

ESG sustainability report

FY 2024 - 25



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The report is disclosures performance on issues material to Weightmans and using the applicable SASB sector standards for 'professional services' (VERSION 2023-12). We confirm that the voluntary disclosures in this report are in line with the UK Limited Liability Partnerships Climate-related Financial Disclosure Regulations 2022

We're a top 40 UK law firm, with more than 1,600 people working from our offices in Birmingham, Cardiff, Glasgow, Leeds, Leicester, Liverpool, London, Manchester and Newcastle.

Largest office – 100 Old Hall Street, Liverpool, L3 9QJ.

Ownership – Limited Liability Partnership formed in 2007. Further details can be found [here](#).

Countries of Operation – UK and Ireland.

Our Structure

The Board.

Legal operations.

Client relationships.

Business services.

CyXcel® LLC.

Entities included and collectively referred as Weightmans:

Weightmans Scotland LLP – 24 Douglas Street, Glasgow, Scotland, G2 7NQ.

Weightmans LLP and Weightmans Ireland Ltd – 100 Old Hall Street, Liverpool, L3 9QJ.

Financials

Please refer to the Companies house portal for our financial performance. Our accounts are audited by competent external auditors and overseen by our Risk and Compliance Committee.



Introduction by Sarah and Peter

We are extremely pleased to present our ESG report for FY 2024-25 to our stakeholders and take this opportunity to thank all our clients, suppliers, charity partners and our people who have been contributing to the all-round growth of Weightmans. Our vision is to become one of the most socially responsible and environmentally conscious national law firms of the UK and to realise this vision, we are looking to enhance our key policies and procedures. Through this ESG report, we have disclosed our processes in governance, procurement and contracting, climate action, support for communities, diversity and inclusion with focus on gender equity and health, safety and well-being of our people.

We have taken a management system approach towards periodically reviewing our plans for advancing actions on material issues, through the lens of resourcing, competency enhancements, setting of KPIs, and an assurance and review process to drive continuous improvement. Our firm-wide learning programme on ESG, alongside bespoke team-wide sessions for legal professionals, have been instrumental in putting forward material ESG issues for collective action, across all our people.

Climate action is a concern for most of our stakeholders especially our clients and our people. The report highlights our progress on integrating climate related risks into our firm-level risk matrix – both physical and transition related risks. At an operational level, we are pleased to report progress through our management system certifications – ISO 14001 (environment management system) and ISO 50001 (energy management system). For our clients, we recognise that being a supplier of legal services, we form scope three carbon emissions within their overall carbon footprint. Our commitment to become net zero by 2030 and partnering initiatives, such as the Greener Litigation Pledge (GLP), will complement the objectives of our clients who share our commitment to climate action.

We also recognise that diversity is a challenge for the legal sector, but we are constantly evolving through the work done by our leadership-led employee groups on gender equity; race, ethnicity and cultural heritage; support for LGBTQ+; and disability and mental well-being. We remain committed to sharing the relevant information material to our stakeholders, but we also recognise that there are data gaps around material issues, and we are working to resolve them for the future disclosures.

Undertaking external sustainability rating, through Ecovadis or similar, will continue to be a Board KPI for the firm as it enables us to benchmark ourselves within the markets we operate and provides us an assurance on the progress made on ESG integration into the firm's operating model. We are extremely proud to report our latest sustainability rating of 'Platinum' (top 1%) by Ecovadis, which demonstrates strong teamwork at the firm to collectively advance our commitment to sustainability and ESG risk management.

Going forward, through our board sponsored ESG Advisory Group, we intend to drive internal and external collaboration on our ESG strategy and action plans.

Sarah Walton, Managing Partner

Peter Wake, Senior Partner



Sarah Walton, Managing Partner



Peter Wake, Senior Partner



About us

We are a law firm with a long and proud heritage. Founded in 1827, we've grown from our Liverpool roots to become a leading national law firm. As a progressive firm, we're committed to our clients and our people, as well as constantly looking at ways of improving the service we provide.

Our vision and values 2024 / 25

We aim to be a top 30 law firm with clients at the heart of everything we do. We will invest in our people to take care of our clients and excel at meeting client needs.

As a socially and environmentally conscious company, **corporate social responsibility** and **environmental responsibility** are important to us, and we are proud to have a thriving programme in each of these areas.

Our values



Radical Transparency



Teamwork & Respect



Enterprise

Recent awards won

ESG Firm of the Year 2025 at the Legal 500 Northern Powerhouse Awards

Excellence in Strategic Leadership at Professional Services Management Excellence Awards 2025

Best Cyber Start-Up of the Year at Cyber Security Awards 2025

Technology Venture of the Year (for Transport Manager Comply) at British Legal Tech Awards 2024

Large Law Firm of the Year — Manchester Legal Awards 2024

Private Client Team of the Year — Manchester Legal Awards 2024

Best Apprenticeship Programme in Professional Services — Apprenticeship Guide Awards 2024

Mental Health and Wellbeing Initiative of the Year — Legal 500 UK ESG Awards 2024

Law Firm of the Year — Legal 500 Northern Powerhouse Awards 2024

Our Purpose

At Weightmans, we believe thinking differently allows us to see the possibilities others don't. We see the possibility for envisioning a better future, for better relationships and in people, whoever they are. We see the possibility in everything.

Discover how we live and breathe our purpose every day:

[See the Possibility | Weightmans](#)



Environmental, Social and Governance (ESG) Policy

Scope

Our vision is to become one of the most socially responsible and environmentally conscious UK-based law firms. We believe that focus on good governance, responsible sourcing, health, safety & wellbeing, diversity, equity & inclusion at workplace and environmental footprints reduction across our offices is paramount to our business success. We will maintain an ESG policy which is regularly reviewed and updated, and communicated to key stakeholders – staff, key clients, contractors, and suppliers. Support for the implementation of this policy is sought from all our people and value-chain partners. As a minimum, we will conform to all the applicable legal and regulatory requirements of the UK.

Environmental Responsibility

We are committed to achieving 'Net Zero' across our legal services value-chain by 2030, to help in keeping global warming below 1.5°Celsius. Through our environment and energy policy, we will reduce our environmental impacts by:

- Measuring and taking actions to reduce all organisational carbon emissions within the scope 1, 2 and 3 of greenhouse gases boundary.
- Measuring and applying principles of 'Reduce-Reuse-Recycle' for continuous improvements in the waste management.
- Using energy resources mindfully and pursue our best efforts to reduce our environmental footprints.

Diverse, Equal, Inclusive & Healthy Workplace

Guided by the United Nations (UN) Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, International Bill of Human Rights and the ILO's Declaration on fundamental principles and Rights at Work, we will always strive to be a fair, respectful, and inclusive business, encouraging an organisational culture that values teamwork, mutual respect and transparency, by:

- Maintaining policies such as our diversity & inclusion policy, dignity at work policy and modern slavery policy, recognising that all forms of harassment and modern slavery are unacceptable.
- Continuing to maintain a complaints policy and a grievance procedure for all our people and contractors, to access the right channels for any issues, concerns, or suggestions, supported by our speak-up and whistle-blower protection policies.
- Maintaining health & safety policy supplemented by initiatives for mental wellbeing and policies such as flexible and hybrid working suiting the needs of our people and their families.
- Hiring without prejudice, as per our recruitment policy, and providing a platform for learning and career progression for all our colleagues.



Environmental, Social and Governance (ESG) Policy

Community relations

We are committed to making a positive contribution to the communities close to our operations, and maintaining cordial relationship with our stakeholders, by:

- Maintaining a CSR Policy to engage and add value to local communities and charities close to our operations.
- Encouraging our people to volunteer time and skills for identified community support activities.
- Providing employment and training opportunities to locals, where possible in business operations.

Peter Wake, January 2025
(Senior Partner on behalf of Weightmans LLP)

Good governance

We will continue to demonstrate radical transparency and good governance by:

- Maintaining a business ethics policy to build a relationship of trust with our stakeholders.
- Informing our stakeholders transparently on our progress to tackle material ESG topics and related UN Sustainability Development Goals.
- Maintaining holistic risk matrix and mitigation plans and policies to address business risks including risks due to climate change, human rights issues, corruption & bribery, money laundering, fraud, conflict of interest, information security and privacy.
- Undertaking internal and third-party assurance activities for good governance on financial and material non-financial aspects.

