Emb

- Ens

- Main



People and Inclusion

Strategic objectives:

Create an environment where existing and future colleagues can thrive through:

- Focusing on strategic initiatives to improve diversity, equity and inclusion
- Embedding good leadership and management behaviours to improve inclusion across the business
- Delivering targeted programmes on social mobility and widen access of opportunity to law from all backgrounds
- Ensuring ethical deployment of AI tools for better colleague-led outcomes and enhanced working experience
- Providing meaningful wellbeing support, guidance and resources
- Maintaining a strong commitment to partnerships and benchmarks to demonstrate our alignment to best practice.



Responsible Innovation: Tech, Data & AI

Why:

Data, technology and AI are transforming how we work and how we support clients. DWF has a responsibility to deploy technology and AI responsibly, ethically and securely, with effective management of associated environmental and social impacts.

Relevant SDGs:



Strategic objectives:

- Ensure the integrity of our AI deployment through:
 - Ethical use of AI tools
 - Effective management of colleague impact and provision
 - Effective management of environmental and community
 - Appoint new Inclusion Leader and refresh DEI networks
- Protect data through strong governance frameworks and enh
- Maximise the potential of our AI capabilities for the benefit of c
- Effectively manage the IT hardware lifecycles to minimise enviro



Responsible Innovation: Tech, Data & AI

Strategic objectives:

- Ensure the integrity of our AI deployment through:
 - Ethical use of AI tools
 - Effective management of colleague impact and provision of appropriate support for colleagues to benefit from deployment
 - Effective management of environmental and community impacts
 - Appoint new Inclusion Leader and refresh DEI networks
- Protect data through strong governance frameworks and enhanced colleague and client literacy
- Maximise the potential of our AI capabilities for the benefit of clients and communities
- Effectively manage the IT hardware lifecycles to minimise environmental impact.



Justice and Human Rights

Why:

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 and our legal work.

Relevant SDGs:



Strategic objectives:

- Embed strong human rights and ethical risks governance framework
- Ensure we protect human rights within our operations and across our value chain
- Promote fair, compliant and ethical outcomes for clients in line with applicable laws and regulations
- Improve access to justice through the provision of pro bono advice and legal services
- Achieve positive impact globally in communities, through targeted social investment



Justice and Human Rights

Strategic objectives:

- Embed strong human rights and ethical risks governance framework
- Ensure we protect human rights within our operations and across our value chain
- Promote fair, compliant and ethical outcomes for clients in line with relevant law
- Improve access to justice through the provision of pro bono activity, underpinned by robust governance
- Achieve positive impact globally in communities, through targeted pro bono activity focused on ESG priorities.



Thriving Communities

Why:

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.

Relevant SDGs:



Strategic objectives:

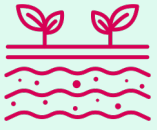
- To support communities in which we are based to thrive via:
 - Engagement with the DWF Foundation
 - Working with schools and education institutions
 - Collaborating with clients on social value initiatives
 - Volunteering to enhance the environment for communities
- To sustain long-term financial prosperity of the DWF Foundation and meet growing demand, including ambition to increase fundraising activity by 2029
- Delivering place-based community action in line with the social value strategy



Thriving Communities

Strategic objectives:

- To support communities in which we are based to thrive via:
 - Engagement with the DWF Foundation
 - Working with schools and education institutions
 - Collaborating with clients on social value initiatives
 - Volunteering to enhance the environment for community benefit.
- To sustain long-term financial prosperity of the DWF Foundation to facilitate grant giving in line with demand, including ambition to increase fundraising activity by colleagues
- Delivering place-based community action in line with the social value commitments made to clients.



Bedrock: Governance, accountability, transparency, risk, ethics and partnerships

Why:

We strive to uphold the highest standards of governance; professional integrity; and 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.

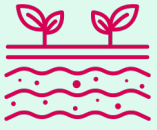
Relevant SDGs:



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Bedrock: Governance, accountability, transparency, risk, ethics and partnerships

Strategic objectives:

- To have appropriate board-led governance structures and leadership to oversee implementation of our Responsible Business strategy and effectively manage associated risks, impacts and opportunities
- To continue to integrate our Responsible Business strategy globally
- To ensure an effective approach to assess risk and undertake due diligence across our portfolio and value chain
- To maintain high standards of authentic ESG reporting, disclosures and transparency; enhance data quality; and commit to external assurance
- To continue to align our strategy to key stakeholder requirements and expectations
- To maintain and improve performance against key ESG benchmarks and assessment frameworks to demonstrate our commitment and hold ourselves to account
- To maintain and develop key partnerships to amplify our impact across the legal sector and beyond.



Thank you.

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Our Integrated Legal Management approach delivers greater efficiency, price certainty and transparency for our clients.

We deliver integrated legal and business services on a global scale through our three offerings; Legal Services, Legal Operations and Business Services, across our chosen markets. We seamlessly combine any number of our services to deliver bespoke solutions for our diverse clients.

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