



Date: 30 August 2018
Ask For: Elkan Abrahamson
Our Ref: EA/fao
Direct Dial: 0151 227 1429
Your Ref:

Dear Sir/Madam,

On behalf of the Jackson Lees Group I confirm our commitment to the UNGP and endorse our second communication on progress.

Yours faithfully,

Andrew Holroyd
Broudie Jackson Canter
Email: aholroyd@broudiejacksoncanter.co.uk
DDI: 0151 227 1429

Walker House, Exchange Flags, Liverpool L2 3YL

DX 14156 Liverpool

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Dear Sir/Madam,

Re: Communication on Progress

Implementing UN Global Compact Principles in Jackson Lees

1. Background

Jackson Lees Group Ltd. is a Law Firm based in the North of England trading as Jackson Lees and Broudie Jackson Canter. It has 6 offices across Merseyside and Manchester. It employs about 260 people. It provides a full range of private client services while remaining committed to access to Justice for the disadvantaged.

2. Endorsement

The Group remains committed to the ten principles of the U.N. Global Compact and this, our first report, sets out steps taken to date and our expectations for the future,

3. The Ten Principles

3.1 Businesses should support and respect the protection of internationally proclaimed human rights.

A. Externally, our work as a law firm, especially through our civil rights subsidiary, Broudie Jackson Canter, has at its core protection of human rights, for example we regularly represent bereaved families in Inquests governed by Article 2 of the ECHR; we have an Immigration Department specialising in Asylum work (where Articles 2 and 3 are commonly engaged) and a Criminal dept. where Articles 5 and 6 are engaged.

We are currently lobbying for the enactment of 'Hillsborough Law' (having represented many of the bereaved families in the Hillsborough Inquest), formal title The 'Public Authority (Accountability) Bill', which seeks to impose a duty of candour on public bodies:

<https://www.thehillsboroughlaw.com/>

We have had regular meetings with UK Shadow cabinet members over the Grenfell Inquiry and Hillsborough Law.

We offer advice to companies on Business Ethics and have drafted Anti-slavery policies for clients.

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- B. Internally we have developed and publicised policies on, inter alia, CSR. Anti-Discrimination, flexible working, shared parental leave.
- C. We donate at least 2 per cent of our profits each year to the Jackson Lees Foundation which supports disadvantaged groups within the community based on four pillars – justice, social, education and medical care:
<https://www.jacksonlees.co.uk/jackson-lees-foundation>

3.2 Ensuring we are not complicit in human rights abuses

We have policies on i.e. money laundering, equal opportunities and diversity, safeguarding children and vulnerable adults and whistleblowing.

3.3 Upholding freedom of Association and the right to collective bargaining

We recognise the right of staff to Freedom of Association. We encourage staff to participate in the Staff Committee which is chaired by a non-management member of staff and made up of elected representatives from each office, together with representatives from the Board and HR. We hold quarterly briefing events for all staff at which the CEO advises all staff on the firm's progress and strategy, and responds to any questions or concerns openly and freely. We have implemented a range of two-way communication channels (including Workplace social media platform, open forums, anonymous feedback boxes, staff representatives, anonymous staff surveys) to allow our people to raise queries and comments and for the Board to respond openly.

3.4 Elimination of all forms of Forced and Compulsory Labour

We are proud to be a national Living Wage employer – which means we pay above the national minimum wage and adopt a more generous policy laid down by the National Living Wage Foundation.

Looking forward, we are encouraging suppliers to become living wage employers but do not as yet have a procurement protocol- this is something we hope to develop over the next 12 months.

3.5 The effective abolition of child labour.

As employers we have a policy to ensure there is no exploitation of children who may come to us for work experience. Externally we will be looking at developing our commitment to abolishing child labour as part of our procurement policy.

3.6 The elimination of discrimination in respect of employment and occupation.

We have an anti-discrimination policy and are compiling statistics with regards to scrutinising any pay disparities between employees of different gender.

3.7-3.9 The Environment

One of our challenges is becoming paper free. As with many law firms we use a tremendous amount of paper. We are working towards a 'paper light' environment and are trialling this in various departments. We have implemented a practice management system which is being continually developed to facilitate paper light

Continuation.

working and are due to implement software imminently to further enhance this provision.

We encourage offer interest free loans to staff seeking to buy annual travel tickets.

3.10 Anti-Corruption

We have a developed anti-corruption policy and a dedicated Anti -Corruption Officer at Board Chair level.

4. Monitoring

We have regular shareholder meetings and the UNGP will be a standing item on the agendas for all meetings. Our CEO is tasked with reporting to the shareholders on progress.

Yours faithfully,



Elkan Abrahamson
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