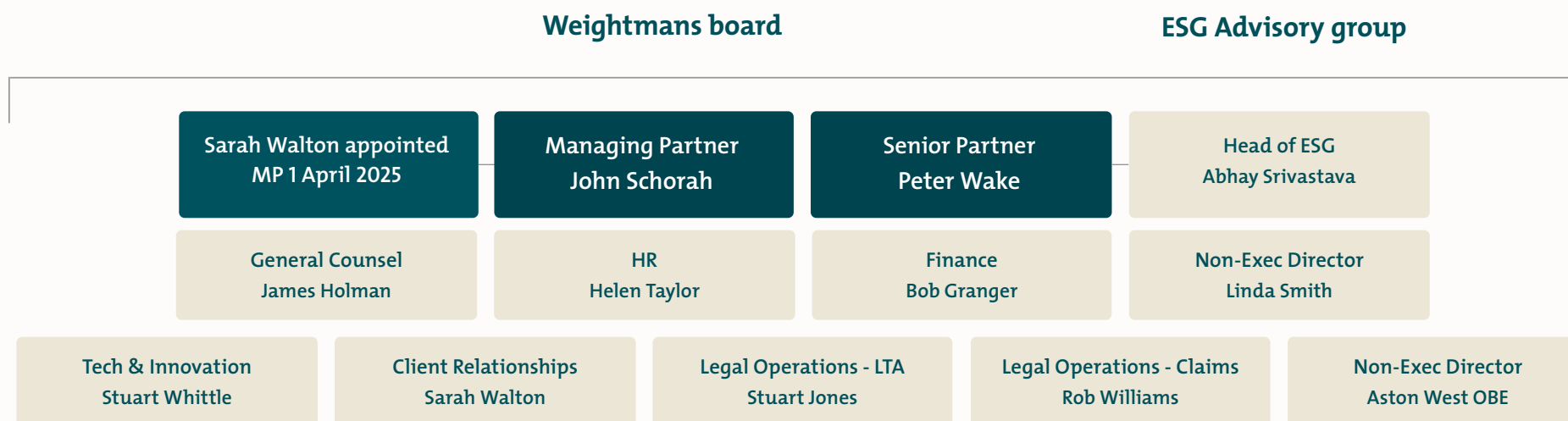
Responsible Procurement

We will source products and services for delivering our own legal services to our clients in a responsible way, by:

- Engaging our suppliers and contractors on our expectations on environmental, social and governance aspects through our Supplier Code of Conduct or by assessing Suppliers' equivalent procedures.
- Recognising that bribery and corruption in any form is unacceptable and check supplier risks related to environmental impact, data protection & privacy, money laundering, labour rights, and compliance to our modern slavery statement.
- Undertaking measures to support our suppliers to improve their social and environmental performance; and move away from the suppliers who do not demonstrate commitment to comply to our standards, in line with our Supplier Management Policy.



Our Structure 2024 / 25



Weightmans is structured into three essential divisions: Client relationships, Client delivery and Business services.

Client Relationships is supported by marketing and business development, and is organised into seven segments, namely built-environment, corporates, health, insurance, public bodies, owner-managed businesses and individuals.

Legal Operations teams are responsible for litigation, transactions, advisory and claims work we do. They are organised into 10 sectors, namely, regulatory, large loss, litigation, healthcare, disease, corporate commercial, real estate, casualty, motor and EPI (employment, pensions and immigration).

Business Services provides support to the firm by managing facilities, information systems, data services, HR, learning and development, knowledge management and finance functions. Risk & compliance and ESG functions are mapped into business services as they work across departments.

Both these functions are overseen by Board members: Our General Counsel is the head of risk and compliance, and firm's senior partner oversees ESG with support from our Head of ESG.

ESG Advisory group

Formalised by the Board in May 2024, the ESG (Environmental, Social and Governance) Advisory Group will help Weightmans pursue its long-held ambition to be one of the UK's most socially and environmentally conscious law firms. This includes ensuring the business meets its many strategic priorities in this area, such as its commitment to becoming Net Zero by 2030, as well as developing an understanding of how an evolving ESG landscape can be integrated in practice to its service offering for clients.

[Read more on: Weightmans announce ESG Advisory Group](#)



The team with ESG responsibilities consists of the following

Managing Partner

Sarah Walton, Managing Partner at Weightmans is the sponsor of the ESG programme. Sarah sits on multiple steering committees put in place to advance various ESG objectives for the firm.

Senior Partner

Pete Wake, has been the Senior Partner at Weightmans since April 2024 and has been with the firm since 2001. Peter's expertise involves acting for local authorities across the country, fire and rescue authorities, education establishments and housing providers. As Senior Partner, he is the Chair of the ESG Advisory Group and is the designated Board member to deliver the ESG integration.

HR Director

Helen Taylor, leads the initiatives impacting our people. She has the responsibility for the HR, learning and development and knowledge management teams, at the firm. Helen and her team deliver the firm's agenda in diversity, equity and inclusion (DEI), mental well-being and ESG integration.

Facilities Head

Lorraine Wells is responsible for the health and safety management system and for delivering the firm's net zero action plan. She is supported by office managers, a competent external consultant and a number of internal stakeholders to drive actions related to Net Zero. She is also the custodian of our ISO 14001 (environmental management system) and ISO 15001 (energy management system) certifications.

CSR Lead

Peter Forshaw, Partner leads our CSR works to support the communities we operate in. Peter is responsible for maintaining Weightmans's CSR policy and procedure. His key areas of focus in relation to CSR are partnering with charities to benefit under served, support young and disadvantaged people in our communities to enhance their vocational and personal development, engage and support staff on CSR and partnering with like-minded clients on common CSR objectives.

General Counsel and Risk and Compliance Lead

James Holman, has 30 years of experience representing legal professionals in litigation and regulatory matters. Over the last 15 years, he has developed the firm's risk management department, becoming Compliance officer for Legal Practice (COLP) in January 2013, a full-time role since 2018. James is our MLCO and ultimately responsible for our PI insurance programme, Lexcel, ISO27001, ISO22301 and all interactions with Regulators and Ombudsmen. James helped design our Audit and risk committee and sits as an advisory member. In 2022, he was appointed General Counsel and took up a position on the Board as strategic head of risk.

Head of ESG

Abhay Srivastava, is responsible for the firm's ESG strategy and integration into the firm's operating model. He supports all of the above stakeholders in advancing firm's ESG objectives. Abhay is a qualified Sustainability Professional with work experience on ESG strategy and impact investments, ESG assurance and disclosure/reporting, clean energy and transportation programme management, carbon management and infrastructure projects.

Lead for Legal ESG Services

Simon Colvin, Partner, heads the energy and utilities sector services and leads the firm's legal ESG services. Simon is a Fellow of IEMA and provides expert advice on concerning topics like Greenwashing and Corporate Sustainability. Simon and his team work closely with organisations including large utilities, project developers, funders, new energy services companies, local authorities, resource/waste companies, major energy consumers, and water/waste water companies providing commercially focused legal advice to help them benefit from the opportunities created by market regulation, policy and other market drivers. Simon is also a member of the Global Alliance of Impact Lawyers (GAIL).

Diversity, Equity & Inclusion (DE&I) Manager

Liliana Corrieri, supports the firm in delivering a board approved DE&I roadmap. Liliana joined Weightmans in January 2025 and she works closely with the firm's DE&I strand leads and DE&I champions for strengthening the existing DE&I programme.



Commentary by Head of ESG

Having completed the review of materiality assessment based on the concepts of double materiality, we were able to identify strategic priorities for us as a firm. Unsurprisingly, strong governance and business ethics emerges as the most highly rated material issue by our stakeholders. In this report, we disclose our key processes and policies on driving governance elements relevant to our firm. I can comfortably say that I am pleased with the key governance processes at the firm.

Climate change is another top-rated issue where we are improving continuously. We have been disclosing our emissions across scope 1, scope 2 and scope 3 in the Streamlined Energy and Carbon Report (SECR) for three years now, integrated into our Financial Statements. While we have committed to become Net Zero emissions by 2030 against our baseline of 2019, there are opportunities identified in data recording and management of all the significant Scope 3 emissions. Use of renewable energy at our offices continues to be a priority action item on which we have made progress, in addition to reducing carbon emissions from our business travel.

Responsible procurement that has been identified as a material issue for the firm and its stakeholders involves looking at our own consumption patterns of goods and services, and our engagements with suppliers. While aspects like basic ESG due-diligence is in place along with an integrated Code of Conduct for Suppliers, support for smaller and strategic suppliers has been identified as an area requiring further work along with establishing a baseline of ESG performance of our suppliers. Work is being done to partner with suppliers having good ESG credentials and put a process in place to conduct performance reviews incorporating ESG aspects with the contract holders.

