

Shoosmiths LLP

Communication on Progress for United Nations Global Compact

January 2022

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1. Introduction to the United Nations Global Compact

The United Nations Global Compact was launched in 2000 and is the world's largest global corporate sustainability initiative. It is a call to companies to align strategies and operations with universal principles on human rights, labour, environment, and anti-corruption and to take actions that advance societal goals.

The United Nations Global Compact states its mission is to 'mobilise a global movement of sustainable companies and stakeholders to create the world we want.'

To achieve this, it supports companies to:

- do business responsibly by aligning their strategies and operations with ten principles on human rights, labour, environment and anti-corruption; and
- take strategic actions to advance broader societal goals, such as the UN Sustainable Development Goals (SDGs), with an emphasis on collaboration and innovation.

Signatories commit to and provide an annual report on progress, called a Communication on Progress (COP), providing the opportunity for Chief Executives to re-commit to the 10 principles and to report on progress and plans.

Shoosmiths became a signatory of the Global Compact in January 2016, upgrading to participant status in August 2021. It is a member of its Network UK and participates in its working groups on Modern Slavery, the Global Goals (SDGs), Diversity and Inclusion and the Task Force on Climate-Related Disclosures (TCFD). It also participates in the Climate Action Group. Learning and sharing best practice with other members enables us to evaluate and improve our own approaches.

Details of our programme to address the SDGs have been included in our annual CR Reports from 2015/2016 onwards, setting out our approach and relevant targets related to the SDG goals. From 2020/2021 onwards we have renamed these documents 'ESG' reports.



United Nations Global Compact Principles

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.





2. Chief Executive Officer and Chairperson Statement of Support

Welcome to our sixth annual Communication on Progress (COP) and re-affirmation that Shoosmiths LLP is a signatory of the UN Global Compact and continues to support the 10 principles related to Human Rights, Labour, Environment and Anti-Corruption. We believe we have made progress throughout 2021, recognising the scale of the challenges ahead. The 10 principles continue to provide direction for our approach and a framework for how we determine our way of tackling future challenges and opportunities.

Our vision is to be the leading law firm in the UK famous for its client experience. This is underpinned by our Environmental, Social and Governance (ESG) aspiration to be the leading law firm in the UK famous for its positive contribution to society. Our 2019/2022 strategy reinforces this.

In an extraordinary year the dedication our people have shown to our clients and their ability to adapt to a new normal has been very clear.

We are all extremely proud of how far Shoosmiths has come in the last year.

The pandemic in this last year has been a test of resilience and character. We can confidently say our values, which have been in place for 20 years, never fail us and have guided us throughout this time, further underpinning what is important to us as a firm; being a responsible business that makes a positive contribution to society.

Our working principles give our people more autonomy over when and how they work in a way that will enhance our client experience.

In June 2021, we launched Equivo, a new dedicated recoveries business, majority owned by Shoosmiths which provides clients with a complete 'one stop shop' multi-disciplinary recoveries solution, the first of its kind in the market.

We've also displayed how uniquely innovative and commercially astute we are with the launch of our non-legal arm Shoosmiths8 Connected Services; offering products that make a real difference to our clients' working lives, enabling their businesses to thrive in the 'new normal'.

Throughout the last 12 months we also made significant progress towards our ESG goals. The Shoosmiths Foundation launched in June 2021, issued its inaugural grants to two social mobility focused charities; our science-based emissions targets were validated by the Science Based Targets initiative, we have continued to advance our diversity and inclusion efforts across a number of priority areas, and we introduced the Shadow Board and reciprocal mentoring.

WE SUPPORT



In July 2021 we launched our inaugural, annual Impact Report to coincide with our year end results for FY 2020/2021.

The Impact Report, [which can be viewed here](#), shows the progress the firm has made in developing client relationships, reaching ESG goals outlining actions taken and reveals the firm's year on year financial performance.

And in terms of our financial results – there is a direct link from our values, to our actions, to these results. Our success is built on our overall approach to be a responsible business and in going the extra mile for our clients. All this works towards our vision: to be the leading law firm in the UK, famous for our client experience. We are all looking forward to Shoosmiths' next chapter.

Our ESG programme is broad in scope but during 2022 we are particularly focused on the second round of our Shoosmiths Foundation grant giving and reporting on the impacts of our donations to End Youth Homelessness and Street League charities; progressing and reporting on our net zero aspirations; and continuing to both building upon, and reporting on progress across our diversity, inclusion, and wellbeing priorities.

We also welcome the opportunity to collaborate with likeminded organisations for a greater collective good.

This statement is accessible through the United Nations Global Compact website, the Shoosmiths website and is communicated to our key stakeholders including partners and staff, clients, and our local communities.



Simon Boss
Chief Executive Officer



Peter Duff
Chairperson

3. Introduction to Shoosmiths and our approach to responsible business

Shoosmiths LLP is a leading law firm in the UK, delivering legal services to businesses and individuals since 1845. At 31 December 2021 we had 227 partners and partner equivalents and 1,393 personnel working together as one team across 13 locations in England, Scotland and Northern Ireland namely Belfast, Birmingham, Edinburgh, Glasgow, Leeds, London, Manchester, Milton Keynes, Northampton, Nottingham, Sheffield, Solent and Thames Valley.

We operate four business units known as divisions:

- business advisory, which provides commercial, employment, pensions and risk and litigation services
- corporate, which provides banking, corporate, restructuring and insolvency and tax advice
- personal advisory, which provides wealth protection, court of protection, family and conveyancing, and specialist litigation teams advising on clinical negligence, personal injury, special education needs, contentious probate and other professional negligence
- real estate, which provides construction, planning, property litigation, and core real estate advice.

Directorates providing business support are business development and marketing, finance, HR, information systems, knowledge management, projects and innovation, and quality and risk.

We are accredited to the ISO 9001:2015 quality standard and ISO 27001:2013 information security system standard, are an Equal Opportunities Employer and in March 2021 we achieved Platinum Standard Investors in People status. We are a member of the World Services Group working with partners to deliver international advice for our clients.

The Shoosmiths approach to ESG is based on our desire to *Shine: Bright Ideas for Positive Change*. Our ability to achieve an overall positive impact on society is determined not just by specific societal aspirations within our business planning cycle but also by our wider goals and the procedures we follow to run our business.



We use our annual ESG reports (formerly known as CR reports) to track and report progress against our objectives and targets, to share with our internal and external stakeholders our approach and as a means of informing everyone at Shoosmiths that responsible business behaviours enable us to improve our performance in our marketplace, our workplace, our environment, and our community.

Our business plan reflects our priorities for the 2019/2022 period building on our existing success – great people, clients, and locations – to achieve further growth across our business.

We will deliver our vision by:

- a reputation for quality client experience and collaborative working;
- showing increased strength in the diversity of our people and ensuring we remain an employer of choice, by offering a rewarding and opportunity filled environment for all our people;
- a strong national presence through our network of offices and locations; and
- our commitment to be a responsible employer is at the heart of our business and wider communities.

Operating to the highest standards of business integrity governs our approach.

To deliver *Shine: Bright Ideas for Positive Change* we provide the necessary tools and guidance to enable colleagues to think and say ‘this is how I shine. This is how I made a difference.’

We will achieve our ESG strategy by setting and reviewing targets in four work programmes:

Our marketplace

Working collaboratively in the marketplace with our clients and suppliers to evidence best ESG practice aligned with our vision to be the leading law firm in the UK famous for its client experience.

Our environment

Demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services.

Our workplace

Delivering an innovative and market differentiated employee value proposition based upon the firm’s values and the Shoosmiths Way.

Our communities

Building and maintaining enduring community relationships that achieve positive impacts for the organisations we work with.

Our values guide our behaviour, and our behaviour defines our culture. Our four values are:

- pulling together
- talking business sense
- being within reach and responsive
- taking initiative

As a participant of the United Nations Global Compact, we communicate the movement’s principles and work including via our intranet, [external website](#), LinkedIn, Twitter, our annual ESG Report and our blog [SHOUTback](#).

This, our sixth annual COP, covers the period January 2021 to January 2022 (although some of our activities and data cited relates to our last financial year 1 May 2020/30 April 2021, coinciding with our latest annual ESG report). Our COP includes a statement by our Chief Executive Officer and Chairperson and a description of actions and relevant policies relating to human rights, labour, environment and anti-corruption. Aligned responsible business targets with status against these and key performance indicators are provided in our web published annual ESG reports.

Much of our client work is confidential but this submission includes examples where we have acted for clients on ESG related matters, and the clients have consented to the disclosure of their names. Other client resources include training, workshops, how-to guides, e-learning, legal updates and a legislative tracker entitled ‘Compendium’. This provides an overview of anticipated legal developments, timeframe for implementation and practical suggestions for steps that can be taken.

Find out more

Shoosmiths website

<https://www.shoosmiths.co.uk/>

You can read our ESG policies and annual ESG, Impact and United Nations Global COP reports on the 'Our responsibility' section of our website.

Corporate responsibility

<https://www.shoosmiths.co.uk/our-responsibility/corporate-responsibility>

Diversity and inclusion

<https://www.shoosmiths.co.uk/our-responsibility/diversity-and-inclusion>

Stay in touch with our latest ESG news via our blog SHOUTback:

<https://www.shoosmiths.co.uk/our-responsibility/shoutback>

Follow us on social media

- [Shoosmiths Twitter](#)
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- [Shoosmiths Serious Injury Twitter](#)
- [Shoosmiths Serious Injury LinkedIn](#)
- [Shoosmiths Grads – Twitter](#)
- [Shoosmiths Grads – Instagram](#)

You can read our annual slavery and human trafficking statements at the landing page of our Shoosmiths website

<https://www.shoosmiths.co.uk/slavery-and-human-trafficking-statement>

Covid-19 risk assessments

[England](#)

[Northern Ireland](#)

We would love to receive your feedback on our sixth COP. Please send your comments, questions, and suggestions to: corporate.responsibility@shoosmiths.co.uk





4. Human Rights and Labour Principles 1 to 6

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure they are not complicit in human rights abuses.

Labour

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Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

Our policies and commitments

We are committed to the highest standards of business integrity and therefore our aspiration to be recognised by our stakeholders as an organisation which is a responsible corporate citizen in all our relationships. Our published responsible business policies include:

[Carbon net zero policy](#)

[Community investment policy](#)

[Corporate responsibility policy](#)

[Direct marketing policy](#)

[Environment policy](#)

[Health and safety policy](#)

[Interest policy](#)

[Modern slavery act – duty to notify](#)

[Privacy notice](#)

[Pro bono policy](#)

[Statement about the anti-facilitation of tax evasion](#)

[Supplier code of conduct](#)

[Volunteering policy](#)

[Waste management policy](#)

[Whistleblowing policy](#)

Our employee policies and procedures set out our requirements on such issues as agile working, disciplinary, dress for your day guidelines, grievance, equal opportunities, flexible holidays, flexible working, harassment and bullying, hybrid working, grievance procedure, mental health and wellbeing, pandemics, recruitment best practice, time off for dependent care and your time.

Modern Slavery

The focus of our activity since our 2020 modern slavery statement was published has been to carry out improvement recommendations identified in 2019 when we employed the Slave-Free Alliance to conduct an independent review of our processes and procedures and to progress centralisation of our approach to supplier engagement.

Progress against 2020/2021 priorities

Priority	Progress
Standardise procurement policies and practices across the business that are aligned with Shoosmiths' responsible supply chain management requirements.	A suite of tools has been developed that allows us to approach the market in a consistent and transparent way – RFP, RFI, and tender scoring mechanisms.
Continue to increase understanding of potential risk areas perceived by our priority suppliers within their supply chains. To include an on-site assessment of one of our key suppliers.	<p>In September 2020, the Slave Free Alliance conducted a remote Facilities supplier assessment of the potential risks to Shoosmiths in relation to our outsourced estates management functions through the supplier FISco UK Ltd. This review was intended to enable Shoosmiths to better understand the risk within the tiers of this function and to improve our understanding of the wider tier two supply chain.</p> <p>The assessment comprised of document assessments and interviews with the Shoosmiths National Estates Manager who manages these contracts, the Account Director/Manager of FISco UK Ltd who manage our Facility Management Service Contracts and two key cleaning contractors who provide cleaning services to the majority of our sites.</p> <p>Company documents reviewed included:</p> <ul style="list-style-type: none"> • Recruitment and selection. • Grievance and disciplinary. • Employee code of conduct. • Supplier code of conduct. • Whistleblowing. • Responsible sourcing/procurement (including labour providers). • Employee handbook. • Anti-slavery and human trafficking. <p>Key findings:</p> <ul style="list-style-type: none"> • Shoosmiths has robust due diligence processes and additional security checks for staff working on the estate; • Lack of supplier awareness training – Shoosmiths subsequently provided access to Shoosmiths' Academy e-learning module 'Modern Slavery for Managers' – for further details about the course see here; • Adjustment to recruitment process, whistleblowing policy and training provision for cleaning company number one – agreed changes confirmed in writing on 19 April 2021; • Formal supplier notification process required to ensure that any potential or confirmed modern slavery cases within the supply chain are reported and fully investigated with appropriate enforcement action plan – work in progress; and • No significant risks or gaps were identified during the supplier assessments.

Priority	Progress
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>In October 2020, we supported Unseen's anti-slavery day national campaign to raise awareness of the role of business in tackling modern slavery.</p> <p>In April 2021, Shoosmiths made a £1,500 donation to the charity Unseen, to support its Unseen helpline.</p> <p>In December 2020, our Birmingham office donated £1,250 to Birmingham Methodist District's Adavu Project which supports adult survivors of modern slavery in the West Midlands, which has the second highest rate of referrals (after London) for victims of modern slavery. The charity used the donation to buy emergency bus travel and vouchers for clients to buy fresh fruit and vegetables.</p>
Continue to raise awareness amongst stakeholders.	<p>Staff engagement undertaken on anti-slavery day.</p> <p>In May 2021, Estates Management provided access to Shoosmiths' Academy e-learning module 'Modern Slavery for Managers' to key suppliers and eight firms requested access for 23 employees in HR/Recruitment/Account Management type roles to complete this course.</p>

Our supply chain consists of circa 950 suppliers and our procurement expenditure in 2020/2021 was approximately £32.3 million in relation to the purchasing of goods and services that support the operations of our offices and services to our clients. These include office supplies, marketing materials, digital agents, ICT hardware and software, estate services such as cleaning, waste management, office design, office fixtures and fittings during fit out, refurbishments and maintenance, uniforms and catering, hospitality services such as hotels for conferences and training events, security and couriers as well as recruitment agents and temporary staff provision. We purchase professional services and work with other law firms and experts including barristers, court services and enforcement, tracing agents, vehicle recovery agents, litigation support providers, environmental consultants, surveyors, planning consultants, medical professionals, financial advisors and title indemnity insurance policies from insurance companies and brokers.