Our materiality assessment led us to the three topics related to our people and the communities we operate in: gender equity, other diversity and inclusion aspects (LGBTQ+, race/ethnicity, social mobility and disability) and health, safety and wellbeing. Within Weightmans, gender initiatives are integrated into the wider DE&I group, which includes employee groups supported by the leadership, working on race, ethnicity and cultural heritage, along with support groups for LGBTQ+ and for focusing on disability and mental health. In this report, we have disclosed our performance on these material topics. Through our pro bono and CSR programme, we continue to support vulnerable and less resourced people on aspects such as health, wellbeing, protecting rights of women and girls and homelessness.

There is leadership commitment at the firm to advance ESG and sustainability objectives. With support from the board, we created a dedicated 'ESG Advisory Group' consisting of business leaders and other internal stakeholders to monitor and deliver meaningful actions on material issues. The group is being chaired by the Senior Partner and co-chaired by the Client Relationship Director at the firm, to monitor risks and opportunities arising out of ESG issues.

Abhay Srivastava
Head of ESG



Material issues and our strategic priorities

We conducted a materiality assessment with the objective of establishing Environmental, Social and Governance (ESG) topics that are relevant and a priority for us and our stakeholders.

We identified and prioritised ESG topics in two ways to address double-materiality:

- Topics that have a particular economic, environmental, or social impact on our business; and
- Topics that our stakeholders value when making a decision to work with or for us.

Our process

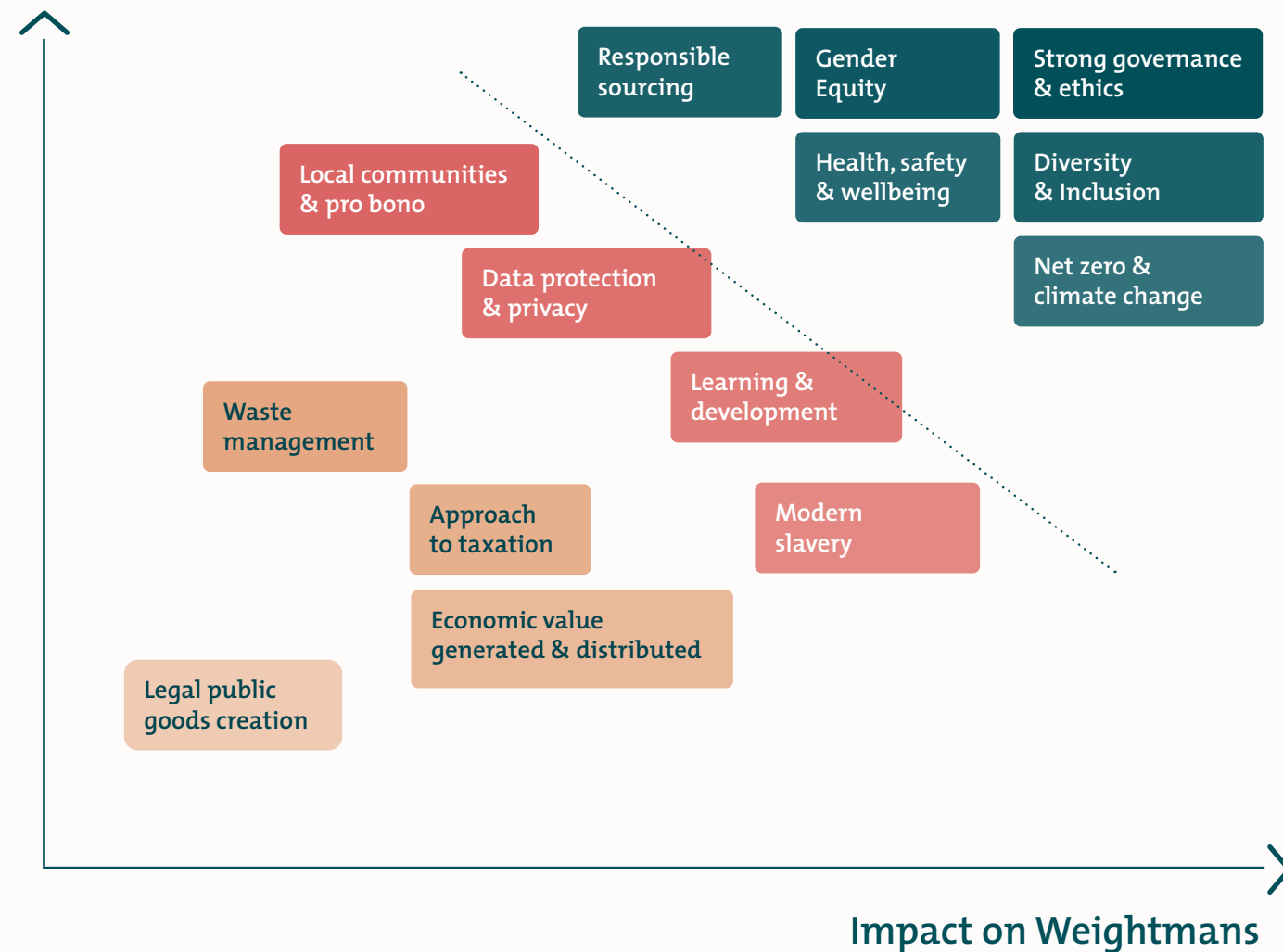




Material issues and our strategic priorities

We recognise that all the ESG topics identified are important to the various stakeholders' groups consulted namely our suppliers, clients (inclusive of public bodies), our people and community partners. We have taken their feedback and highlighted the following areas as the material topics for our legal services business in terms of either risk, opportunity or potential to make a significant ESG contribution.

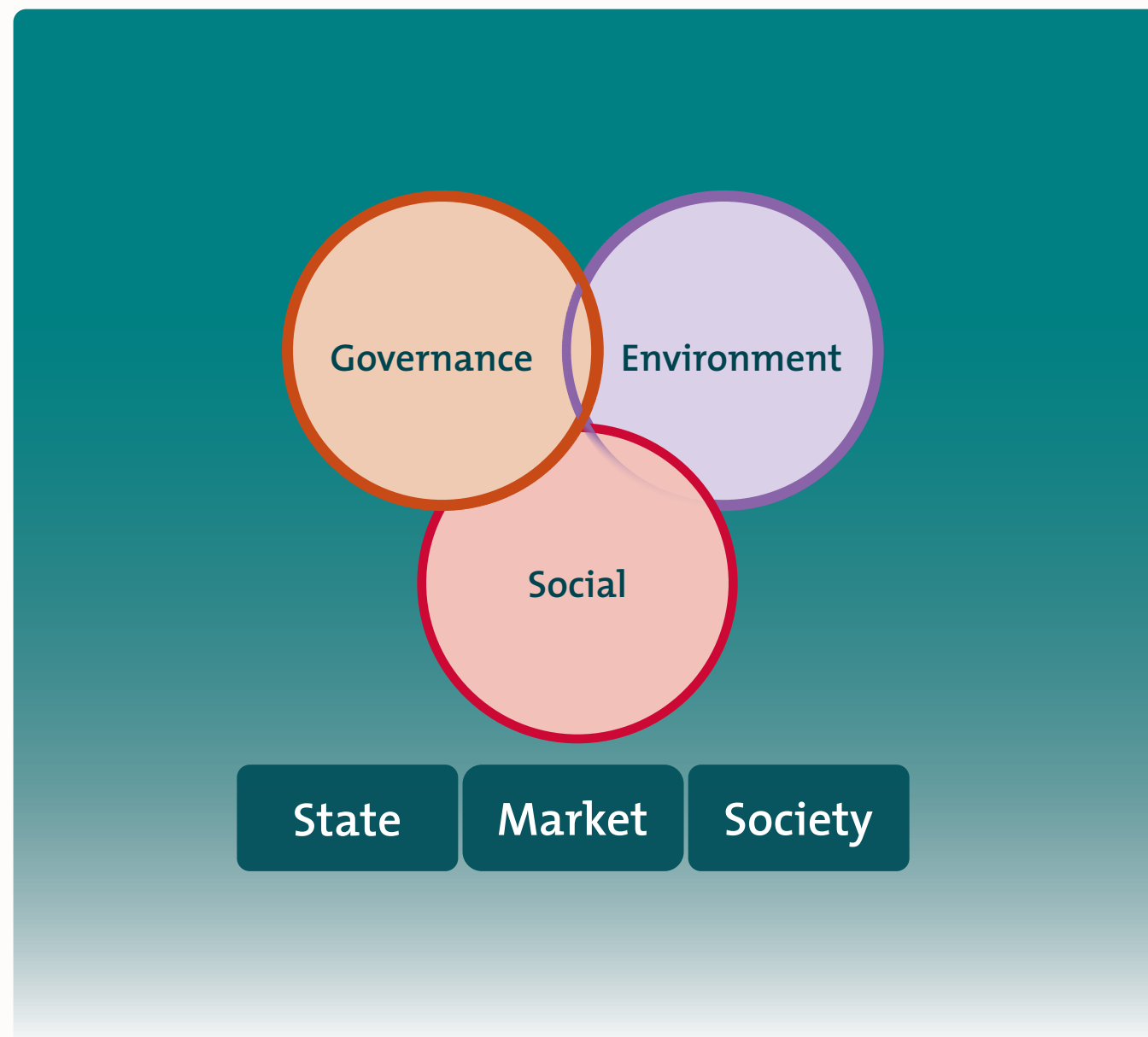
Importance to Stakeholders





Our ESG Principles

- ESG factors are becoming increasingly important and are attracting a huge focus when it comes to the deliverability of business activity. Our stakeholders are attaching more importance to the ESG performance and commitment of firms like ours before partnering with them.
- Our ESG principles are the foundation of our legal services offering, to enhance stakeholder value and to help us contribute to UN Sustainable Development Goals (SDGs). We partner with stakeholders in each of the categories identified by the UN, namely 'State', 'Market' and 'Society', as part of our commitment to contribute to the SDGs.





Key ESG priorities

For 2022-25, we have established the following ESG priorities around which we are building key initiatives, metrics and targets that will make our performance measurable, so that we can be held to account by our stakeholders.

Environment



Net zero emissions
Circular economy

Environmental considerations are becoming fundamental to the provision of legal professional services, with Net Zero and climate change ranking as material issue with most of our clients

Strategic priorities

- Progress on Net Zero emissions plan
- ISO 14001 & ISO 50001 management
- Collaboration for low carbon future.

Social



Gender equity
Health, safety & wellbeing
Diversity & inclusion

Enhancing social value for the communities we operate in, and care and wellbeing of our people will continue to remain high on our agenda

Strategic priorities

- Further enhance diversity and inclusion in the workplace
- Support our people with a safe and healthy work environment
- Enhance gender equity at all levels within the firm
- Support our local communities.

Governance



Strong governance & ethics
Responsible sourcing

Maintaining trust with our stakeholders is vital to our success. Our processes and internal controls help us conduct our business with integrity and provide guidance for our people to do the right thing at all times. We recognise the importance of integrating such high standards across our value chain.

Strategic priorities

- Ensure effective governance function across the firm
- Operate in a transparent and ethical manner
- Responsible sourcing.



Material topics

At Weightmans, we have put sustainability at the heart of our business. Our ambition is to be one of the most socially and environmentally conscious national law firms in the UK. We have chosen to adopt the SDG framework to help us achieve our goal. Achieving the SDGs will be the outcome of our focus on the identified material ESG topics.

The image below explains our approach to mapping the relevant SDGs to our identified material ESG topics.

Material topic	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Net Zero & climate change																	
Governance & ethics																	
Diversity & inclusion																	
Responsible sourcing																	
Gender equity																	
Health, safety & wellbeing																	



Good governance and ethics

Good governance and risk management is central to the regulatory regime under which we operate. We are committed to ensuring effective risk management within the firm and all our people have a role to play because the integrity with which we achieve success is as important to us as the success itself.

Weightmans is committed to results for our clients and success for our people. Our Board leads discussions on topics which are a mix of the triple bottom line, concerning our clients, our people, suppliers, community and the financial sustainability of the firm. We achieve this agenda of integrating corporate sustainability by the means described below, with clear ownership and accountability from our Board members and senior leaders at the firm.

Relationship with our people and contractors:

Our commitment to our people is that they should feel respected, well managed, understood and able to do their best. Our people are provided with appropriate information and training where necessary.

The firm maintains multiple policies and procedures to:

- Treat people fairly and respect their rights.
- Promote open communication and consultation.
- Promote equal opportunities throughout the employee life cycle.
- Aim to maintain high levels of employee satisfaction through an inclusive organisational culture, fairness and respect, and continuous learning and development.
- Maintain clear disciplinary and grievance procedures.
- Endeavour to ensure that dignity at work and mutual respect are enshrined in our working practices, particularly in the way we behave towards each other.
- We encourage anyone to raise any concerns for the firm to look at, and there will be no repercussions for raising concerns in good faith.

Key policies & procedures: Dignity at work policy, terms and conditions of employment, grievance procedure, health and safety policy, diversity & inclusion policy and flexible working policy.



Good governance and ethics

Relationship with our clients

Our objective is to build relationships of trust, value and affinity with our clients. To achieve this, the firm has implemented the following practices:

- Have in place a Client Listening Programme to understand our clients' needs and expectations and to improve the way we work with our clients' and a Client Matter Feedback programme to enable clients' to feedback on individual matters.
- Aim to anticipate the future requirements of clients and promote innovation and technical excellence whilst providing the best possible value for money.
- Plan for contingencies and address any problems in an urgent and professional manner.
- Respond promptly to client requirements and continually strive to further improve our performance.

Key policies & procedures: Quality policy/manual, risk management policy and compliance plan, terms and condition of sale/purchase, SRA code of conduct, Data Protection/Privacy Policy that is GDPR/UK GDPR Compliant.

The way we work:

Our objective is to be recognised as an organisation which is law abiding, accountable and responsible. To achieve this, the firm is committed to:

- Abide by the law and ensure our operations, practices and procedures comply with relevant legislation, regulations, and codes of best practice.
- Ensure decisions are taken by personnel who are duly authorised and accountable.
- Consider the social, ethical and environmental implications of our activities.
- Respect human rights wherever we operate.
- Trade and compete fairly, working with our clients and suppliers to improve our social, ethical, and environmental awareness.
- Not tolerate bribery or corruption.
- Be a good neighbour and contribute to the well-being of our society.

Key policies & procedures: ESG policy, CSR and pro bono procedure, induction policy, anti-corruption code and process on anti-money laundering risks, and whistleblowing policy.

Ratio of the annual total compensation for the organisation's highest paid individual to the median annual total compensation for all employees (excluding the highest paid individual) for FY 24-25

7.07

Ratio of the percentage increase in total annual compensation for the organisation's highest paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest paid individual)

1.6

James Holman, General Counsel and Money Laundering Compliance Officer (MLCO)

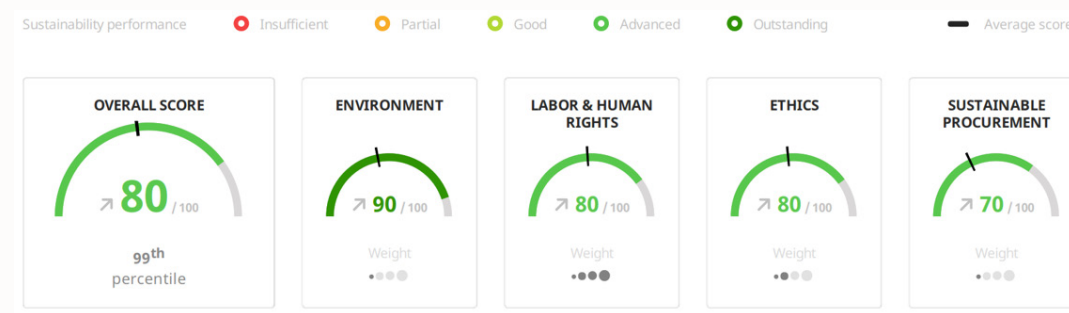
‘Our Business Ethics Policy is designed to help ensure we live up to our values, build a relationship of trust with investors, clients and suppliers, and protect our reputation. We also recognise that there are risks inherent in almost every aspect of our practice. It is impossible to remove all risks. Our aim is comprehensively to identify the risks we face to manage them. Where possible, we want to reduce the probability of those risks occurring and/or limit their impact should they occur, through our Risk Management policy and compliance plan.’