Our [whistleblowing policy](#) sets out the process for reporting any concerns about wrongdoing or breaches of policies including forced or compulsory labour or human trafficking. If anyone has any concerns about raising a matter internally, they can alternatively use our external, independent whistleblowing service Safecall. Safecall can be contacted to register a concern about any matter by telephone or online. Safecall provides a 24 hour a day, seven days a week service via the Freephone number 0800 915 1571 or via the website www.safecall.co.uk/report.

During the year no slavery or trafficking concerns were reported by staff.

We expect our suppliers to share our commitments and approach and by collaborative working we believe we can jointly have a positive impact on society. Our procurement and supplier management policy underpins our supplier selection process and details a range of environmental, social and ethical issues including slavery and human trafficking for consideration as part of the supplier selection process.

Our priority suppliers are invited to sign up to our [supplier code of conduct](#) covering laws and regulations, under age and forced labour, freedom of association, discrimination, wages and benefits, working hours, healthy and safe working conditions, environment, business integrity, discipline and grievances.

We have a policy and guidance on compliance with the [modern slavery act duty to notify regulations](#). This includes details on how we determine priority suppliers for engagement.

Our Head of Corporate Responsibility, who is part of the HR Directorate and who reports to the HR Director acts as our lead anti-slavery champion responsible for guiding the business on best practice and raising staff awareness supported by designated divisional and directorate champions who are responsible for implementing our compliance procedure. Our Operations Executive has collective responsibility for directing and reviewing this programme and the annual modern slavery statement. The statement is also approved by the Partnership Council, Shoosmiths' highest decision-making body.

In April 2021, Shoosmiths made a £1,500 donation to the charity Unseen, to support its modern slavery helpline.

Due diligence processes in relation to slavery and human trafficking in Shoosmiths' business

Our employment strategy is based on attracting, developing and retaining the best talent by reinforcing our values and providing a stimulating and rewarding work environment. We recognise everyone is unique and has special contributions to make in delivering the Shoosmiths strategy. Employee engagement is at the heart of our approach and we want to inspire and empower our people to use their talents positively in our communities, whether that be locally, regionally, nationally, or ultimately at a global level.

Our recruitment and employment procedures include appropriate pre-employment screening of all staff to determine the right to work in the UK where all our offices are based. Candidate sourcing is predominantly managed directly by the inhouse talent acquisition team. Over the last four years we have greatly reduced our use of recruitment agencies, but when they are required all recruitment suppliers are based in the UK and agree to our terms and conditions.

To the best of our knowledge there are no suppliers using a third party within the process and we deal directly with each supplier who is tasked with delivering the relevant service.

Due diligence processes in relation to slavery and human trafficking in Shoosmiths' supply chains

Historically Shoosmiths has adopted a devolved approach to procurement with each directorate and division being responsible for the procurement of its goods and services in line with company procedures. In relation to the Modern Slavery Act a nominated individual in each division and directorate (13 individuals) has been responsible for leading on such engagement with our suppliers.

With the appointment in March 2020, of a Procurement Manager, a centralised approach to supply chain management ensures that the organisation continues to conduct supply chain management in a consistent, fair and transparent way.

During 2021/2022, an online supplier database and onboarding process will enable suppliers to provide information and data on a range of responsible questions including signing up to the Shoosmiths supplier code of conduct and answering the modern slavery questions.

[A summary of our procedure to identify and manage potential issues associated with the risk of slavery or trafficking in our operations or supply chain can be found here.](#)

Within our estates management function, FISco UK Ltd works with Shoosmiths directly managing and taking ownership of all second tier Facility Management contract services – office and window cleaning, cleaning consumables, couriers, landscaping, waste and recycling and all building services contracts. All new suppliers are vetted, and an annual compliance review is undertaken to include pre-employment screening, training, health, safety, environmental and modern slavery compliance.

Estates management approached tier one, tier two and tier three estates management suppliers. Existing suppliers who signed the original code of conduct are sent the questionnaire on an annual basis. For new suppliers we send out the questionnaire and code of conduct. We pay particular attention to those where unskilled labour is required i.e., office cleaning, window cleaners, laundry services, caterers etc. and we focus on the direct supply of products i.e., stationery and specialist branded products. As part of this review, we engage with suppliers carrying out telephone calls, where needed, to explain the requirements and we hold details on countries that goods are sourced from as well as any published modern slavery statements. We were informed by six suppliers that they are members of Sedex which works to improve working conditions in global supply chains. It is now common practice for suppliers who do not complete the requested survey, to instead, signpost us to their online slavery statements.

For consumables goods, our suppliers are sourcing from the following countries: Austria, Belgium, China, Estonia, Finland, France, Germany, India, Indonesia, Ireland, Italy, Japan, Lithuania, Malaysia, Mexico, Philippines, Poland, Portugal, Singapore, Sri Lanka, Spain, Sweden, Taiwan, Thailand, UK, United Arab Emirates, USA and Vietnam.

Parts of the business and supply chain where there is a risk of slavery and human trafficking taking place and steps taken to assess and manage that risk

As a professional services firm with office locations solely in the UK, it is considered that the level of risk of modern slavery or trafficking within the business is low but there is no room for complacency.

Effectiveness in ensuring that slavery and human trafficking is not taking place in its business and supply chains and key performance indicator measures

Shoosmiths is unable to determine if its approach is effective but is committed to continued work in this area.

Divisions and directorates have not identified any internal business procedures that could make demands of suppliers or contractors that might lead them to violate human rights and we will continue to keep this under review.

Shoosmiths has not been informed of any incidents of slavery or trafficking during the year but will investigate any allegations should they arise and take appropriate action accordingly.

Our procedures include the steps we would take to investigate any allegations of slavery or trafficking in our business or supply chain.

Slavery and Trafficking Related Key Performance Indicators

Key performance indicator	2018/2019	2019/2020	2020/2021
Number of instances of modern slavery identified within Shoosmiths business operation or supply chain	0	0	0
Number of required staff who have completed e-learning training	67	18	83
% of required staff who have completed e-learning training	100	78	100
Number of suppliers who have signed up to the Shoosmiths supplier code of conduct*	169	86	49
Number of suppliers requested to complete a survey	140	148	208
Number of suppliers who completed a survey	59	85	127

*Cumulative figure reported in 2018/2019 but from 2019/2020 relates to number of suppliers to have signed up in that year.

Staff training and capacity building about slavery and human trafficking

E-learning training, reviewed and updated in November 2020, is made available to nominated individuals within each division and business directorate overseeing compliance with our slavery and human trafficking requirements. The e-learning training covers four modules providing an introduction to modern slavery, what are the signs, action to take and an assessment of understanding.

For the 2020/2021 period 83 required employees (100%) have completed the training. Our lead anti-slavery champions across the business had identified those colleagues who would benefit from raised awareness on this issue.

In May 2021, learning and development launched a legal advisor and support functions matrix to signpost employees to all the training resources available at their level/department. Under the quality and risk heading modern slavery is included as an optional course for completion.

We raise awareness amongst our staff about slavery and human trafficking which this year has included:

- information on our intranet which describes the scale of the problem, what Shoosmiths is doing and ways in which staff can help
- the Unseen App is included as a feature on all new company iPhones and iPads. The App helps to make it easier to report concerns to the free confidential helpline **08000 121 700**, operated by Unseen 24 hours a day 365 days a year. The helpline can be used by victims, members of the public and businesses to get help, report a suspicion or seek advice. [The helpline website](#) also provides resources and directories of services and helpline providers
- in the run up to Anti-Slavery Day 18 October 2020 the intranet front page detailed Shoosmiths' approach and priorities and ways colleagues can get involved to raise awareness and support the work of organisations tackling the problem
- firm wide briefings and articles on our external facing CR blog SHOUTback and inclusion in our annual ESG reporting and United Nations Global Compact Communication on Progress.

Our advisory role

Modern Slavery Act advice and training is provided to clients by our regulatory, employment and commercial teams including board briefings, compliance checklists, preparing s.54 transparency statements, amending and drafting template contracts to include anti-slavery clauses, assisting with business deals clients are undertaking – including by considering if other parties involved are affected by the legislation and inserting anti-slavery clauses in agreements as necessary.

Our employment and corporate immigration teams also advise on right to work policies and sponsorship policies and training on right to work checks.

Priorities for 2021/2022

1. Launch online supplier database and onboarding system which will include the modern slavery questions previously asked of priority suppliers by individual directorates and divisions.
2. Continue to offer modern slavery e-learning training to suppliers as a way of increasing supplier understanding and potential for collaboration in order to increase understanding of potential risk areas perceived by our priority suppliers within their supply chains.
3. Through our travel management provider, develop a preferred hotel listing which ensures all properties recommended for Shoosmiths are provided by the Hotel Booking Agents Association members and that the members adhere to HBAA's Terms of Ethics which can be viewed at: <https://www.hbaa.org.uk/community/our-terms-ethics>
4. 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.
5. Continue to raise awareness amongst stakeholders.

In conclusion, Shoosmiths remains committed to better understanding its supply chains and collaborating with stakeholders who wish to improve transparency and address incidents of slavery or human trafficking. This applies not just to our own practices but also to the identification of opportunities in wider society where we might be able to make a difference. We are particularly keen to hear from like-minded organisations so that we can explore collaborative opportunities.

Diversity and inclusion

Diversity and inclusion are integral aspects of Shoosmiths' strategy. We take an iterative approach to our work; using pledges, frameworks, benchmarks, and action planning to assess performance and identify our next steps. We work with a wide range of partners to incorporate specific subject matter expertise across our diversity and inclusion strategy – a full list of who we engage with is in the [2020/21 ESG report](#).

Leadership of our approach to diversity and inclusion comes from senior management, who have been demonstrating their commitment throughout the past year.

Shoosmiths participates in United Nations Global Compact business and human rights summit

Our CEO spoke at the United Nations Global Compact Business and Human Rights Summit in March 2021 which was the culmination of our involvement in the Target Gender Equality Programme. The programme involved performance analysis, capacity building workshops, peer-to-peer learning, and multi-stakeholder dialogue. This aligns with SDG 5.5 as well as enabling us to strengthen our approach to achieving gender equality at Shoosmiths.



Following our participation in the UNGC's Target Gender Equality programme, we were delighted to be part of the UNGC Business and Human Rights Summit in March 2021.

Taking into consideration lessons from our participation, further steps recommended by the United Nations Global Compact, and the Women's Empowerment Principle Gender Gap Analysis Tool, we are committed to continuous improvement during the year ahead."

SIMON BOSS, CHIEF EXECUTIVE, SHOOSMITHS

This year we have been able to engage our most senior leaders in the firm's inaugural reciprocal mentoring scheme. Members of the firm's Board, as well as some other senior leaders, were paired with a colleague from one of the employee-led inclusion networks.

We also launched the firm's 'Shadow Board', which brings diverse perspectives and new ways of thinking to the matters the firm's Board would typically discuss. As well as that, an unconscious bias module was brought into all employees' core annual learning plan, and senior management participated in an inclusive leadership workshop.

The firm published its annual [gender and ethnicity pay gap reports](#), including voluntary information as well as mandatory reporting requirements. To formalise our longer-term ambitions, we have also built upon our existing data analysis capabilities. For example, we have signed up to the Pirical ethnic diversity benchmark and look forward to being able to utilise that data over the coming months.

We also ran targeted internal communications to encourage an increase in the number of responses held about our internal diversity questions on social mobility, informed by Solicitors Regulation Authority (SRA) guidance. We submitted our employee diversity data to the SRA as part of its mandatory requirement (required every two years). In October 2021, coinciding with the launch of new automated email software in the business, we introduced the option for employees to add their pronouns to their employee record (and in turn, email signature).

The High Performing Women Programme, which we mentioned in last year's COP, completed its 2nd cohort and continues into its 3rd cohort, as one of the contributing initiatives to improved gender equality at the top of our organisation.

We also introduced a new group coaching programme focused on ethnically diverse talent at trainee level. Both this, and the High Performing Women programme, are data-driven interventions, and are intended to have both retention, and progression related impacts. Next, we hope to scope a mid-level pilot focusing on ethnic diversity, retention, and progression.

We maintained a Top 50 ranking in the Social Mobility Employer Index; covering areas such as work with young people, recruitment, progression, data collection and advocacy. The number of entries to the Index from across sectors and across the UK, increased again this year and we regard it as a valuable benchmark for assessing the strength of our approach to social mobility.

Advancing our work on social mobility

We continued to advance our social mobility commitment and actions during the year. [The Social Mobility Action Plan](#) and associated volunteering opportunities is a central document, but our approach goes much wider too, in terms of our strategic engagement and advocacy. Impact measurement of social mobility will be crucial to our success, and we are closely involved with the development of cross-sector 'Levelling Up' goals, which will provide our framework for this. We are engaging clients too – client roundtables on social mobility, involving our CEO, took place in November 2021.



Throughout 2021 our social mobility advocacy and actions have continued to be a priority.

We have demonstrated this through additional volunteering across our offices (in alignment with our Social Mobility Action Plan), and an increasing number of colleagues involved in strategic roles in their communities. We have also shared best practice with businesses, schools / colleges / universities, and Government; our view being that working collaboratively will enable us to reach mutual aspirations.

Effective impact measurement of these interventions will be really important as we continue to build on these activities in 2022.”

SIMON BOSS, CHIEF EXECUTIVE, SHOOSMITHS

In 2021 we renewed our Disability Confident Employer status and have plans to build on our disability inclusion efforts in 2022.

We have been working closely with Procurement to advance integration of diversity and inclusion into our supplier processes and continue to look for ways to better incorporate our supply chain into our overall approach.

The firm's employee-led inclusion networks continue to be active. LGBT History Month, International Women's Day, and Black History Month were all recognised, and each of the networks continued to raise their profile in the firm throughout the year – adapting to virtual communication – through activities such as webinars, quizzes, and new educational material. Reviewing the structure of the networks – i.e., how they are led and coordinated – is also something that has been considered this year.