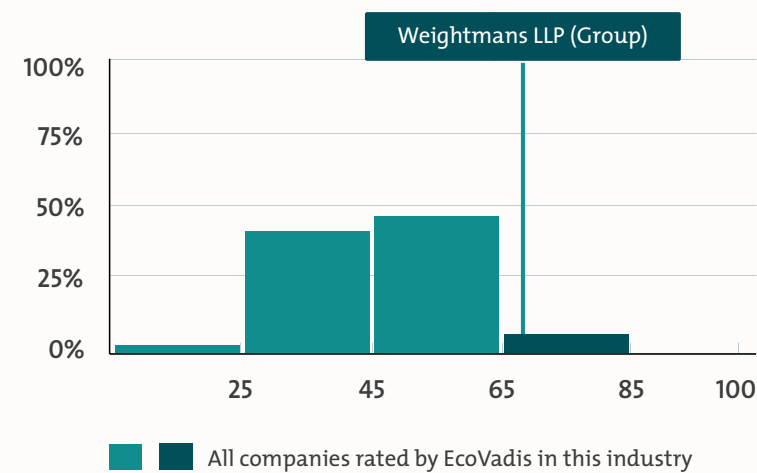
Latest Ecovadis rating

Weightmans was rated by Ecovadis on four aspects of ESG – environment, labor and human rights, business ethics and sustainable procurement. We are happy to report that we received 99th percentile along with a Platinum rating in this assessment.

While the assessment identified a number of good practices in all of these four areas, it highlighted that work is to be done on the procurement pillar. We would need to expedite our action plans on responsible procurement to be at par with other pillars of ESG, material to our firm. The progress is considered on-track by our leadership towards integrating ESG principles into our operating model.



Overall score distribution



“External assessments like Ecovadis help us understand our ESG performance including key areas of strength and areas which require improvements, along with measuring our ESG performance against industry benchmarks set by the rating providers. The report produced as part of this assessment is also helpful in disclosing our progress on various aspects of ESG/Sustainability to our key clients and other stakeholders.”

Abhay Srivastava, Head of ESG



Tackling corruption and money-laundering risks

At Weightmans the ultimate target/goal for anti-corruption is to continue with a zero tolerance policy towards it. The aim is to ensure that Weightmans have no instances of breaches and to always be 100% compliant with the Bribery Act 2010. Our Board member and General Counsel, James Holman is the firm's Anti-corruption officer (ACO) and Money Laundering Compliance Officer (MLCO), with Michelle Garlick being responsible for the anti-corruption policy and working as our Money Laundering Reporting Officer (MLRO) responsible for making disclosures to the National Crime Agency (NCA) under the Proceeds of Crime Act 2002 (POCA). In addition to these all our people at Weightmans have a responsibility for ensuring that they are 100% compliant with the act.

The ACO is responsible for driving compliance with our anti-corruption policies and monitoring compliance with our Anti-Corruption code. ACO reports annually to the Board on the anti-corruption measures and issues annual statements on developments in law and practice where appropriate. ACO is also responsible for ensuring the delivery of training to everyone annually.

To tackle corruption risks, following are in place at Weightmans:

- Anti-Corruption Code details our approach to deal with donations and sponsorships. Weightmans prohibits the making of donations to any political party. Weightmans prohibits any donation, gift or hospitality for personal use which might influence or be seen to influence any contractual matter.
- Annual risk assessment of the likely risks of corruption arising in our practice and sharing of the findings to raise awareness of risks and threats. Adequate training is undertaken by new joiners and existing people on recurring basis.
- ACO works with leaders at the firm to identify areas of the practice which may be susceptible to the risk of bribery and corruption as well as market sectors and geographical locations from which these risks might arise.
- In the event of suspected bribery or a corruption incident arising, the process is in place to conduct an investigation and report to the Board with recommendations and where appropriate report to the law enforcement authorities.
- Review existing processes to combat potential or actual risks and identify changes required to both our practices and procedures.
- Weightmans uses the platform created by firstAML to manage and deliver verification searches on bribery and money-laundering risks for FY 2024-25.
- Weightmans also utilises the Government UK Sanctions and OFAC sanctions Lists to check that they are not acting for people on any of these government lists.

Michelle Garlick, MLRO

"We have zero tolerance towards bribery and corruption and we use all reasonable endeavours to conduct our business responsibly by ensuring that no-one engages in or facilitates any form of bribery, corruption or money-laundering. This includes providing adequate training and awareness to all our staff, engaging our Board on key processes and policies and ensuring compliance to our code, legislation and regulations."



Tackling corruption and money-laundering risks

The following are the key aspects of our policy and procedure on anti-money laundering (AML):

- Our AML firm wide risk assessment identifies and assesses the risks of money laundering and terrorist financing to which the firm is subject.
- We apply one set of rules to all client acceptance activity. This is a risk-based decision to demonstrate our wish to avoid any discretion in client acceptance to permit a client to slip through our checks. The detail of how we open new matters including Customer due-diligence (CDD) for any client is detailed in our AML Handler's Guide.
- In no case may we commit a client to exchange of contracts nor may we accept client money (except on account of fees) before due diligence is complete.
- Our case-handlers are trained to understand the nature of the transaction and required to complete our Customer due-diligence (CDD) processes including an understanding of source of wealth and source of funds.

The process is informed by a review of:

- Information made available by the Law Society, including the Legal Sector Affinity Group Anti-Money Laundering Guidance for the Legal Sector, the SRA, including the SRA sector risk assessment and other national and international guidance and risk assessments;
- Our client base and sectors they operate in.
- Where geographically we operate.
- Our products and services.
- The transactions we engage in.
- How we deliver our services.

The compliance to our AML procedure and associated risk data is reviewed by our MLCO/MLRO on a monthly basis.

No. of confirmed corruption / fraud / money laundering incidents*

0

No of confirmed whistleblowing incidents

0


No of significant data security incidents

0

***During the financial year 2024-25, the firm had no incidents of corruption, thus no dismissed/disciplined people, terminations of business partners or public legal cases.**




Case study: Lexcel




The Law Society
**Excellence in legal
practice management
and client care**
WEIGHTMANS LLP

*is certified as a scheme member
recognised by the Law Society
of England and Wales*



The Law Society



Louise Hanson
Executive Director of Member Experience

Valid from: 31 October 2023
Valid until: 30 October 2024
SRA ID: 463329

We have recently secured Lexcel re-accreditation which is our legal practice quality mark for client care, compliance and practice management. Lexcel is designed to be a driver of competitive advantage in an increasingly competitive and diverse legal market and helps law-firms evolve their operating methods so that we can offer our clients a clear and distinctive assurance of quality.

The assessment process is incredibly thorough, covering seven key areas:

- Client care.
- Risk management.
- People management.
- Structure and strategy.
- Financial management.
- Information management.
- File and case management.

“Lexcel provides a scalable foundation from which our Board can be confident of our governance structure and that everything we do sits within a managed framework, supported by policies and procedures, monitored by rolling audit and annually subjected to external verification.”

James Holman, General Counsel



Responsible sourcing

We contract with a large number of third party suppliers who provide services to us and our clients. These include services procured and outsourced by Information services (IS), Marketing, HR and Facilities as well as service procured for clients for example from counsel and experts. In order to protect interests of our clients and procure services in line with our other priorities, we maintain a Supplier Management Policy and a Supplier Code of Conduct, to integrate procurement with the following key policies/procedures:

- AML obligations (anti-money laundering).
- Anti-Corruption Code (Bribery Act 2010).
- Diversity and inclusion Policy.
- Environmental policy.
- Health and safety policy.
- GDPR compliance.
- Modern Slavery Policy.
- Criminal Finances Act 2017.
- Information Security Policy.

The Pre-Qualification Questionnaire (PQQ), provided by Weightmans assess supplier's credentials prior to accepting or declining their services. This pre-contracting due-diligence is designed to evaluate the following for our potential suppliers, in addition to other regulatory and commercial checks:

- Suitability (conflict of interest, business continuity plan, AML and corruption risks).
- Regards for equality, diversity and living/minimum wage.
- Monitoring of social and environmental impact due to the suppliers' activities.
- Compliance to modern slavery and other aspects of the human rights, including health & safety of workers.
- Environmental and climate risks management.
- Data protection and information security.

Our Annual Supplier Review for the suppliers classified as “**medium**” and “**high**” risk, revisits above aspects on the annual basis.

Joanna Saunders,
Contracts Manager

“Partnering with our suppliers on ESG is important to our own ESG credentials as there are a number of local suppliers with whom we work, will require assistance in embedding fundamentals of ESG into their own value-chain. This is an area which no firm can develop by having an inward facing program. We at Weightmans are constantly working to improve our supplier engagement processes, in a manner that supports interest of all stakeholders including the communities we work in and our planet.”