Increasing the number of available advocacy, advisory, and/or pro bono opportunities was a priority for us in 2021. More of our colleagues are involved in community-based roles which link to diversity, inclusion, or wellbeing topics; just one example is two colleagues who are now part of Business in the Community's inclusive work working group in Scotland. More opportunities may arise alongside the growth of the Shoosmiths Foundation – the first funding for which was made to two social mobility focused charities this year.

In other external engagement, in November 2021, Shoosmiths hosted a Female Founders breakfast, as part of the annual Silicon Valley Comes to the UK (SVC2UK) summit. The focus of the discussion was the role entrepreneurs and the tech ecosystem play in building a better future.

Wellbeing

Throughout 2021, the firm continued to build upon its approach to mental health and wellbeing. After adapting during the early stages of the Covid-19 pandemic in 2020, 2021 has seen the need for continued focus and support of our employees.

This has included the development of our Wellbeing Hub to include more hybrid working content; working in the office, thoughts from the Mental Health and Wellbeing Champions; and wellbeing guidance for a healthy hybrid workplace. Our new working principles emphasis an output not occupancy ethos, taking the firm's well-established agile way of working to a new level.

Other firmwide developments include new fertility and pregnancy loss policies, which are supported by intranet resources. These pages feature signposting to the policies, how the firm can support, external resources, and personal experiences shared by colleagues.

Aligned to the firm's approach to tailoring what is offered to employees to support their wellbeing, we delivered the following through external partnerships:

- managing workplace mental health webinar and follow-on workshops
- family fitness online session
- a programme aimed at partners, to talk openly about their mental health
- a session aimed at incoming trainees
- invitations to regular expert-led webinars on a variety of health and wellbeing topics.

We continued to support the firm's network of approximately 40 Mental Health and Wellbeing Champions; their 2021 activities included:

- a physio-pilates series
- videos discussing experiences of mental health for Time to Talk Day
- resources to encourage colleagues to connect with nature, including a photo competition
- on World Mental Health Day, activities including providing items in offices such as mindfulness colouring books, a webinar on the impact of sleep on mental health, and a calligraphy workshop.

4a. Helping our clients

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 are also 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 also became a signatory of the UK Collaborative Plan for Pro Bono in May 2020.

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. 2,107.5 pro bono hours were recorded during 2020/2021, representing a 35.5% increase on the 1,555 pro bono hours recorded during 2018/2019. During 2021/2022, 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, particularly which contribute to progress on diversity and inclusion.

We work closely with a number of pro bono partners to provide free legal advice to those in need. These have continued as virtual advice provision:

LawWorks: We support appointment-based pro bono clinics based on the LawWorks model in Thames Valley and Milton Keynes.

- **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. During 2020/2021, due to Covid-19, the Legal Clinic moved from being a face-to-face service to being either via on-line video calls or through email correspondence. We worked closely with CommuniCare to ensure we could maintain this service for the clients. During this time, we supported five clients directly and assisted CommuniCare with some general legal advice for an additional four cases.
- **Milton Keynes pro bono clinics:** Our Milton Keynes office supports the Milton Keynes Housing and Employment pro bono clinics operated in conjunction with Citizens Advice Milton Keynes. Last year, Shoosmiths advised 43 clients at 18 telephone advice clinics which ran twice a month.

LawWorks Not-for-Profits Programme: We support the LawWorks Not-for-Profits Programme which delivers free legal advice to charities, voluntary and community organisations and social enterprises. During 2020/2021, real estate advice was provided to one charity advising on property law to review the lease and licence to occupy a building space. In addition, ongoing honorary counsel legal assistance was provided to a second charity.

Edinburgh pro bono clinic: Our Edinburgh office supported Citizens Advice Edinburgh on real estate and employment matters, based on local need. Throughout the year, Shoosmiths advised clients on a one-off basis at monthly virtual advice clinics. This service continued throughout the Covid-19 pandemic to ensure clients receive advice remotely. The Edinburgh office continues to strengthen its pro bono connections and plans to expand the support it provides in the coming years.

Manchester Free Legal Pro Bono Clinic: Our family law team based in Manchester continues to provide pro bono advice by working alongside the Manchester University Law Clinic. In the current circumstances, rather than the family law sessions being based at the Manchester Civil Justice Centre, the team meets and advises its clients online in virtual clinics. In the last 12 months, our team has been involved with six clinics advising circa 30 clients on family law issues as well as signposting to other services such as family mediation, social services, and local domestic violence groups.

Manuel Bravo Project: The Manuel Bravo Project is a charitable organisation based in Leeds that aims to provide legal representation to asylum seekers who would otherwise have none. Shoosmiths began to support the project in October 2018. Clients of the 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 May 2020 and April 2021, the Shoosmiths team has worked on seven cases involving clients from Iraq, Eritrea, Cameroon, Guinea, and Iran. From these seven cases, we have received four successful outcomes and have three pending outcomes.

Shoosmiths advises Founders4Schools

Founders4Schools is an award-winning educational-tech charity working towards a vision where all children and young people are given the best start in life by improving their employment chances. The mission of Founders4Schools also aligns well with Shoosmiths' commitments to social mobility.

We advised Founders4Schools on the restructuring of its group. This enabled Founders4Schools to re-position Digital Boost, a free of charge volunteering platform now used widely by the UK and overseas tech community, to unite digital experts with founders of small businesses and charities through 1:1 mentoring calls, interactive webinars and workshops and skills resources, from being a project to be a limited company of the charity. Digital Boost, supported by the Department for Digital Culture Media and Sport, offers support to six million British small businesses and charities impacted by Covid-19 on their digitisation journey. We are now very much a spotlight partner of the organisation and what it stands for and the only law firm doing so:

<https://www.digitalboost.org.uk/partners>



Shoosmiths provides key support to the technology sector nationally and supports a number of industry events and organisations including SVC2UK, Founders4Schools, Digital Boost, Global Tech Advocates and Tech London Advocates. As part of our offering, it is important for Shoosmiths to advise those charities on a pro-bono basis which we believe are making a real difference by utilising and leveraging technology for the benefit of others.”

JAMES KLEIN, PARTNER, SHOOSMITHS

Shoosmiths has been a fantastic partner to Founders4Schools and the work carried out by James and Olivia King has been instrumental to the project. The team have provided unrivalled levels of support and worked round the clock to ensure we were able to deliver on time. I look forward to extending the relationship in the future.”

MICHAELA ESCHBACH, CEO, FOUNDERS4SCHOOLS

Shoosmiths advises Pentlands Community Space

We advised Pentlands Community Space (PCS) in connection with the purchase and development of a derelict and vacant site (an old public toilet) in Juniper Green, Edinburgh as part of the City of Edinburgh Council's community asset transfer project. The advice we provided related to the planning position with the site, the negotiation and completion of the purchase, and the building contract for the construction of a new community space and an affordable housing unit. The advice was provided to enable this volunteer-based group to bring forward a much-needed public indoor space for the community, to accommodate local services such as parent and toddler groups, and a dementia café. The impact of the legal advice meant that the volunteer PCS could focus on fundraising for the demolition and clearance of the existing buildings and the development of the new building. It also enabled the PCS to seek 'match funded' grants from other organisations by confirming that they had a committed legal spend.



Shoosmiths demonstrated professionalism and skill in negotiating with the City of Edinburgh Council (CEC) on behalf of our small charity, Pentlands Community Space (PCS). Shoosmiths partner, Fraser Mitchell, and his colleague Gillian Wood handled the transfer of land from CEC to PCS on behalf of the village of Juniper Green. Their legal expertise successfully transferred the land into community ownership. Moreover, another arm of the Shoosmiths team helped set up a subsidiary company of the charity whose sole job is to oversee the regeneration of an abandoned toilet on the newly owned land and transform it into a public community hub with an affordable flat above. At all times the necessary legal work was completed on time, prudently and with great courtesy throughout."

PROFESSOR CLIFF BEEVERS OBE, CHAIR, PENTLANDS COMMUNITY SPACE

Shoosmiths pro bono assistance provided to Sarah Jane Downing and her support group for victims of Mr Paterson

Birmingham partner Kashmir Uppal (Clinical Negligence) has been providing pro bono advice and assistance to Sarah Jane Downing and her support group for the former patients of Mr Paterson, former Breast Surgeon who deliberately harmed his patients and is now serving a 20-year sentence for his crimes. Kashmir advises in relation to the recommendations and proposals that the group put forward to the Department of Health and Social Care in their listening sessions and round table meetings with a view to implementing the recommendations made in the February 2020 Paterson Inquiry report.

She also advises the spouses of Mr Paterson's victims who have since died and has been liaising with the Coroner's office with a view to the deaths being included in the Inquest process.

Collaborative pro-bono advice and support provided to family of Emily Jones

Birmingham partners, Kashmir Uppal (Clinical Negligence) and Hayley Saunders (Regulatory) are providing collaborative pro-bono advice and support to the family of Emily Jones who was tragically murdered in a random knife attack in a park on Mother's Day 2020. We are providing support to the family advising on the process of the pending criminal trial and inquest as well as support in relation to the NHS Trust's investigation into the attacker who was under their care. We are also providing support on responding to the use of Emily's photograph by far-right groups in their response to the recent Black Lives Matter social media campaign.

First year trainees deliver sustainable development goals pro bono challenge

Each year Shoosmiths issues a CR challenge to our first-year trainees and our 2020/2021 project was to ask our trainees under appropriate supervision to provide legal advice to organisations that are addressing any of the global SDGs in the UK. This was the fourth consecutive year the challenge has been pro bono focused and the second consecutive year advice was delivered virtually to clients.

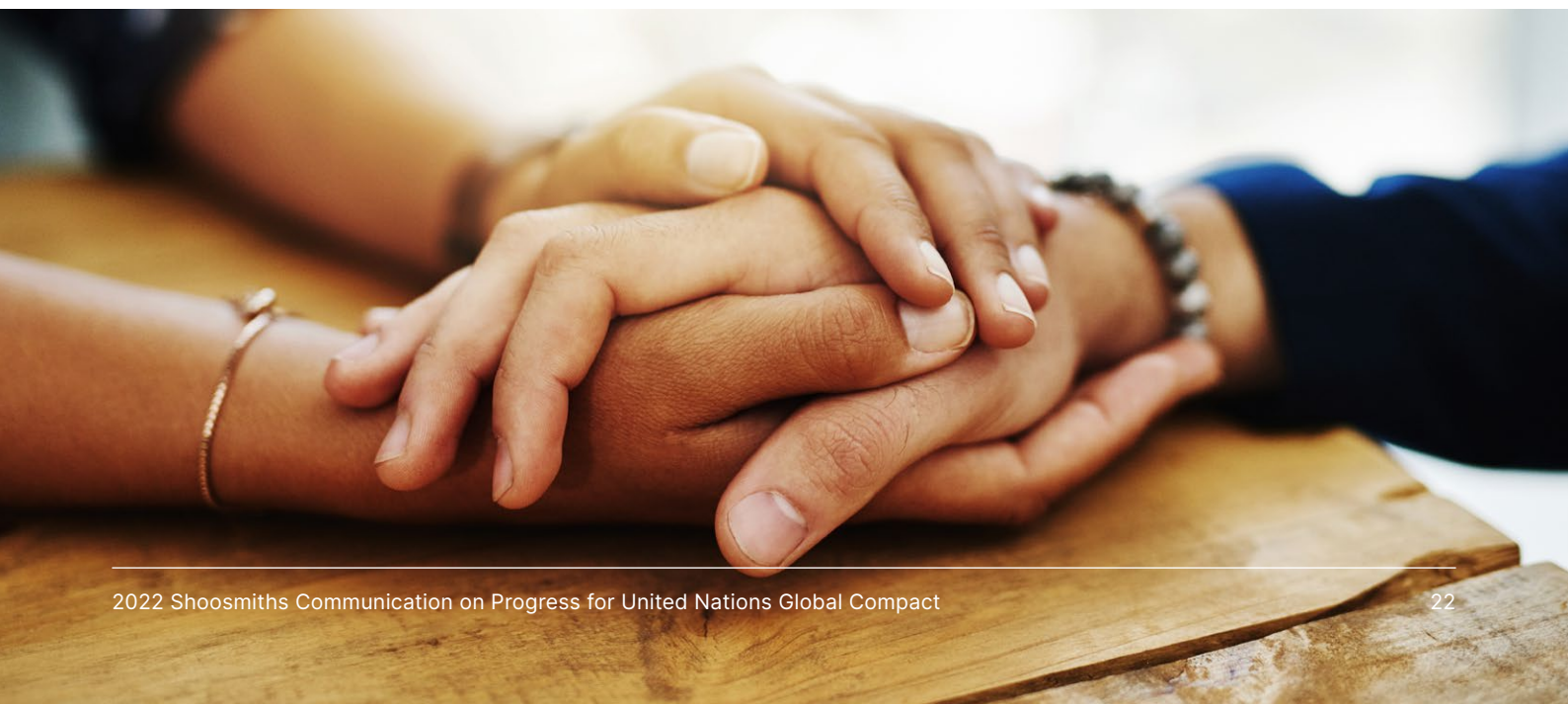
Just some of the work our trainees undertook included:

- the Midland Employment Rights Advice Line (MERAL) – helping vulnerable members of the community with employment related issues
- the fortnightly housing and employment clinics operated by Citizens Advice Milton Keynes
- the pro bono clinic service operated by Edinburgh Citizens Advice
- presenting on basic employment law and rights to local schools in the Yorkshire area and on tenants' rights to the University of Portsmouth and Reading's Prospect School Sixth Form.



We encourage our trainees to continue providing free legal advice to individuals and organisations in need throughout their careers, thereby making effective use of the lawyer's unique skills."

NICOLA ELLEN, HEAD OF CORPORATE RESPONSIBILITY, SHOOSMITHS



During the year advice to clients included:

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-advises-founders4schools>

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-launches-diversity-inclusion-and-financial-services-products>

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-advises-on-workplace-inclusion-investment-in-talking-talent>

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-advises-fertility-matters-at-work-on-a-new-workplace-programme>

Insights, events, articles and commentary are published on our Shoosmiths website and during the year the following relevant to the human rights and labour agenda covered such issues as:

Care:

<https://viewpoints.shoosmiths.co.uk/post/102grn6/prioritising-those-with-learning-disabilities>

<https://viewpoints.shoosmiths.co.uk/post/102gwdu/ground-breaking-cerebral-palsy-research>

<https://viewpoints.shoosmiths.co.uk/post/102gy1l/new-developments-in-alzheimers-research>

<https://viewpoints.shoosmiths.co.uk/post/102gy1v/reach-out-to-help-out-the-impact-of-social-isolation-on-brain-injury-survivors>

<https://viewpoints.shoosmiths.co.uk/post/102gyoz/respice-foster-care-for-children-with-severe-disabilities>

<https://viewpoints.shoosmiths.co.uk/post/102h0ct/thousands-with-learning-disabilities-and-autism-still-being-held-in-mental-health>

<https://www.shoosmiths.co.uk/insights/articles/improving-services-for-individuals-with-down-syndrome>

<https://viewpoints.shoosmiths.co.uk/post/102h1s0/disabled-people-forgotten-during-pandemic>

<https://viewpoints.shoosmiths.co.uk/post/102h2x0/will-mandatory-vaccinations-help-or-hinder-the-care-sector>

<https://www.shoosmiths.co.uk/insights/articles/mandatory-vaccinations-care-homes-and-beyond-part-1>

<https://www.shoosmiths.co.uk/insights/articles/mandatory-vaccinations-care-homes-and-beyond-part-2>

<https://viewpoints.shoosmiths.co.uk/post/102h52j/nhs-mental-health-services-referrals-rising>

<https://viewpoints.shoosmiths.co.uk/post/102h5an/disabled-and-vulnerable-being-hit-hardest-by-the-financial-impact-of-covid>

<https://viewpoints.shoosmiths.co.uk/post/102hein/slipping-through-the-cracks-hidden-deaths-in-the-covid-19-pandemic>

<https://viewpoints.shoosmiths.co.uk/post/102hek7/chair-of-the-covid-19-inquiry-announced>

Charities:

<https://www.shoosmiths.co.uk/insights/past-webinars/charity-trustees-legal-and-governance-webinar-update-series>

<https://www.shoosmiths.co.uk/insights/past-webinars/charities-and-data-protection-brexit-new-eu-sccs-and-guidance>

<https://viewpoints.shoosmiths.co.uk/post/102gox3/tricky-charity-trustee-decision-making-revisited>

<https://viewpoints.shoosmiths.co.uk/post/102gpf0/charity-branding-has-a-part-to-play>

<https://viewpoints.shoosmiths.co.uk/post/102gpr8/charity-agms-enabling-future-online-engagement>

<https://viewpoints.shoosmiths.co.uk/post/102gq0p/promoting-equality-diversity-and-inclusion-on-a-charity-board>

Charities continued:

<https://viewpoints.shoosmiths.co.uk/post/102ggsp/the-road-ahead-for-charities-in-2021>

<https://viewpoints.shoosmiths.co.uk/post/102gsqy/the-road-ahead-for-charities-in-2021-economic-factors>

<https://viewpoints.shoosmiths.co.uk/post/102gtsj/making-charity-law-simpler>

<https://www.shoosmiths.co.uk/insights/articles/building-nations-trust-connecting-charitys-work-purpose>

<https://www.shoosmiths.co.uk/insights/podcast/steady-as-she-goes-managing-charity-reserves-and-building-resilience>

<https://viewpoints.shoosmiths.co.uk/post/102gy8n/charity-fraud-prevention-is-better-than-cure>

<https://www.shoosmiths.co.uk/insights/podcast/setting-up-and-running-a-charity-a-founding-trustees-perspective>

<https://viewpoints.shoosmiths.co.uk/post/102h6b5/charities-as-catalysts-for-positive-change-once-again>

<https://viewpoints.shoosmiths.co.uk/post/102h7rr/how-the-use-of-big-data-is-making-the-charity-commission-a-more-proactive-regulator>

<https://www.shoosmiths.co.uk/insights/articles/building-back-better-charities-collaborating-with-business>

<https://www.shoosmiths.co.uk/insights/past-webinars/charity-fraud-and-cybercrime-managing-the-risks>

<https://viewpoints.shoosmiths.co.uk/post/102h9jp/charities-at-the-heart-of-the-levelling-up-agenda>

<https://viewpoints.shoosmiths.co.uk/post/102hc9h/the-transformative-power-of-charities>

<https://www.shoosmiths.co.uk/insights/past-webinars/identifying-and-managing-risk-in-your-charity>

<https://www.shoosmiths.co.uk/insights/past-webinars/charities-bill-2021-a-brief-overview>

Data protection:

<https://www.shoosmiths.co.uk/insights/past-webinars/brexit-and-the-eu-uk-trade-deal>

<https://www.shoosmiths.co.uk/insights/articles/handling-employee-dsars-and-the-social-media-dilemma>

<https://www.shoosmiths.co.uk/insights/articles/20000-fine-every-fortnight-have-you-appointed-your-gdpr-representative>

<https://www.shoosmiths.co.uk/insights/articles/when-and-how-should-employers-be-using-a-data-protection-impact-assessment>

<https://www.shoosmiths.co.uk/insights/articles/when-to-use-a-legitimate-interest-assessment>

<https://www.shoosmiths.co.uk/insights/past-webinars/charities-and-data-protection-brexit-new-eu-sccs-and-guidance>

<https://www.shoosmiths.co.uk/insights/articles/data-breach-litigation-tap-brakes-end-road-claimant-firms>

<https://www.shoosmiths.co.uk/insights/articles/data-breach-litigation-guidance-threshold-distress-only-damages-claims>

<https://viewpoints.shoosmiths.co.uk/post/102hb0m/supreme-court-to-give-landmark-judgment-in-lloyd-v-google-data-breach-litigation>

Diversity and inclusion:

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-launches-diversity-inclusion-and-financial-services-products>

<https://www.shoosmiths.co.uk/insights/past-webinars/investing-in-women>

<https://www.shoosmiths.co.uk/insights/past-webinars/employment-essentials-explained-diversity-and-inclusion>

<https://www.shoosmiths.co.uk/insights/articles/gender-pay-gap-reporting-what-you-need-to-know-for-2021>

<https://www.shoosmiths.co.uk/insights/articles/celebrating-lgbt-history-month>

<https://www.shoosmiths.co.uk/insights/articles/inclusion-at-work-perspectives-on-lgbt-working-lives>

<https://www.shoosmiths.co.uk/insights/podcast/shoospeak-hr-podcast-episode-8-the-increasing-importance-of-lgbt-staff-networks>

<https://viewpoints.shoosmiths.co.uk/post/102grud/gender-pay-gap-reporting-delay>

<https://viewpoints.shoosmiths.co.uk/post/102gt7h/tapping-into-the-untapped-potential>

<https://viewpoints.shoosmiths.co.uk/post/102gtn1/what-gets-measured-gets-improved>

<https://viewpoints.shoosmiths.co.uk/post/102gv8z/only-5-6-of-adults-with-learning-disabilities-in-paid-employment>

<https://viewpoints.shoosmiths.co.uk/post/102gxbj/what-does-the-post-transition-grace-period-mean-for-employers>

<https://www.shoosmiths.co.uk/insights/articles/the-impact-of-covid19-on-social-mobility-in-the-workplace>

<https://www.shoosmiths.co.uk/insights/articles/the-importance-of-using-gender-pronouns-in-the-workplace>

<https://www.shoosmiths.co.uk/insights/articles/impact-covid-19-ethnic-minorities-accelerates-bl-movement>

<https://www.shoosmiths.co.uk/insights/reports/the-new-how-creating-a-fair-and-inclusive-hybrid-workforce>

<https://www.shoosmiths.co.uk/insights/articles/following-on-from-pride-month-2021-a-toolkit-for-allies>

<https://www.shoosmiths.co.uk/insights/articles/the-compound-effect-of-investing-in-social-mobility>

<https://viewpoints.shoosmiths.co.uk/post/102h54u/wethe15-campaign-for-the-15-of-the-worlds-population-who-are-disabled>

<https://www.shoosmiths.co.uk/insights/past-webinars/disability-and-long-covid>

<https://www.shoosmiths.co.uk/insights/articles/supporting-employees-with-coming-out-in-the-workplace>

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-hosts-female-founders-breakfast-for-svc2uk-global-tech-gathering>

<https://www.shoosmiths.co.uk/insights/comment/latest-gender-pay-gap-figures-and-what-they-reveal>

<https://www.shoosmiths.co.uk/insights/past-webinars/gender-and-ethnicity-pay-gap-reporting-2021-and-beyond>

<https://www.shoosmiths.co.uk/insights/past-webinars/natwest-and-shoosmiths-the-levelling-up-agenda>

<https://www.shoosmiths.co.uk/insights/articles/paternity-and-shared-parental-leave-dispelling-traditional-gender-roles>

<https://www.shoosmiths.co.uk/insights/past-webinars/internship-and-social-mobility>

Education:

<https://viewpoints.shoosmiths.co.uk/post/102gppq/families-with-sen-children-unable-to-go-to-school-are-falling-through-the-gaps>

<https://viewpoints.shoosmiths.co.uk/post/102grax/special-needs-pupils-needs-not-being-met-in-covid-crisis>

<https://viewpoints.shoosmiths.co.uk/post/102grrr/positive-impact-of-vaccination-on-education-of-young-people-with-learning-difficu>

<https://viewpoints.shoosmiths.co.uk/post/102gwqp/lack-of-specialist-placements-for-children-with-sen-and-tribunal-appeals>

<https://viewpoints.shoosmiths.co.uk/post/102gy3v/autism-struggles-of-diagnosis>

<https://viewpoints.shoosmiths.co.uk/post/102h67o/sen-support-funding-crisis>

<https://www.shoosmiths.co.uk/insights/articles/the-impact-of-the-pandemic-on-sen-children-and-young-people>

Employment:

<https://www.shoosmiths.co.uk/insights/past-webinars/essential-webinar-series-for-employers-dsars-and-other-practical-data-protection-issues>

<https://www.shoosmiths.co.uk/insights/past-webinars/homeworking-losers>

<https://www.shoosmiths.co.uk/insights/past-webinars/what-did-i-miss-in-2020-and-whats-in-store-for-2021>

<https://www.shoosmiths.co.uk/insights/past-webinars/national-employment-law-update-march-2021>

<https://www.shoosmiths.co.uk/insights/past-webinars/returning-to-work-ending-furlough-protecting-staff>

<https://www.shoosmiths.co.uk/insights/past-webinars/operational-resilience-people>

<https://www.shoosmiths.co.uk/insights/past-webinars/disability-and-long-covid>

<https://www.shoosmiths.co.uk/insights/past-webinars/compliancy-with-employment-and-immigration-requirements>

<https://www.shoosmiths.co.uk/insights/articles/2021-predictions-employment-law-changes-on-the-horizon>

<https://www.shoosmiths.co.uk/insights/articles/tricky-issues-when-is-misconduct-gross-misconduct>

<https://www.shoosmiths.co.uk/insights/articles/is-furlough-leave-an-option-for-struggling-parents>

<https://www.shoosmiths.co.uk/insights/podcast/home-working-not-the-panacea>

<https://www.shoosmiths.co.uk/insights/articles/hse-clamps-down-employers-how-covid-secure-is-your-workplace>

<https://viewpoints.shoosmiths.co.uk/post/102godg/shall-we-be-exclusive>

<https://www.shoosmiths.co.uk/insights/articles/the-future-of-flexible-working>

<https://www.shoosmiths.co.uk/insights/articles/making-work-work-for-mothers>

<https://www.shoosmiths.co.uk/insights/past-webinars/frontier-workers-what-the-new-guidance-means-for-you>

<https://www.shoosmiths.co.uk/insights/articles/warning-to-employers-to-keep-equal-opportunities-training-updated>

<https://www.shoosmiths.co.uk/insights/articles/top-tips-for-employers-how-to-manage-delays-in-disciplinary-processes>

<https://www.shoosmiths.co.uk/insights/articles/returning-to-the-office-how-fair-can-a-hybrid-workforce-be>

<https://www.shoosmiths.co.uk/insights/articles/can-leaders-encourage-vulnerability-when-everything-needs-to-be-done-right>

<https://viewpoints.shoosmiths.co.uk/post/102gsud/modernising-uk-migration-a-distant-daydream-or-dream-come-true>



Employment continued:

<https://www.shoosmiths.co.uk/insights/articles/national-minimum-and-living-wage-updates>

<https://www.shoosmiths.co.uk/insights/articles/beyond-the-buzz-word-engagement>

<https://www.shoosmiths.co.uk/insights/past-webinars/out-with-the-old-in-with-the-new>

<https://www.shoosmiths.co.uk/insights/past-webinars/brexit-insight-personal-immigration-matters-considerations-for-employers>

<https://viewpoints.shoosmiths.co.uk/post/102gvwh/text-me-when-you-get-home>

<https://www.shoosmiths.co.uk/insights/articles/workplace-bullying-and-what-to-be-aware-of>

<https://www.shoosmiths.co.uk/insights/articles/top-5-employment-issues-to-watch-in-financial-services-in-2021>

<https://www.shoosmiths.co.uk/insights/articles/sleep-in-shifts-not-counted-towards-national-minimum-wage>

<https://www.shoosmiths.co.uk/insights/articles/tricky-issues-how-to-deal-with-personality-clashes-in-the-workplace>

<https://www.shoosmiths.co.uk/insights/articles/end-of-covid-19-adjusted-right-to-work-checks>

<https://www.shoosmiths.co.uk/insights/articles/flexible-working-for-all-not-just-yoga-instructors>

<https://www.shoosmiths.co.uk/insights/articles/rules-on-accrual-of-holiday-clarified>

<https://www.shoosmiths.co.uk/insights/articles/how-to-handle-employees-who-are-unable-to-prove-their-ongoing-right-to-work>

<https://www.shoosmiths.co.uk/insights/past-webinars/returning-to-work-ending-furlough-protecting-staff>

<https://www.shoosmiths.co.uk/insights/articles/whistleblowing-in-the-covid-era-protected-disclosures>

<https://www.shoosmiths.co.uk/insights/comment/tackling-immigration-and-skills-shortages-in-scotland>

<https://viewpoints.shoosmiths.co.uk/post/102gylk/is-the-employment-bill-extinct-already>

<https://www.shoosmiths.co.uk/insights/articles/flexibility-and-teleworking>

<https://viewpoints.shoosmiths.co.uk/post/102h02w/are-workers-rights-back-on-the-governments-agenda>