Total suppliers (actively managed)

137

Total actively managed suppliers who have signed Code of conduct

77.4%

Annual supplier reviews and assessment

99.3%



Responsible sourcing

Key initiatives:

- The Bee centre partnership enables us to receive ethically sourced local honey for client events at the same time sponsor biodiversity conservation efforts of the centre.
- More info on partnership: [Bees, biodiversity and Weightmans — The Bee Centre](#).
- Fruitful office supply fruit baskets into our offices. And through the revenue generated from us, the partner has planted over 50 fruit trees in Africa for FY 2024-25 in conjunction with the charity Ripple Africa.

Key responsible procurement processes in place:

- Team training and upskilling plan.
- Supplier code of conduct.
- Pre-qualification questionnaire and due diligence (incl sustainability and modern slavery risks).
- Supplementary clauses on information security, ESG and sustainability risks are part of contracts.
- Annual assessment and review incl of ESG / sustainability issues.
- KPIs monitoring along with contract holders (contract performance monitoring).
- Annual objectives of contracts and procurement team includes integration of ESG/sustainability into buying processes.
- Monitoring of spend on 'local' suppliers.



Case study: Stories Evolved

Stories Evolved: women owned ESG consulting and training provider

- Since 2022, we have been working with Stories Evolved, a women owned business to develop and deliver bespoke workshops on ESG for our various teams at Weightmans. They were contracted following a competitive assessment process managed by our Procurement in consultation with the head of ESG at Weightmans.
- So far, five workshops have been delivered targeting our teams from insurance, energy & utilities, financial services, corporate clients, owner managed businesses, employment/pensions/immigration (EPI), built environment, transport & logistics, innovation, marketing & business development and HR.

‘We have thoroughly enjoyed working with Weightmans teams while designing and delivering bespoke upskilling workshops on ESG. The experiences have been engaging with a view to advance understanding of risks and opportunities from the ESG issues that are relevant to the legal industry and to the industries of Weightmans’ clients.’

Christina Bartholomew,
Co-founder at Stories Evolved



Case study: Replace use of new laptops with refurbished laptops (Supplier: Circular Computing)

- IT procurement presents a significant challenge in meeting sustainability and ESG objectives. Traditional laptop manufacturing contributes substantially to carbon emissions, resource depletion and e-waste, amplifying environmental concerns.
- Our people required technology that would enable them to maintain business efficiency, uphold quality standards and align with their stated commitment to environmental responsibility. One key priority was ensuring the devices they procured were not only environmentally conscious but also met stringent business requirements.
- Circular Computing's remanufactured laptops provided the perfect blend of sustainability, reliability and cost-effectiveness. The key stride towards net zero is that our remanufactured laptops produce only 6.34% of the CO₂ compared with an average new laptop, providing a practical solution to reduce IT's environmental footprint.

'Sustainability and ESG are critical to our firm, our people, and our clients. I'm proud to share that Weightmans has made consistent progress in integrating ESG into our core operations. Partnering with Circular Computing has been an important milestone in our sustainability efforts. The remanufactured HP laptops meet the required specifications for our teams and support our asset performance objectives. Additionally, the comprehensive warranty options provided added value, making this partnership an easy decision for us.'

Stuart Whittle,
Chief Technology and Innovation Officer

'From our first conversation with Weightmans, it was clear they were committed to creating meaningful change. We're proud to be part of their sustainability efforts and to see them adopt our remanufactured laptops as part of their ESG strategy. This partnership has been about achieving more than just operational goals; it's helping make a lasting positive impact on our environment and society.'

Steve Haskew,
Group Director
Sustainability and Growth,
Circular Computing



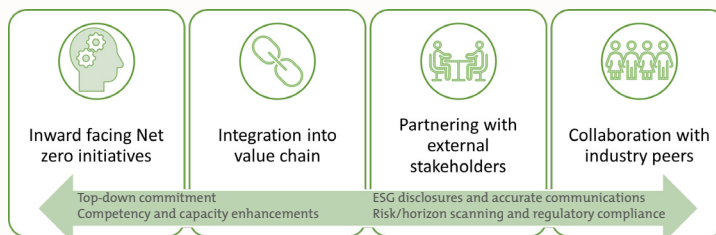
Climate action

Weightmans is committed to the Paris agreement, set out to limit the rise in global temperatures to 1.5°C above pre-industrial levels, by:

- Reducing absolute GHG emissions by 50% by FY 2025-26 (against 2019/20 baseline).
- Achieving Net Zero GHG emissions before end 2030 (against 2019/20 base) with a maximum of 20% reduction in emissions achieved by offsetting.

The firm has adopted the four-pillar strategy set out in the Exponential Roadmap Initiative's 1.5 °C Business Playbook.

- Pillar 1: Focus on the firm operations to reduce own emissions (Scope 1 and 2).
- Pillar 2: Focus on LLP activities to reduce value chain emissions (Scope 3).
- Pillar 3: Integrate Climate into business strategy by alignment to net zero.
- Pillar 4: Contribute to positive climate action beyond the business by supporting industry.



Weightmans LLP assets associated with its emissions include:

- Leased office premises in Liverpool, Birmingham, Cardiff, Glasgow, Leeds, Leicester, London, Manchester, and Newcastle. (100% of our locations).
- A fleet of one vehicle. The LLP car choice is restricted to less than 125g CO₂e/km. The remainder of people drive their own vehicles (grey fleet).
- Office commute.
- Business travel and hotel stays.
- The people driving their own vehicles for work (grey fleet).

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard. Work is in progress to report scope 3 data on other categories in FY 25-26.

Analysis of the data shows that Scope 1 emissions account for 14.11%, Scope 2 account for 46.35% and Scope 3, 39.54%. In scope 3 emissions, business travel, employee commute and home working emissions are the majority emissions. Waste generated from operations contribute about 1.6% to the total baseline emissions. Scope 3 data reported includes business travel, employee commute, home-working emissions, and waste generated in operations.

Emissions	Total (tCO ₂ e)
Scope 1	173.34
Scope 2 (location based)	569.36
Scope 3	485.71
Total Emissions	1,228.41

Baseline year emissions: 1,228.41 tCO₂e.



Net Zero (NZ) Action Plan

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes resulted in year-on-year reduction against the 2019 baseline and the measures will continue to be in effect.

- Implementation of ISO 14001 and ISO 50001 certifications.
- Energy awareness campaigns.
- Better alignment of Heating, ventilation, and air conditioning (HVAC) controls to occupancy and demand.
- Procurement of green electricity.
- Upgrading lights to LED (light-emitting diode).
- Consolidating office space following transition to Agile working across the organisation.
- Use of teleconferencing software to avoid business road mileage.
- Adoption of an Energy and environmental management policy.
- Project to switch to refurbished laptops.

Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as the following carbon emissions Management Hierarchy:

- Eliminate – this includes avoiding mileage using ICT (Information and communications technology).
- Reduce – this includes behaviour change and improving efficiencies.
- Substitute – this includes adopting and/or purchasing renewable energy, including moving all electricity to 100% renewable supplies.

Compensate – this includes removal of residual emissions by off-setting using credible schemes.

Reporting Year: Financial year 2024-25

Emissions	Total (tCO ₂ e)
Scope 1	85.0
Scope 2 (location based)	335 (market based = 255)
Scope 3**	74
Total Emissions	493.4 (market based = 414)

*Total emissions include only category 6: business travel emissions under scope 3 of PPN 06/21 technical standard. Plan is being progressed to record other scope 3 categories into the subsequent years reporting.

Consumption pattern using intensity factors

Environmental performance

- **Electricity:** 130.95 kWh/m² vs base of 105.59.
- **Gas:** 20.07 kWh/ HDD vs baseline of 15.05.
- **Mileage:** 1.98 per £000k turnover vs 19/20 base of 3.35 (-17.7%).
- **Printing:** 2,474.8 sheets/FTE vs 19/20 base of 10,986 (-80.3%).
- **Paper:** 2,118.1 per FTE, vs 19/20 base of 8,505 (-75.1%).

In terms of intensity, 3.43 t CO₂e/£m turnover (location based) and 2.88 tCO₂e/£m turnover (market based) was reported for FY24-25.

Simon Colvin, Partner & ESG Legal Services Lead

‘I have been an environmental lawyer for nearly 20 years and have seen the rise of the sustainability and now ESG agenda particularly in the last few years. As a firm we recognise we need to get our own story right and I believe we have done that, although we are constantly evolving and improving.

We are now looking to support our clients and others with their own ESG needs.’