<https://www.shoosmiths.co.uk/insights/articles/new-plans-for-the-uk-immigration-system>

<https://www.shoosmiths.co.uk/insights/articles/tricky-issues-how-can-an-employer-go-about-changing-contracts-of-employment>

<https://www.shoosmiths.co.uk/insights/articles/balancing-transgender-rights-with-gender-critical-philosophical-beliefs-in-the-workplace>

<https://www.shoosmiths.co.uk/insights/articles/time-is-running-out-30-june-deadline-fast-approaching>

<https://www.shoosmiths.co.uk/insights/articles/whistleblowing-in-the-covid-19-era>

<https://viewpoints.shoosmiths.co.uk/post/102h2l8/farewell-furlough>

<https://www.shoosmiths.co.uk/insights/articles/what-does-freedom-day-really-mean-for-employers>

<https://www.shoosmiths.co.uk/insights/podcast/shoospeak-hr-podcast-episode-11-kiss-and-tell>

<https://www.shoosmiths.co.uk/insights/podcast/shoospeak-hr-podcast-episode-12-do-clever-people-need-protecting-at-work>

<https://viewpoints.shoosmiths.co.uk/post/102h3wb/our-thoughts-on-the-governments-response-to-its-consultation-on-sexual-harassment>

<https://viewpoints.shoosmiths.co.uk/post/102h3yg/health-is-everyones-business-just-not-at-the-moment>

<https://www.shoosmiths.co.uk/insights/articles/tricky-issues-how-do-you-determine-a-persons-employment-status>

<https://www.shoosmiths.co.uk/insights/articles/whistleblowing-in-the-covid-era-whistleblowing-policies>

Employment continued:

<https://www.shoosmiths.co.uk/insights/podcast/shoospeak-hr-podcast-episode-13-the-importance-of-using-occupational-health>

<https://www.shoosmiths.co.uk/insights/articles/what-should-employers-include-in-a-hybrid-working-policy>

<https://www.shoosmiths.co.uk/insights/articles/childcare-disparity-still-a-consideration-for-todays-employers>

<https://www.shoosmiths.co.uk/insights/articles/variable-pay-vs-fixed-pay-employee-furlough-scheme-implications-explained>

<https://www.shoosmiths.co.uk/careers/careers-early/early-careers-blog/blog/my-virtual-induction-experience>

<https://www.shoosmiths.co.uk/insights/podcast/shoospeak-hr-podcast-episode-15-how-to-make-hybrid-working-work>

<https://www.shoosmiths.co.uk/insights/articles/teacher-fairly-dismissed-for-safeguarding-concerns-despite-lack-of-evidence>

<https://www.shoosmiths.co.uk/insights/articles/how-not-to-treat-pregnant-workers-and-maternity-leave-returners>

<https://www.shoosmiths.co.uk/insights/articles/generation-work-from-home-the-impact-of-default-flexible-working>

<https://www.shoosmiths.co.uk/insights/articles/employers-failure-to-consider-flexible-working-has-costly-consequences>

<https://www.shoosmiths.co.uk/insights/articles/temporary-measures-to-be-introduced-to-tackle-worker-shortages>

<https://www.shoosmiths.co.uk/insights/articles/whistleblowing-in-the-covid-era-confidentiality>

<https://viewpoints.shoosmiths.co.uk/post/102h8bh/uber-uses-allegedly-racially-biased-ai>

<https://www.shoosmiths.co.uk/insights/podcast/shoospeak-hr-podcast-episode-17-menopause-in-the-workplace>

<https://www.shoosmiths.co.uk/insights/articles/what-to-do-when-protected-characteristics-clash>

<https://www.shoosmiths.co.uk/insights/past-webinars/compliancy-with-employment-and-immigration-requirements>

<https://viewpoints.shoosmiths.co.uk/post/102h8oe/menopause-cases-on-the-rise>

<https://www.shoosmiths.co.uk/insights/articles/kostal-decision-the-final-round>

<https://www.shoosmiths.co.uk/insights/articles/avoiding-the-pitfalls-of-solely-automated-decisions-in-the-workplace>

<https://www.shoosmiths.co.uk/insights/articles/home-alone-2-3-the-fca-visit>

<https://www.shoosmiths.co.uk/insights/articles/employment-in-the-finance-sector-faqs>

<https://www.shoosmiths.co.uk/insights/articles/employment-in-the-finance-sector-case-spotlight>

<https://www.shoosmiths.co.uk/insights/articles/flexible-working-the-good-the-bad-and-the-ugly>

<https://www.shoosmiths.co.uk/insights/podcast/shoospeak-hr-podcast-episode-18-supporting-employees-experiencing-domestic-violence>

<https://www.shoosmiths.co.uk/insights/articles/car-and-uniform-payments-deductible-when-calculating-national-minimum-wage>

<https://www.shoosmiths.co.uk/insights/podcast/shoospeak-hr-podcast-episode-19-trade-union-communication-strategies>

<https://www.shoosmiths.co.uk/insights/articles/whistleblower-protection-the-claims-and-the-consequences>

<https://www.shoosmiths.co.uk/insights/past-webinars/natwest-and-shoosmiths-the-levelling-up-agenda>

<https://www.shoosmiths.co.uk/insights/comment/what-hr-challenges-did-2021-bring>

<https://www.shoosmiths.co.uk/insights/articles/the-future-of-work>

Employment continued:

<https://www.shoosmiths.co.uk/insights/podcast/shoospeak-hr-podcast-episode-20-the-changing-face-of-global-mobility>

<https://www.shoosmiths.co.uk/insights/comment/scottish-labour-shortage-where-next-for-employers-part-1>

<https://www.shoosmiths.co.uk/insights/comment/scottish-labour-shortage-where-next-for-employers-part-2>

<https://www.shoosmiths.co.uk/insights/articles/an-employers-guide-to-making-reasonable-adjustments>

<https://www.shoosmiths.co.uk/insights/comment/upcoming-changes-to-employer-right-to-work-checks>

Modern slavery:

<https://viewpoints.shoosmiths.co.uk/post/102gt7g/the-new-modern-slavery-statement-registry-who-will-lead-by-example>

Pensions:

<https://www.shoosmiths.co.uk/insights/past-webinars/national-pensions-webinar>

<https://www.shoosmiths.co.uk/insights/articles/government-publishes-regulations-and-guidance-on-climate-risk-governance-for-pension-scheme-trustees>

<https://www.shoosmiths.co.uk/insights/articles/pensions-and-climate-change-pensions-regulators-draft-guidance>

<https://www.shoosmiths.co.uk/insights/articles/and-so-the-pension-gender-disparity-on-divorce-remains>

<https://www.shoosmiths.co.uk/insights/podcast/shoosmiths-on-tap-episode-4-pensions-law-after-1-october-2021>

<https://www.shoosmiths.co.uk/insights/articles/new-regulations-for-occupational-defined-contribution-schemes>

<https://www.shoosmiths.co.uk/insights/articles/new-transfer-rules-for-combatting-pension-scams>

Pro bono:

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-advises-founders4schools>

Wellbeing:

<https://www.shoosmiths.co.uk/insights/past-webinars/ihl-series-wellbeing>

<https://www.shoosmiths.co.uk/insights/past-webinars/real-estate-ihl-series-heartmath>

<https://www.shoosmiths.co.uk/insights/podcast/prioritise-employee-welfare-and-reap-the-rewards>

<https://viewpoints.shoosmiths.co.uk/post/102gq7x/maritime-uk-shines-a-light-on-mental-health>

<https://viewpoints.shoosmiths.co.uk/post/102gqo5/mind-the-gap>

<https://www.shoosmiths.co.uk/insights/articles/flexible-working-and-employee-mental-health>

<https://www.shoosmiths.co.uk/insights/past-webinars/essential-webinar-series-for-employers-dsars-and-other-practical-data-protection-issues>

<https://www.shoosmiths.co.uk/our-responsibility/shoutback/talk-with-solent-mind-charity-on-debt-and-mental-health>

<https://www.shoosmiths.co.uk/insights/articles/managing-your-mental-health-during-separation-or-divorce>

<https://www.shoosmiths.co.uk/insights/podcast/shoospeak-hr-podcast-episode-10-returning-to-work-and-employee-mental-health>

<https://www.shoosmiths.co.uk/insights/past-webinars/its-time-to-talk-about-the-menopause>

The Academy is part of our client service and offers clients and their employees the opportunity to be the very best version of themselves. The Academy encompasses all things development. In a world where change is constant and people can often struggle to keep up, the Academy offers Shoosmiths clients the opportunity to keep abreast of latest thought leadership across subjects such as inclusion, strategy and purpose, leadership, management and high-performance. E-learning provides a means for large organisations to ensure that their employees are compliant with the latest regulatory training whilst completing it at a time which is convenient to them. This means that shift patterns, locations and type of role are no longer barriers to accessing development.

For further details including executive coaching, team development and e-learning see [here](#)

We for instance provide e learning courses on a range of topics including:

Data protection and General Data Protection Regulations compliance:

<https://www.shoosmiths.co.uk/expertise/connected-services/academy/elearning/data-protection-and-gdpr-compliance>

Employee misconduct:

<https://www.shoosmiths.co.uk/expertise/connected-services/academy/elearning/employee-misconduct-taking-disciplinary-action>

<https://www.shoosmiths.co.uk/expertise/connected-services/academy/elearning/conducting-a-thorough-disciplinary-investigation>

Equality and diversity:

<https://www.shoosmiths.co.uk/expertise/connected-services/academy/elearning/equality-and-diversity>

Introduction to unfair dismissal:

<https://www.shoosmiths.co.uk/expertise/connected-services/academy/elearning/introduction-to-unfair-dismissal>

Managing sickness absence:

<https://www.shoosmiths.co.uk/shoosmiths-eight/the-academy/elearning/managing-sickness-absence>

Modern slavery – transparency in supply chains:

<https://www.shoosmiths.co.uk/expertise/connected-services/academy/elearning/modern-slavery-transparency-in-supply-chains>

Prevention of illegal working:

<https://www.shoosmiths.co.uk/expertise/connected-services/academy/elearning/prevention-of-illegal-working>

Recruiting fairly:

<https://www.shoosmiths.co.uk/shoosmiths-eight/the-academy/elearning/recruiting-fairly>



4b. Organisations we have worked with

In addition to fundraising support, which is reported in our annual ESG Report, we also supported the following organisations focused on aspects of human rights or labour:

Organisation	Outcome
#10,000 Black Interns is a national initiative which aims to attract diverse talent and address under-representation across sectors such as law, investment management, insurance, education, and accountancy. A full list of participants and sectors is on the website.	In December 2020, Shoosmiths committed to this initiative with the application process to open in late 2021.
ATD Partners are experts in leadership coaching, women's development, and diversity.	We ran the second cohort of High Performing Women during the year, with a further eight women participating from our legal divisions.
Birmingham Children's Trust exists to make a positive difference for children, young people, and families in the city.	During the pandemic, staff volunteered by dropping off food parcels in and around Birmingham for families facing financial difficulty. In July 2020, Shoosmiths joined other organisations in a life-skills event for young people aged 15+. The webinar was hosted by Evolve Social Impact in partnership with the Birmingham Children's Trust.
Black Solicitors Network is committed to achieving equality of access, retention, and promotion of existing and aspiring black solicitors within the legal profession and those seeking to enter the profession.	Shoosmiths began a corporate partnership in September 2020, demonstrating our support of its aims. Colleagues were also invited to join some of its online events.
Business in the Community convenes a unique network of purposeful leaders to share insight, expertise and create innovative programmes that deliver impact.	We are a corporate member of Business in the Community and during the year were members of the East Midlands, West Midlands, South East, North West and London Leadership Boards. We are a Race at Work Charter signatory and we have also been working with BITC on a social mobility action plan project linked to our Nottingham office to be implemented in 2021/2022.
C-19 Business Pledge aims to harness the power of business as a force for good in tackling the coronavirus pandemic.	This pledge – and ongoing support for its principles – was part of our firm's overall efforts to navigate the pandemic and support its communities.
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 and switched to a virtual service with the onset of the pandemic.
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 and switched to a virtual service with the onset of the pandemic.
City Legal Diversity and Inclusion Network brings together diversity and inclusion professionals from leading law firms to discuss topical issues and share best practice across the sector.	Shoosmiths continued to be part of this group in 2020/2021.
CommuniCare is an advice and support centre based in the community of East Reading.	Our Thames Valley office has operated pro bono services since November 2009 operated in conjunction with the University of Reading School of Law. The clinics switched to a virtual service with the onset of the pandemic.
CR Legal Network is a forum for CSR professionals in the legal sector.	Shoosmiths has been a member since February 2020. In November 2020, it spoke about the benefits of United Nations Global Compact reporting at the network's annual conference.

Organisation	Outcome
The Disability Confident scheme encourages employers to commit to recruitment, retention, and development actions for disabled people.	We continued to be part of this initiative throughout 2020/2021. On our website we explain what this means and encourage people to contact us if they have any questions about our accreditation.
Ethical Reading is a not-for-profit organisation championing healthy, sustainable and ethical workplaces in the Reading and wider Thames Valley area. Its vision is to make the Reading area a better place to live and work.	Shoosmiths is a founding partner and a member of Ethical Reading's Advisory Council.
Felix Diversity focuses on trainee and diverse talent development.	We ran pilot sessions with Felix Diversity in March, and April 2021 for our trainee cohort. This included a webinar on 'embracing differences' offered to all current trainees, and a smaller group coaching workshop focused on ethnic diversity.
Frazzled Café charity creates safe spaces for people to come together to talk about feeling 'frazzled'.	We ran a series of Frazzled Café sessions for partners to talk openly about mental health.
Greater Manchester Youth Taskforce was set up in response to the impact that the Covid-19 crisis was having on young people, both now and in the future.	One of our partners (former Head of Office) was invited in early 2020 to join the Mayor of Greater Manchester Youth Task Force. With our input, the Task Force developed a Young Person's Guarantee for Greater Manchester, providing an immediate response to the crisis and exploring future recommendations that can lead to meaningful change across city-region. The Young Person's Guarantee was launched in December 2020. We are continuing to work with the Task Force on new opportunities.
Halo Code is the UK's first Black Hair code; it explicitly protects employees who come to work with natural hair and protective hairstyles associated with their racial, ethnic, and cultural identities.	Shoosmiths signed up to the Halo Code in March 2021.
LawWorks works in England and Wales to connect volunteer lawyers with people in need of legal advice.	Shoosmiths has been a member of LawWorks since 2009. During the year we provided support to pro bono clinics operating to the LawWorks clinics model and to the Honorary Counsel Scheme.
The Law Society is the representative body for solicitors in England and Wales.	Founding signatory 2009, of the Diversity and Inclusion Charter. Founding signatory 2016, of the Pro Bono Charter.
Manuel Bravo Project charity provides free legal advice and assistance to asylum seekers and refugees who are unable to obtain legal aid.	Shoosmiths has supported the project pro bono since October 2018 switching to a virtual service with the onset of the pandemic.
MCR Pathways delivers mentoring programmes for young people in Scotland.	We held an introduction to mentoring information session in March 2021.
Mental Health at Work provides organisations with tailored mental health programmes.	We worked with Mental Health at Work on several activities throughout 2020/2021, including webinars on changes to mental health during the pandemic, and the launch of a new programme aimed at line managers (to improve their understanding of workplace mental health and equip them with the knowledge and tools to support themselves and members of their teams).
The Mental Health Foundation hosts Mental Health Awareness Week which takes place in May each year.	Activities were organised during the week in support of the theme of kindness.
Mindful Business Charter is a practical framework that encourages four principles: openness and respect; smart meetings and emails; respecting rest periods; and mindful delegation.	We became signatories of the Charter in May 2020 and continue to be an active member and supporter of the Mindful Business Charter community.

Organisation	Outcome
Pathways to Law is a widening participation scheme for students from under-represented backgrounds.	In February 2021, the Leeds office partnered with Pathways to Law to develop and host a series of six virtual workshops designed to assist students in developing essential skills for a future career in law. Sessions focused on topics such as interview/presentation skills, CV workshops and teamwork.
Pearn Kandola is a business-psychology consultancy, working with organisations on diversity and inclusion initiatives.	In April 2021, Pearn Kandola delivered a workshop for our senior leadership team – and spoke to a group of employees across the business beforehand – focusing on inclusive leadership and removing bias from the workplace.
The Purpose Coalition takes the most innovative and most committed purpose-led organisations that have signed up to the Social Mobility Pledge and brings them together to plot a new course and set new standards in the pandemic recovery.	In February 2021, Shoosmiths' CEO was part of a panel event to launch the 'Levelling Up Goals'; a framework which it is hoped will enable policy makers, businesses, academic institutions and a range of other stakeholders to make progress across 14 goals for a better society. Shoosmiths' involvement in this campaign, and participation in the 'Purpose Coalition' led by former UK Cabinet Minister the Rt Hon Justine Greening, is aligned with the firm's commitment to social mobility, and wider diversity and inclusion and responsible business efforts.
Queen Mary University London.	One of our trainees spoke at a diversity and inclusion focused event in October 2020.
Scottish Football Association is the governing body for football in Scotland.	In October 2020, in partnership with the Scottish Football Association, and to recognise World Mental Health Day, an online session for staff explored how a more active lifestyle can result in better mental health and increased levels of wellbeing. One of its team also participated in our Black History Month webinar.
She Has No Limits provides online coaching, community and personal development to professional women so that they can achieve the career they deserve.	In September 2020, we were sponsors of its virtual conference.
The Social Mobility Foundation aims to make a practical improvement in social mobility for young people.	Shoosmiths completed the 2021 Social Mobility Employer Index (facilitated by the Social Mobility Foundation). It assesses the actions taken by businesses to ensure they access and progress talent from all backgrounds, as well as efforts to promote and advocate social mobility. In November 2021, we were pleased to retain a top 50 ranking.
The Social Mobility Pledge represents a powerful and pioneering shift towards being a truly purpose-led organisation committed to social mobility.	The Shoosmiths Social Mobility Action plan was launched in partnership with the Social Mobility Pledge. The plan , is built on a review of existing social mobility efforts, socio-economic research, and recommended actions for each office.
Time to Change campaigned to end the stigma and discrimination faced by people who experience mental health problems.	Shoosmiths supported the campaign until it was retired in March 2021 and is now looking for alternatives to support our mental health and wellbeing programme.
The UK Collaborative Plan for Pro Bono is a profession-led initiative for law firms. Each participating law firm has a strong institutional commitment to pro bono and access to justice. The Plan also incorporates an aspirational target of 25 pro bono hours on average per legal advisor in the UK each year.	Shoosmiths joined in May 2020.

Organisation	Outcome
United Nations Global Compact is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support United Nations goals.	Shoosmiths joined 27 January 2016, is a participant, produces annual communications on Progress reports, is a member of the Network UK, four working groups on modern slavery, global goals, diversity and inclusion and Task Force on Climate-Related Financial Disclosures and participates in the Target Gender Equality accelerator programme. In March 2021, our CEO was a speaker at the United Nations Global Compact Network UK Business and Human Rights Summit.
University of Law is one of the UK's longest-established specialist providers of legal education.	During the year we assisted the University of Law Midlands Employment Rights Advice Line (MERAL) helping vulnerable members of the community with employment related issues. In October 2020, one of our Associates also joined a Mindful Business Charter and University of Law event to speak about avoiding online stressors when pursuing a legal career.
Wild Core Physio Pilates.	Our Mental Health and Wellbeing Champions worked with Wild Core Physio in early 2021 to deliver a series of online sessions for employees.
World Mental Health Day is observed on 10th October every year, with the overall objective of raising awareness of mental health issues around the world and mobilising efforts in support of mental health.	To recognise World Mental Health Day 2020, and in conjunction with our partner The Scottish Football Association, all employees were invited to join an online webinar focusing on how a more active lifestyle can result in better mental health and increased levels of wellbeing. Our national network of Mental Health and Wellbeing Champions also coordinated a communications campaign to raise awareness of internal and external mental health support resources.



4c. Our 2020/2021 and 2021/2022 human rights and labour targets

Appendix 2 of [our 2020/2021 annual ESG report](#) details progress against our 2020/2021 human rights and labour related targets and our 2021/2022 targets.

Appendix 3 of our annual CR and now ESG Reports includes key performance data from 2013/2014 onwards relating to number of partners, personnel by management grade, full and part time employees, number of promotions at each grade, employees by gender, disability, ethnicity, sexual orientation, age, religion or belief, highest level of parental qualification, socio-economic background: school, and pro bono and volunteering hours.



5. Environment Principles 7 to 9

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Continual improvement forms part of our approach in order that we can achieve an overall positive environmental impact as a result of the way we do business.

Our published environmental policies are:

- [Carbon net zero policy](#)
- [Environment policy](#)
- [Sustainable travel policy](#)
- [Waste management policy](#)

Our environment programme for the period 2019/2022 concentrates on:

- demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services;
- deepening our relationships with suppliers that have the greatest potential to impact on our CR performance.

The most material issues for our business are procurement and resource use, energy consumption and carbon emissions associated with our buildings, IT systems and employee travel, and waste and recycling. Solutions lie in the management of our operations, investment in new, and alternative technologies, working with our suppliers and encouraging behavioural best practice across our teams.

Our environmental management system

Our environmental management system (EMS) is based on the ISO 14001:2015 standard. Our environmental policy statement defines our approach in striving to achieve balance in the three pillars of sustainability – environment, society and the economy.

Our procurement and suppliers' management policy sets out our approach to managing our indirect environmental and social impacts and we work with our suppliers to identify opportunities to reduce impacts.

Shoosmiths operates an incident reporting system which includes environmental incidents. No environmental incidents were recorded during 2020/2021.

We measure and minimise the environmental impacts associated with our use of resources (including energy use) and the waste we generate from our buildings and as a result of the services provided to clients.

Our 13 offices include both single lease and multi-tenanted buildings. Where we have direct control of our offices, namely at the Lakes and London where we are the sole tenant, we have a greater ability to influence change. Where we do not have direct control, we liaise with our landlords to identify opportunities.

Energy

Shoosmiths is committed to a net zero emissions future with a target for its operations to achieve net zero emissions by 2025 and a commitment made to the Science Based Targets initiative (SBTi) to set science-based emissions reduction targets across the entire value chain that are consistent with limiting global warming to 1.5°C above pre-industrial levels. In November 2021, the SBTi validated the following targets namely:

- Shoosmiths commits to reduce absolute scope 1, 2 and 3 Greenhouse Gas Emissions 50% by FY2030 from an FY2020 base year.
- Shoosmiths commits to increase annual sourcing of renewable electricity from 74% in FY2020 to 100% by FY2025.

During the 2020/2021 year, Shoosmiths procured 100% renewable electricity at five of its offices. To account for this renewable electricity, Shoosmiths' scope 2 (market-based) emissions were reported for the first time in addition to scope 2 (location-based) emissions which Shoosmiths has reported previously.

Shoosmiths' 2020/2021 carbon footprint:

- 4,555 tonnes CO₂e [Scope 1, Scope 2 (Location-Based), Scope 3],
- 4,218 tonnes CO₂e [Scope 1, Scope 2 (Market-Based), Scope 3].

For the first time Shoosmiths also included home working emissions to reflect colleagues predominantly working from home, due to Covid-19 restrictions, and purchased goods and services as part of its scope 3 calculations.

As with most service-based companies, with relatively low operational emissions (situated in the UK and office-based services), purchased goods and services are by far the largest emission source. In addition, this year the purchased goods and services calculation has been based almost entirely on spend data estimations, utilising the Greenhouse Gas (GHG) Protocol's Scope 3 Evaluator tool, and the estimation is considered to be conservative. With increased supplier engagement, our aim is to increase the use of primary/secondary data next year which is likely to decrease the purchased goods and services figure.

Shoosmiths' scope 1 and 2 emissions decreased in 2020/2021 compared to our 2019/2020 reporting period. Scope 1 (combustion of natural gas and diesel, refrigerants and leased vehicles) emissions reduced by 35% and our scope 2 (location-based) emissions reduced by 18% in 2020/2021 compared to 2019/2020. Accounting for the GHG emissions savings from our renewable electricity procurement, our scope 2 (market-based emissions) were 60% lower than our scope 2 (location-based) emissions.

Initiatives undertaken during the year included:

- Shoosmiths appointed Cushman & Wakefield to carry out a strategic review of its property portfolio in line with its key business drivers including Shoosmiths' operations becoming net zero by 2025.
- introducing a new online booking travel platform which will deliver a number of benefits including environmental information such as carbon emissions associated with travel options.
- launching our sustainable travel policy including the provision of guidelines on how to travel in a safe, cost effective and sustainable way, challenging the need for travel, encouraging a one day a week no travel approach and plans for internal carbon pricing associated with business flight bookings.
- partnering with the Woodland Trust to support its Young People's Forest tree planting project at Mead, near Heanor in the East Midlands. The tree planting commitment commemorated Shoosmiths' 175th anniversary and will also be registered under the Woodland Carbon Code, the UK's voluntary carbon standard for woodland projects. The Code is aligned with the core requirements of other voluntary forest carbon standards and the Kyoto Protocol. It provides reassurance about the carbon savings that woodland projects may realistically achieve. With our planted 2,275 trees, it is estimated that approximately 570 tonnes of carbon will be absorbed over 100 years.

Shoosmiths stays focused on its net zero emissions aspiration



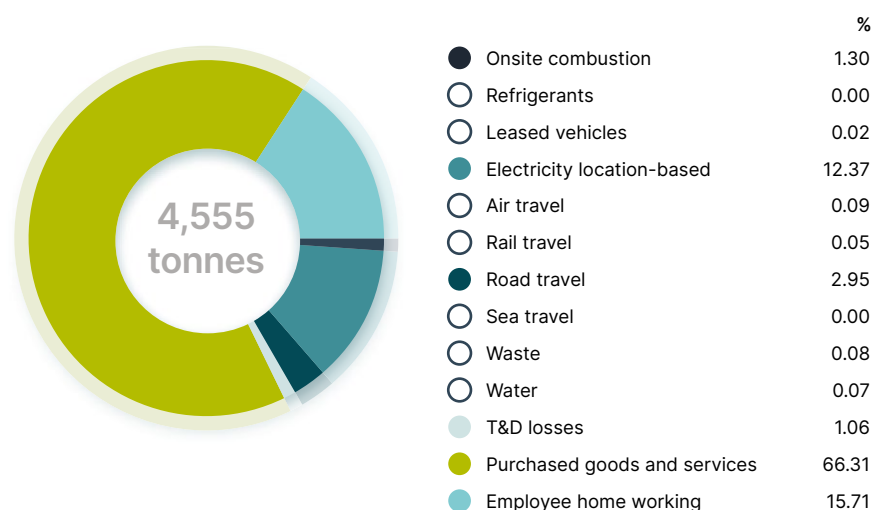
During the year Shoosmiths has remained focused on its net zero emissions aspirations including broadening the boundary of its carbon footprint reporting to capture additional scope 3 emissions. Our priorities in 2022 include progressing our SBTi validated science-based emissions reduction targets, engaging with our supply chain, and undertaking a review of our longer-term plans beyond 2025.”