Waste and energy mix

Location	Total recycled	Total in landfill
Birmingham	100%	0%
Glasgow	Done by council	Done by council
Leeds	100%	0%
Leicester	100%	0%
Liverpool	100%	0%
London	100%	0%
Manchester	100%	0%
Newcastle	100%	0%

Using BS 5906:2005 Waste Management in Buildings, waste generated = 1020 Tons.

Reporting Parameter	Reporting Year: 2024-25	Reporting Year: 2023-24
Energy consumption used to calculate emissions	2,375,041 kWh, of which: <ul style="list-style-type: none">Electricity: 1,617,431 kWhGas: 458,249 kWhTransport (1no. company car and grey fleet): 299,360 kWh	2,050,999 kWh, of which: <ul style="list-style-type: none">Electricity: 1,539,611 kWhGas: 333,472 kWhTransport (1no. PHEV company car and grey fleet): 168,763 kWhWhite Diesel for Generator 3,153 kWh

Note: Information based on Statutory Instrument 2014 No.1643 and BS EN 16247-1:2012. Emission conversions are based on the UK Government carbon conversion factors.

Location	REGO tariff
Birmingham	Yes
Glasgow	Yes
Leeds	Yes
Leicester	No
Liverpool	Yes
London	No
Manchester	Yes
Newcastle	No

- **Electricity and gas** 'absolute' consumption increased by 10.4% compared to the previous reporting period.
- **Business miles** travelled per £m turnover reduced to 1.98 (from 1.2 in FY24 & 1.79 in FY23) compared to the previous period but is 17.7% below the 19/20 baseline.



Case study: The Greener Litigation Pledge (TGLP)

We know that as supplier of the legal services, the emissions incurred by us form part of the scope 3 emissions for our clients. Tackling this aspect of scope 3 emissions require partnering with the clients and with the wider legal community to challenge status quo and drive an industry wide transition. The Greener Litigation Pledge aims to deliver this envision.

Weightmans is a signatory of the Greener Litigation Pledge, a commitment to reducing the environmental impact of dispute resolution and litigation in England and Wales.

The Pledge is the first action taken by the “Greener Litigation Project,” a collective of solicitors’ firms, chambers and other dispute professionals which aims to reduce the carbon footprint of court disputes in line with the objective of restricting global warming as set out in the 2015 Paris Agreement.

The Weightmans Greener Litigation Group has been formed to help the firm achieve the pledge commitment.

Weightmans Greener Litigation Group’s objectives are as follows:

- Help reduce the environmental footprint and GHG emissions of our practice in litigation and more generally working towards net zero.
- Promote environmentally sustainable options so that they become the default position.
- Support TGLP’s work on various committees and steering groups.
- Encourage participation from clients and other parties too.

‘As supplier of legal services, we essentially contribute to indirect carbon emissions of our clients (identified as scope 3 emissions). This pledge looks to partner with various entities in the legal value chain in order to reduce carbon emissions arising from litigation services.

Measuring and monitoring scope 3 emissions is not very straightforward and requires collaboration with like minded entities in the legal sector. We are committed to developing a framework as part of the Greener Litigation Project to manage emissions in this part of legal services.’

James Peel, Principal Associate

[More information available here](#)



Case study: Empower

Rising energy prices, the net zero agenda, and the prospect of energy intermittency are driving businesses to reassess how they procure their energy supplies. We act for energy consumers in all sectors, specialist energy services companies (ESCOs), funders and developers implementing energy management projects as part of a sustainability strategy to achieve key priorities such as reducing carbon emissions, improving their reputation, generating income streams, protecting against volatile energy prices and reducing utility costs.

How we can help

We offer a range of services that can help you including:

- Energy contract reviews and an assessment of the related rights/options.
- Advice on energy regulation, dispute resolution and litigation.
- The engagement and appointment of energy consultant to undertake decarbonisation feasibility studies.
- Advice in relation to the procurement and financing of decarbonisation solutions as well as advice in relation to any required consents and how to structure any projects.

Our energy lawyers work closely with organisations including large utilities, project developers, funders, new energy services companies, local authorities, resource/waste companies, major energy consumers, and water/wastewater companies providing commercially focused legal advice to help them benefit from the opportunities created by market regulation, policy and other market drivers.

Download free guidance for the occupiers of commercial premises when considering the installation of solar systems.



Please visit Weightmans website to [know more](#).

‘We help our clients to implement their key priorities, such as reducing their carbon emissions, generating income streams, protecting against volatile energy prices, reducing their utility costs and becoming more energy efficient and sustainable.

Our **Empower** campaign brings together these decarbonisation and energy service strands as we help guide our business clients on the road to net zero while reducing their energy costs.’

Nick Fothergill, Partner



Support for communities and our people

Responsible person and structure:

Our HR Director, Helen Taylor, who is part of the leadership team and a Board member at Weightmans will be responsible for the delivery of social value offer made. She is supported by Peter Forshaw, a Partner (senior colleague) in the firm who is leading the CSR programme nationally.

- CSR activities and CSR funding in each office is overseen by a CSR committee of people and the Regional Office Head for that office. Each committee will work to the strengths of their office culture, locality and contacts to ensure the most effective realisation of our CSR policy.
- A member of each committee forms part of the Office Representatives Group, which meets with the CSR Partner on a monthly basis, in order to share experiences, ensure consistency of policy implementation across offices so far as is possible, and to agree on any changes to national policy. The meetings are minute'd and notes are circulated to CSR representatives for easy reference.

We have a CSR policy and procedure document, which highlights the primary components of the firm's CSR aims as following: -

- (a) Partnering local charities, to fundraise and promote their plight.
- (b) Working with young, and disadvantaged people in our communities to enhance their vocational and personal development.

(c) Engaging and supporting our staff who wish to support other worthy causes.

(d) Working alongside like-minded professionals and clients to further social value for local communities.

And as part of our staff volunteering policy, we provide up to two working days (or pro rata) paid leave per financial year to enable staff to take part in local charitable/social enterprise volunteering activities. Leave can be taken in full or half days or by the hour.





Support for communities and our people

Resources deployed for social value delivery:

We work with a variety of stakeholders to deliver social value – charities, non-profits, industry associations and our staff inclusive of Board members, who volunteer their time and take pro bono assignments to benefit communities in which we operate.

We are signatories of two sites – Trustlaw, a Pro Bono platform for Thomson Reuter, and Pro Bono Connect, part of LawWorks. The organisations entitled to be promoted on them have already been through some due diligence.

We have been directly working with identified charities to reduce inequalities and to deliver health and well-being for the communities we operate in.

For FY 2024-25, we have raised approximately £67,420 in fundraising for charitable causes clocking 3045 volunteering hours, compared to £62,000 in FY 2023-24.



‘I am extremely proud to be leading the motivated and enthusiastic CSR teams at Weightmans. As National CSR lead, my priorities are to develop and improve where necessary, the firm’s CSR and pro bono processes, to support our CSR teams at each office, who are the true champions driving the firm’s CSR programme.

I also coordinate support for selecting specific CSR projects based on internal assessments by identifying required legal expertise or capacity and whether the project or the charity being supported has alignment to our CSR policy which is benefiting the young and the disadvantaged people in the UK or to our diversity and inclusion strands, particularly around mental health and social mobility.’

Peter Forshaw, Partner and CSR Lead



Supporting Insurance Industry Charitable Foundation (IICF) UK

The Insurance Industry Charitable Foundation (IICF) is a unique non-profit that improves the lives of vulnerable and disadvantaged people by bringing the industry together in grant giving, volunteering and leadership. IICF UK is a registered charity in England and Wales (no. 1163896) and is affiliated with IICF, a charity in the United States that has served as the philanthropic foundation and voice of the insurance industry for more than 25 years.

Partner at Weightmans LLP, Kieran Jones is a Board member for the IICF. They provide strategic direction, actively contribute to the Foundation's growth and influence the impact IICF creates and nominate social mobility charities to receive an IICF grant.



'I am delighted to support IICF which enables me to give something back by its work with and support for charities focused on education and social mobility. Whilst it is an "insurance" charity, unlike others importantly its mission is to those outside the industry. For FY 2023, our grants to 14 charities have helped over 1,300 people nationwide – and I am super happy and proud to be associated with IICF.'

Kieran Jones, Partner



Charities we supported for FY 2024-25





Early Careers and social mobility at Weightmans

Our legal apprenticeships

Our **Apprenticeship Academy** provides social mobility routes into the legal profession.

People in their early careers have the opportunity to earn while they learn and gain invaluable skills that will help them to progress in their legal career.