PETER DUFF, CHAIRPERSON, SHOOSMITHS

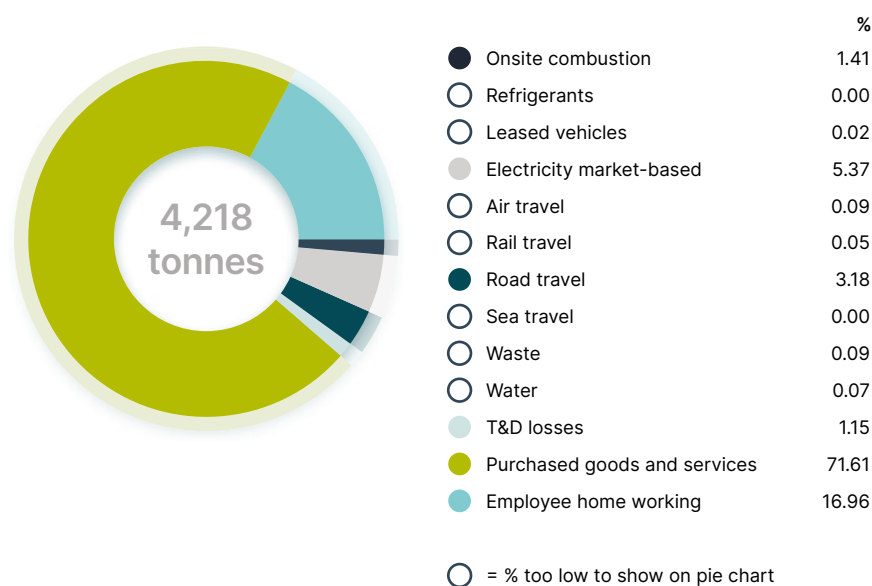
Shoosmiths' Total Greenhouse Gas Emissions 2020/2021

Scope	Emissions Source	CO ₂ e (tonnes)
1	Onsite combustion	59.32
	Refrigerants	0.00
	Leased vehicles	0.72
	Total scope 1	60.04
2	Electricity location-based	563.38
	Electricity market-based	226.50
3	Air travel	3.93
	Rail travel	2.08
	Road travel	134.28
	Sea travel	0.00
	Waste	3.59
	Water	3.09
	Transmission and Distribution Losses	48.45
	Purchased goods and services	3,020.67
	Employee home working	715.56
	Total scope 3	3,931.65
Total Emissions [Scope 1, Scope 2 (Location-Based), Scope 3]		4,555
Total Emissions [Scope 1, Scope 2 (Market-Based), Scope 3]		4,218
Total FTEs		1,621
Scope 1, Scope 2 (Location-Based), Scope 3 / FTE		2.81
Scope 1, Scope 2 (Market-Based), Scope 3 / FTE		2.60

Shoosmiths' Total GHG Emissions [Scope 1, Scope 2 (Location-Based), Scope 3] 2020/2021



Shoosmiths' Total GHG Emissions [Scope 1, Scope 2 (Market-Based), Scope 3] 2020/2021



Donation of used IT equipment

We work with partner organisations to ensure that equipment that can no longer be used within the business is re-used or recycled by others.

Since 2008, Shoosmiths has donated redundant IT equipment to Computer Aid International, a charity that helps disadvantaged communities to access digital equipment that will improve their lives. Computer Aid takes the equipment, wipes the data from it and donates it to different programmes across the world. Our computers typically have a five-year life and by donating them in this way we can extend the life of our equipment by another three to four years.

In 2020/2021 83 laptops, monitors and PCs were donated (577 kg) for reuse or recycling. 14 units were sent to the Rwanda Digital Schools Project and nine to the Shaw Trust and Wick Award projects in the UK.

Bottled water

We use the Ecopure Waters on-site water purification system in nine of our offices to provide freshly filtered water, both still and sparkling for our client and internal meetings. This has a lower carbon footprint than bottled mineral waters and because the bottles are re-used it reduces waste. Between May 2020 and April 2021, we consumed 5,249 litres of water and avoided 0.94 tonnes of glass.

Waste management

FISco, our Estates Management provider, manages our office waste (general, recyclable and food) in our Northampton and Sheffield offices. In 2020/2021 it was estimated that our offices produced 101.42 tonnes of general waste (extrapolated as general waste data was not available during this period due to the supplier being acquired by a new contractor and undergoing a system change, they were unable to provide the information within the required timescale). Some wastes at our Northampton office are managed on our behalf by a provider. At our other offices the landlords are responsible for managing waste contracts. Here we work with landlords alongside other tenants to identify better ways of managing our waste.

FISco also manages confidential waste from all our offices through a specialist company, Restore, with 66.9 tonnes collected in 2020/2021. (Compared to 208.01 tonnes collected in 2019/2020). By recycling confidential waste, 154.5 m³ of landfill space was avoided.

Water management

Shoosmiths' sites do not abstract or impound water and water management controls are within landlord controls and procedures. Shoosmiths ensures that relevant consents are in place and all conditions are complied with. Based on raw data available for our Northampton and Sheffield sites and extrapolated based on water per FTE we estimate total water supply and wastewater was 3,069 m³ in 2020/2021.



5a. Helping our clients

During the year environmental advice to clients included:

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-helps-molson-coors-combat-climate-change-with-ppa>

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-advises-global-firm-on-clean-energy-business-acquisition>

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-advises-on-sale-of-northern-irelands-first-major-energy-storage-project>

During 2021 we published environmental insights, articles and commentary on such topics as:

Biodiversity and conservation:

<https://viewpoints.shoosmiths.co.uk/post/102gqft/funding-for-biodiversity>

<https://viewpoints.shoosmiths.co.uk/post/102gqkn/time-for-farmers-and-land-managers-to-apply-for-country-side-stewardship-agreement>

Cities:

<https://www.shoosmiths.co.uk/insights/video/the-future-of-sheffield>

<https://www.shoosmiths.co.uk/insights/comment/how-to-set-sheffield-apart>

Climate change and energy:

<https://viewpoints.shoosmiths.co.uk/post/102gojc/the-green-mile-getting-your-moneys-worth>

<https://viewpoints.shoosmiths.co.uk/post/102gpi9/save-the-planet-for-future-generations-just-not-right-now>

<https://www.shoosmiths.co.uk/insights/articles/2021-predictions-whats-on-the-horizon-for-the-environment>

<https://viewpoints.shoosmiths.co.uk/post/102gr5m/nzebs-what-are-they-and-will-they-affect-my-new-building>

<https://www.shoosmiths.co.uk/insights/comment/was-the-budget-green-enough>

<https://viewpoints.shoosmiths.co.uk/post/102gte2/the-grey-leading-the-green-build-revolution>

<https://www.shoosmiths.co.uk/insights/articles/industrial-decarbonisation-strategy-shows-ambition>

<https://www.shoosmiths.co.uk/insights/articles/focus-on-cop-26-jargon-buster>

<https://viewpoints.shoosmiths.co.uk/post/102gvtw/pas-par-avion-the-boldest-move-to-date-by-a-government-in-tackling-climate-change>

<https://www.shoosmiths.co.uk/insights/articles/cop26-the-long-road-to-glasgow>

<https://viewpoints.shoosmiths.co.uk/post/102gwb8/aviation-and-marine-emissions-targeted-in-uk-carbon-budget>

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-founding-member-of-northern-ireland-clean-hydrogen-group>

<https://www.shoosmiths.co.uk/insights/news/shoosmiths-takes-a-seat-at-coalition-for-the-decarbonisation-of-road-transport-table>

<https://viewpoints.shoosmiths.co.uk/post/102gxrc/northern-irelands-clean-hydrogen-economy>

<https://www.shoosmiths.co.uk/insights/comment/focus-on-cop26-logistic-future-proofing-or-obsolescence>

<https://viewpoints.shoosmiths.co.uk/post/102gza1/electric-vehicles-is-ofgem-charging-in-the-right-direction>

<https://www.shoosmiths.co.uk/insights/comment/the-city-centre-and-the-road-to-net-zero>

<https://viewpoints.shoosmiths.co.uk/post/102h0d9/second-hand-news>

<https://www.shoosmiths.co.uk/insights/articles/an-introduction-to-scotlands-greenports>

Climate change and energy continued:

<https://viewpoints.shoosmiths.co.uk/post/102h0si/net-zero-toolkit-launches>

<https://viewpoints.shoosmiths.co.uk/post/102h0yb/slow-and-steady-wins-the-race-lets-hope-so>

<https://www.shoosmiths.co.uk/insights/comment/a-sustainable-future-for-birmingham-part-3>

<https://viewpoints.shoosmiths.co.uk/post/102h2zf/net-zero-here-we-come>

<https://viewpoints.shoosmiths.co.uk/post/102h31r/at-least-battery-production-is-coming-home>

<https://www.shoosmiths.co.uk/insights/articles/does-the-hydrogen-revolution-have-a-celtic-tinge>

<https://viewpoints.shoosmiths.co.uk/post/102h390/a-smart-step-on-the-road-to-zero>

<https://www.shoosmiths.co.uk/insights/past-webinars/business-transition-to-a-net-zero-and-resilient-world>

<https://viewpoints.shoosmiths.co.uk/post/102h3xp/electric-motorways-a-new-direction-for-road-freight>

<https://viewpoints.shoosmiths.co.uk/post/102h50i/700-million-trees-the-uks-hydrogen-revolution>

<https://viewpoints.shoosmiths.co.uk/post/102h50d/a-hydrogen-revolution>

<https://viewpoints.shoosmiths.co.uk/post/102h5fg/the-manchester-standard-net-zero-on-new-builds>

<https://www.shoosmiths.co.uk/insights/articles/what-were-seeing-margin-ratchets-in-esg-loans>

<https://viewpoints.shoosmiths.co.uk/post/102h6er/worlds-largest-ccs-scheme-comes-online>

<https://www.shoosmiths.co.uk/insights/video/nottingham---creating-a-sustainable-city>

<https://www.shoosmiths.co.uk/insights/comment/focus-on-cop26-the-future-of-affordable-living>

<https://www.shoosmiths.co.uk/insights/comment/hydrogen-producing-the-future>

<https://www.shoosmiths.co.uk/insights/comment/the-hydrogen-rainbow>

<https://www.shoosmiths.co.uk/insights/comment/planning-for-hydrogen-will-the-system-be-a-help-or-a-hindrance>

<https://viewpoints.shoosmiths.co.uk/post/102h6r6/from-solar-to-the-power-of-the-sun>

<https://www.shoosmiths.co.uk/insights/past-webinars/transitioning-to-net-zero-for-finance>

<https://www.shoosmiths.co.uk/insights/video/the-role-of-uk-cities-in-reaching-net-zero>

<https://viewpoints.shoosmiths.co.uk/post/102h91z/putting-on-the-sustainability-goggles-for-our-future>

<https://www.shoosmiths.co.uk/insights/comment/build-or-refurbish-embodied-carbon-dilemma>

<https://www.shoosmiths.co.uk/insights/comment/spotlight-on-nottingham>

<https://www.shoosmiths.co.uk/insights/comment/esg-distinguishing-between-sustainability-and-greenwash>

<https://www.shoosmiths.co.uk/insights/news/open-dialogue-is-required-for-businesses-to-reach-net-zero>

<https://www.shoosmiths.co.uk/insights/comment/esg-distinguishing-between-sustainability-and-greenwash>

<https://www.shoosmiths.co.uk/insights/articles/is-it-getting-hot-in-here>

<https://www.shoosmiths.co.uk/insights/articles/comprehensive-spending-review-fleashes-out-renewables-investment>

<https://www.shoosmiths.co.uk/insights/articles/a-business-commitment-to-reach-net-zero>

<https://viewpoints.shoosmiths.co.uk/post/102h9vj/ni-farmers-tackling-climate-change>

<https://www.shoosmiths.co.uk/insights/articles/law-firm-at-the-heart-of-the-sustainability-agenda>

<https://www.shoosmiths.co.uk/insights/news/road-to-zero-report-an-important-milestone-towards-net-zero-transport>

<https://www.shoosmiths.co.uk/insights/news/green-for-go-cop26-summit-round-up>

<https://www.shoosmiths.co.uk/insights/comment/the-sustainability-challenge-is-huge-but-we-are-up-to-the-task>

Climate change and energy continued:

<https://www.shoosmiths.co.uk/insights/articles/good-time-for-a-charge>

<https://www.shoosmiths.co.uk/insights/past-webinars/transitioning-to-net-zero-for-professional-services>

<https://www.shoosmiths.co.uk/insights/past-webinars/transitioning-to-net-zero-for-it>

<https://www.shoosmiths.co.uk/insights/past-webinars/transitioning-to-net-zero-for-the-built-environment>

<https://www.shoosmiths.co.uk/insights/past-webinars/transitioning-to-net-zero-for-retail>

<https://viewpoints.shoosmiths.co.uk/post/102hc0a/legislating-for-change-in-the-transition-to-electric-vehicles>

<https://www.shoosmiths.co.uk/insights/past-webinars/cop26-and-the-future-of-environmental-regulation>

Enforcement:

<https://viewpoints.shoosmiths.co.uk/post/102h2ob/eyewatering-90-million-fine-for-environmental-offences>

<https://www.shoosmiths.co.uk/insights/articles/environmental-claims-on-goods-and-services-time-is-running-out>

Planning:

<https://www.shoosmiths.co.uk/insights/past-webinars/strategic-land-development-and-public-rights-of-way>

<https://www.shoosmiths.co.uk/insights/podcast/esg-in-the-social-housing-sector>

<https://www.shoosmiths.co.uk/insights/comment/why-developing-brownfield-land-could-be-easier-than-you-think>

<https://www.shoosmiths.co.uk/insights/video/finding-brownfield-opportunities>

<https://www.shoosmiths.co.uk/insights/comment/redeveloping-challenging-and-complex-sites>

<https://www.shoosmiths.co.uk/insights/video/nitrate-neutrality>

<https://www.shoosmiths.co.uk/insights/video/unlocking-access-to-town-centre-property>

<https://www.shoosmiths.co.uk/insights/podcast/future-shoos-episode-2-the-availability-of-land>

Pollution:

<https://viewpoints.shoosmiths.co.uk/post/102grkz/times-they-are-a-changin-the-new-sustainable-farming-incentive-sfi>

<https://viewpoints.shoosmiths.co.uk/post/102h161/clean-air-zone-coming-to-a-city-near-you>

<https://www.shoosmiths.co.uk/insights/comment/a-sustainable-future-for-birmingham-part-1>

<https://www.shoosmiths.co.uk/insights/articles/model-for-achieving-nutrient-neutrality>

During the year our business development team's focus on ESG matters has included client collaboration as clients tell us that working together and sharing ideas is incredibly valuable. Activities during the year included:

- setting up virtual roundtable events to bring clients together to discuss key ESG issues
- working with clients on projects, such as the social mobility internship project with VWG – Volkswagen Group (VWG) and Shoosmiths
- continuing to provide ESG-related support and advice to our clients to enable them to fulfil their own ESG activities
- working with internal Shoosmiths project groups to ensure we are bringing our responsible business examples to the fore in pitches and in discussions with clients
- prioritising a sustainability focus across our sectors and championing ESG related campaigns, such as COP26
- Focusing on virtual events to reduce our event travel related GHG emissions.

Shoosmiths and Business in the Community host sustainability roundtables

In March 2021, Peter Duff our chairperson and Gudrun Cartwright, BITC Climate Action Director, joint hosted a series of senior leader roundtables to bring together clients to discuss sustainability. This included CEOs/ MDs and sustainability leads who discussed the sustainability journey they were on. It was an opportunity to explore plans, share ideas and discuss the challenges they face. A key theme from the discussions was that collaboration will help to achieve sustainability goals and a thought leadership report was shared with clients as a result.

[A report produced after the roundtables can be downloaded here.](#)



The roundtables hosted by Shoosmiths were a fantastic opportunity to explore some of the challenges and opportunities business face when tackling the climate crisis. The level of honest, authentic conversation really opened up the art of the possible and the barriers we need to overcome to deliver a fair and inclusive transition to a resilient, net zero economy where people and nature can thrive. Very much looking forward to what we can achieve together in the future.”

**GUDRUN CARTWRIGHT, CLIMATE ACTION DIRECTOR,
BUSINESS IN THE COMMUNITY**

In the run up to the 26th UN Climate Conference of the Parties (COP26) we launched our own ‘Focus on COP26’ campaign [see here](#). This campaign in keeping with our New How campaign, encourages clients to emerge from the pandemic ‘smarter, faster, better’ and use any lessons learned from the disruption of 2020 to ‘build back better’. We held events and published insights intended to evoke dialogue between clients and gain insights from industry leaders, so together we can share best practice and consider new approaches to our carbon net zero strategies. As part of the COP26 campaign we also sponsored a series of webinars on ‘Transitioning to net zero’ organised by the UN Global Compact Network UK.

UN Global Compact Network UK transitioning to net zero webinar series is supported by Shoosmiths

Shoosmiths supported the UN Global Compact Network UK's 'Transitioning to Net Zero' webinar series with the opening webinar, 'Business Transition to a Net Zero and Resilient World' taking place on Thursday, 1 July 2021 during London Climate Action Week. The webinar saw government representatives, experts and business leaders discuss their vision of a net zero, climate resilient world, and the actions they were taking to get there. The nine subsequent webinars were sector specific exploring finance, IT, the built environment, energy and utilities, extractives, retail, manufacturing, professional services and transport. Shoosmiths' chairperson was one of the guest speakers at the professional services event.

[To read a summary of the professional services event see here.](#)



Firms such as Shoosmiths are uniquely positioned to accelerate and broaden the conversation on corporate climate action by influencing and guiding their clients on such matters. Shoosmiths' support of our 'Transitioning to Net Zero' series was instrumental in allowing us to provide a platform that brought together a wide array of stakeholders to inspire and enable businesses to take credible action towards a net zero future."

**AMY COLLINS, CLIMATE ACTION PROGRAMME MANAGER,
UN GLOBAL COMPACT NETWORK UK**

Open dialogue is required for businesses to reach net zero

An increasing number of businesses are looking to reduce their emissions and become sustainable to align with the government's net zero strategy. Setting targets is crucial for companies with complexity across sectors, technologies and business structures. However, this is often the easy part, according to the latest insight paper from Cornwall Insight and UK law firm Shoosmiths – Unlocking net zero strategies for businesses.

The report explores the potential routes to decarbonisation that businesses have at their disposal to meet their targets and help countries meet their net zero targets.

[The full article can be read here.](#)

[The full insight paper can be downloaded here.](#)

5b. Organisations we have worked with

In addition to fundraising support, which is reported in our annual ESG Report we supported a number of environmental focused organisations:

Organisation	Outcome
Business in the Community convenes a unique network of purposeful leaders to share insight, expertise and create innovative programmes that deliver impact.	We are a corporate member of Business in the Community and are a member of the Climate Action Leadership Team. We provided support to BITC's #Challenge 2030 campaign to make the climate crisis history. Businesses must accelerate the transition to climate resilience and net zero carbon as close to 2030 as possible. Shoosmiths supported research commissioned by BITC in the run up to COP26 to help understand public and business perceptions and priorities regarding climate change.
Computer Aid International takes used IT equipment and sends it to disadvantaged communities across the world.	Since 2008 we have donated used IT equipment to Computer Aid International charity which helps disadvantaged communities to access digital equipment to improve their lives. In 2020/2021 83 laptops, monitors and PCs were donated (577 kg) for reuse or recycling. 14 units were sent to the Rwanda Digital Schools Project and nine to the Shaw Trust and Wick Award projects in the UK.
Cornwall Insight provides independent and objective expertise in energy and water markets.	In November 2021, Cornwall Insight and Shoosmiths published the insight paper ' Unlocking net zero strategies for business. '
Earthday.Org's mission is to diversify, educate and activate the environmental movement worldwide. Every Earth Day can drive a year of energy, enthusiasm, and commitment to create a new plan of action for the planet.	We supported the international Earth Day on 22 April 2021, by highlighting to staff our approach to the theme 'Restore our Earth' and providing ideas to become involved.
Legal Sustainability Alliance is the leading sustainability network for law firms and the UK legal sector. Relaunched in 2020 it helps members make the transition to net zero.	Pioneer member, in December 2008. Signatory of the Legal Renewables Initiative in January 2020, which commits signatories to source 100% certified renewable electricity for all its locations by 2025.
The Science Based Targets initiative (SBTi) drives ambitious climate action in the private sector by enabling companies to set science-based emissions reduction targets. 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 November 2021, Shoosmiths' science-based target were approved by the Science Based Targets initiative (SBTi) in so doing setting near-term science-based emissions targets across the entire value chain that are consistent with keeping global warming to 1.5°C above pre-industrial levels. Through Shoosmiths' level of commitment to the SBTi Shoosmiths is also a signatory of Business Ambition for 1.5°C (a global coalition set up by the United Nations Global Compact, SBTi and We Mean Business) and the Race to Zero global campaign.
The Terra Carta is a charter that puts sustainability at the heart of the private sector. The Terra Carta was launched by HRH the Prince of Wales as part of the Sustainable Markets Initiative. The Terra Carta provides a roadmap to 2030 for businesses to move towards an ambitious and sustainable future including recognising the urgency of the global climate, biodiversity and health crises and the stewardship with which we must act.	In February 2021, Shoosmiths became a Terra Carta charter supporter. See here.

Organisation	Outcome
United Nations Global Compact is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support United Nations goals.	Shoosmiths joined 27 January 2016, is a participant, produces annual Communications on Progress reports, is a member of the Network UK, four working groups on modern slavery, global goals, diversity and inclusion and Task Force on Climate-Related Financial Disclosures. It also participates in the Climate Action Group. Shoosmiths also sponsored the Transitioning to Net Zero webinar series and spoke at the professional services sector event.
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 now 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, switching off their lights to show support for our planet.	We supported the Earth Hour campaign on Saturday 27 March 2021, by highlighting to staff our efforts towards a net zero emissions future and encouraging staff to change every day behaviours.

5c. Our 2020/2021 and 2021/2022 environment targets

Appendix 2 of our [2020/2021 annual ESG report](#) details progress against our 2020/2021 environment related targets and our 2021/2022 targets.

Appendix 3 of our annual ESG Reports include key performance data from 2013/2014 onwards relating to carbon footprint, electricity and gas consumption, and waste generation.

6. Anti-Corruption Principle 10

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

We are committed to the highest standards of business integrity.

Shoosmiths is fully compliant with the UK Bribery Act 2010 and during the last 12 months has not been subject to any investigation, legal claim, or criminal action.

We have defined policies, processes, practices, and control structures by which we ensure appropriate behaviour and consistent standards across the firm. Our policies, controls and processes are focused on best practice and apply to all who work within Shoosmiths including consultants, contractors, agency workers and volunteers. Our compliance monitoring team (within our Quality and Risk Directorate) review compliance with those policies, systems and controls and report the results through our governance framework. The independent internal auditor who reports to the Chairperson/Compliance Officer for Legal Practice (COLP) ensures that the second line of defence operates effectively. We have also appointed a Deputy COLP to ensure consistent availability of reporting as well as additional resource and support for the firm.

Our policies include Anti-Bribery and Gifts and Hospitality with a detailed risk assessment. There are requirements to notify and seek guidance from the Quality and Risk Directorate whenever there are questions and concerns. These are encouraged given our focus on an open and transparent culture.

Our Practice Standards set out the minimum standards which must be met by each Division and Directorate to drive quality, manage risks, and meet legislative and regulatory requirements. The internal auditor monitors the firm's compliance with these standards.

Our management systems are accredited to the quality management system ISO 9001:2015 (accredited since 1995) and the information security system ISO 27001:2013 (accredited since 2010), Cyber Essentials (accredited since 2017) and Cyber Essentials Plus (re-accredited in October 2019) and are based on the health and safety management system guidance HSG65, the environmental management system ISO 14001:2015 and the guidance on social responsibility ISO 26001:2010.

Shoosmiths has pro-actively recognised the increasing risk and sophistication of those seeking to exploit organisations and individuals through corruption and has invested in increasing the Quality and Risk team with strategic hires from regulatory bodies and from senior legal management roles to add strength and depth to the team.

Whilst we assess our exposure to be low, we are not complacent. Our assessment is based upon our strong ethical culture, training, not having subsidiaries carrying out work on our behalf, open and transparent tendering processes and minimal exposure to high-risk countries or officials.

Business conduct

We are committed to conducting our business with honesty and integrity and we expect all partners/directors and staff to maintain high standards. All colleagues are expected to behave as ambassadors of the firm and we have clear procedures in place for how to do this, which are communicated and reviewed on an annual basis.

As part of the preparation for the implementation of the Solicitors Regulation Authority's Standards and Regulations 2019, our offices undertook inter office quizzes about ethical behaviour. Further training and guidance have been issued to the firm and this now forms part of the mandatory training for all new starters.

We take pride in being an ethical, transparent firm which acts with integrity at all times. We have a zero-tolerance approach to bribery and corruption and comply with our other statutory obligations.

Our policies cover such issues as anti-money laundering, data protection/General Data Protection Regulation, information security, anti-bribery and corruption, gifts and hospitality, quality and risk management, Criminal Finances Act 2017 and supplier management procedures. All colleagues complete regular training on these issues to ensure they are fully aware of their obligations. This includes a requirement for all new starters to complete our anti-bribery course during induction plus anti-money laundering, tackling tax evasion and data protection courses as well as a number of other risk-management courses. We do not focus on 'one-off training' for new starters. Having regard to the ever-present risk in corruption, there is an annual programme of mandatory refresher training, all of which is tracked for follow up purposes, with clear deadlines. The training includes anti-bribery, anti-money laundering, data protection, tackling tax evasion and information security.

Our supplier code of conduct sets out our supplier expectations regarding under age and forced labour, freedom of association, discrimination, wages and benefits, working hours, healthy and safe working conditions, environment, business integrity, discipline and grievances.

Whistleblowing

We have a clear [whistleblowing policy](#) which sets out the process for reporting any concerns about wrongdoing or breaches of policies. This takes account of the requirements set out in chapter 7 of the SRA Code of Conduct for Solicitors 2019 and the requirements set out in the FCA's Senior Management Arrangements, Systems and Controls (SYSC) 18, in relation to the Public Interest Disclosure Act 1998.

Staff are encouraged to report suspected wrongdoing or dangers in relation to activities including criminal activity, miscarriages of justice, danger to health and safety, damage to environment, forced or compulsory labour or human trafficking, bribery, failure to comply with any professional obligations, financial fraud or mismanagement and any breach of the SRA Codes of Conduct 2019, SRA Accounts Rules, FCA Handbook, the Law Society of Scotland Rules, or the Law Society of Northern Ireland rules, unauthorised disclosure of confidential information and deliberate concealment of any of the above matters. An external whistleblowing helpline, Safecall is available to employees. Any concerns can be reported via the telephone number **0800 915 1571** or via the website at: <http://www.safecall.co.uk/report>

6a. Helping our clients

Insights, articles and commentary are published on our Shoosmiths website and during the year the following relevant to the anti-corruption agenda was covered:

<https://www.shoosmiths.co.uk/insights/articles/fail-to-report-your-money-laundering-suspicious-risk-prosecution-has-increased>

We provide an e learning course on anti-corruption:

<https://www.shoosmiths.co.uk/expertise/connected-services/academy/elearning/anti-corruption>

6b. Our 2020/2021 anti-corruption targets

As a firm of solicitors regulated by the Solicitors Regulation Authority, the Law Society of Scotland and the Financial Conduct Authority (FCA), not only must we comply with anti-bribery legislation, but we must ensure that we have robust systems and controls in place to satisfy our regulators that we are compliant with our legal and regulatory obligations. Shoosmiths (Northern Ireland) LLP is regulated by the Law Society of Northern Ireland and is an appointed representative of Shoosmiths LLP which is authorised by the FCA.

Shoosmiths has a zero-tolerance policy to bribery and corruption. We regularly review our policies/procedures, re-visit our risk assessments to assess any changes and update any communication that may be required. All gifts and hospitality of more than certain minimum levels must be reported to the Quality and Risk Directorate in accordance with the gifts and hospitality policy and employees are reminded of their obligations. Specific notification forms are used for notification of gifts and proposed hospitality, whether given or received to ensure the policy and supervisory checks are in place, and all are recorded on registers held by Quality and Risk. We continue to remind employees of these requirements annually when they complete the annual declaration. If there are concerns about a proposed gift or hospitality Quality and Risk will discuss these with the employee, Business Development team and the relevant partner. The Quality and Risk intranet pages contain all the policies and procedures.

We have also formalised our approach to charitable donations with a clear authorisation policy, centralised accountability and objectives for such donations to ensure they are in line with the firm's objectives. For consistency and transparency this sits with the Head of Corporate Responsibility.

Key: ✓ – achieved IP – in progress ✗ – not achieved

Objective

Committed to the highest standards of business integrity

Targets		Performance and status	
Continue to raise awareness through guidance, videos and face to face training about ethical behaviours.	Completed by ensuring completion of mandatory new starter and refresher training.		
Require all employees to make an annual declaration about compliance with the anti-bribery and corruption policy and the gifts and hospitality policy.	Completed by revisiting policies to ensure fit for purpose and reviewing the risk assessment.		

6c. Our 2021/2022 anti-corruption targets

Objective

Committed to the highest standards of business integrity

Targets	
Continue to raise awareness through guidance, videos and face to face training about ethical behaviours with an increased focus on hospitality. Revise and update guidance on hospitality so employees understand the potential areas of risk. Update training to ensure it is relevant and ensure mandatory training is completed.	
Update the bribery risk assessment. Require all employees to make an annual declaration about compliance with the anti-bribery and corruption policy and the gifts and hospitality policy. Ensure updates and notification changes are clearly communicated.	

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.

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