We currently offer:

- **Paralegal apprenticeship** (2 year programme).
- **Solicitor degree apprenticeship** (6 year programme that includes a degree and the SQE 1 and 2).
- **Graduate solicitor apprenticeship** (32 month programme that includes the SQE 1 and 2).
- Business services (IT and finance) apprenticeships coming soon!

With all of our apprenticeships, you will have one day each week dedicated to off-the-job study and you will then gain work-based experience on the four remaining days, thus enabling you to learn from leading experts in the legal field.

Size of current cohort: 87 trainees



‘Weightmans prides itself on the innovative work it does to nurture and develop future talent. We see the possibility in our people from the very start of their careers and understand that investing in and supporting them gives the best preparation for a long and successful career.

We are well over a decade since we launched our original apprenticeship programme, which was a game-changer at the time. It is great to see that all these years later we are still being recognised in this area.’

Helen Taylor, HR Director



Legal Insights and Summer Vacation Scheme

Through our [Legal insights programme | Weightmans programme](#), we invited people who are 16 years of age (year 12 students or equivalent) and above and are considering a career in law to apply for our Legal Insights Programme. The four sessions of the Legal Insights were delivered by our people on the following dates:

- 8 and 9 April 2025 (10.00am - 12.30pm)
- 15 and 16 April 2025 (10.00am – 12.30pm)

Our Summer Vacation Scheme is a week-long paid placement in June 2024 at one of our offices will provide young minds with first-hand experience at Weightmans. The applicants were allocated a buddy for the week and they attended training and skills workshops, which have been designed to develop their understanding of how the business works and what life as a solicitor is like at Weightmans.

The program was targeted towards undergraduate students who are interested in becoming a solicitor. This is from first year for law students and second year for non-law students.



Supporting Action Tutoring

Action Tutoring is a charity that supports disadvantaged young people to achieve academically, with a view to enabling them to progress in education, employment or training.

- They do this by partnering high-quality volunteer tutors with pupils to increase their subject knowledge, confidence and study skills. Weightmans has been partnered with Action Tutoring since 2021. We play a vital role in creating change for pupils up and down the country. We are pleased with the difference we have made for the past two financial years.
- For academic year 2023-24, our staff delivered 99 sessions to support 61 pupils (Year 6, 10 and 11) in the UK via Action Tutoring.
- Liverpool Office also supports the Right to Read programme at St Annes Primary. We support a number of careers fairs and have worked in the past with Social Mobility Foundation/Prime to inspire youngsters from disadvantaged backgrounds to the legal sector.

We are proud to announce that we are ranked #20 in the Top 75 Employer Index, by [The Social Mobility Foundation](#) - the leading authority on employer-led social mobility.

We continue to work hard to:

- Take action to improve social mobility within our organisation in the legal sector.
- Act on advice to ensure we recruit and retain the UK's best talent.
- Play our part in building a more equitable society for everyone.

Social mobility continues to be a high priority for the firm as we look towards the future and continue our work to break down barriers and make law as accessible as possible.

A great deal of work has been undertaken by our HR team to drive this brilliant result!

[Read more here.](#)

Academic Year 2023-24

Number of sessions: 64

Pupils supported: 26
(Y5-7, Y10 & Y11)

Academic Year 2024-25

Number of sessions till March 2025: 57

Pupils supported: we get these details at the end of academic year



Partnership with Everton in the Community

We are an official partner of Everton in the Community and we work together with the charity to launch and support a programme that works with young children — from birth to primary school age — to help bridge the education gap exacerbated by the COVID-19 outbreak.

Data suggests that children presenting at nursery provision in a number of areas in Liverpool are below their key milestone expectation levels due to the lack of stimulation during lockdown.

The nurture project will tackle education inequality with its delivery focusing on confidence, experience through physical, outdoor and technology learning, as well as skills and knowledge through movement and literacy.

We supported EITC with sponsorship to help create a Lego themed room for pre-school children in the new Digital Skills Lab. The new Lab has been a roaring success with over 750 people ranging in age from 2-89 attending sessions and learning new skills in the last six months and it's great that we have been able to play a small part in that happening.

EITC have reported that every £1 spent has generated £29.86 in societal value which means that the support Weightmans has given to the Digital Skills Lab has generated £447,900 of societal value.

EITC – Internships, our impact

Six students have completed paid internships with us in 2024. More information on - [Everton in the Community students complete internships | Weightmans](#)





In focus: Weightmans made Top 5 in UK's Top Employer's List for FY 2024-25

Certified by Top Employers Institute, a global authority on recognising excellence in people practices

We were awarded UK Top 10 Employer status for the 18th year in a row – reaching our highest ranking ever at number five.

The Top Employers Certification programme – run annually by the Top Employers Institute, a global body – recognises and celebrates outstanding people-centric policies and practices that have created positive workplace environments around the world.

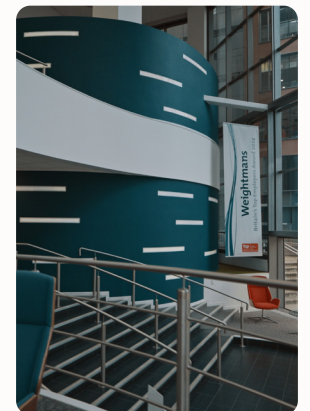
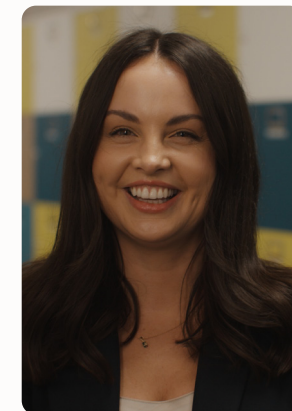
Organisations are assessed on the results of a HR Best Practices Survey, which covers six HR domains and 20 individual topics, including people strategy, work environment, talent acquisition, learning, diversity, equity & inclusion, and wellbeing.

[More information.](#)



“This is an incredible way to start the new year and fully endorses the hard work put in by everyone at every level of the firm in making Weightmans such a great place to work, thrive and build a successful career. We See the Possibility in all our people and they are instrumental to our success.”

Helen Taylor, HR Director





Diversity, Equity & Inclusion

Weightmans maintains a dedicated Diversity and Inclusion Policy, which is also available externally on our website. The DE&I Policy links to several people's policies and procedures, and supports our firm's HR.

Weightmans is committed to DE&I, and does not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.

Our DE&I actions are evidence led, and informed by data collection, analysis and monitoring. We set for ourselves diversity targets which we review every three years. Our 2022 – 25 targets focus on gender, race and ethnicity, disability and sexual orientation.

Our firm's recruitment process is designed to ensure that candidates have a positive experience and are assessed objectively against consistent and job-specific criteria. We are committed to follow a fair and transparent selection process, and to underpin this we provide reasonable adjustments and regular DE&I training and guidance to all Team Managers.

Opportunities for training and career progression are open to everyone in the firm. Coaching and mentoring programmes are available to support learning and development, and people from historically underrepresented groups are particularly encouraged to maximise such opportunities.

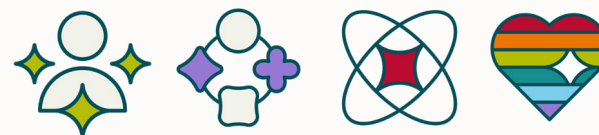
Salary bands and bonus guide are available and accessible for everyone at the firm.

Weightmans' DE&I Steering Group meets every quarter to review progress and provide recommendations across the four strands of focus:

- Gender.
- REACH (Race Ethnicity and Cultural Heritage).
- LGBTQ+.
- Disability and Wellbeing.

The Steering Group comprises key internal stakeholders such as the Head of ESG, the Senior Partner and the DE&I Strand Leads, amongst others. The Strand Leads work closely with the Head of HR and DE&I Manager to address gaps, define priorities and promote DE&I best practice across all strands of focus.

At Weightmans we also have DE&I Champions in all our offices, who provide inputs and support the Strand Leads in running initiatives and raising awareness on DE&I.



"We are passionate about DE&I and this is what makes our Firm such a great place to work. Throughout the year, we take regular opportunities to recognise and celebrate the fantastic diversity we have across the firm. Everyone brings something unique, and we strive to create a truly inclusive culture where everyone can thrive and contribute to the success of our firm."

"We are committed to nurture an inclusive environment for our people, one in which there are no barriers to progression, and we can all choose to bring our full self to work. At Weightmans, we See the Possibility in our people: we wish to truly understand and reflect the diversity of the communities where we are based and the clients we work for. To this end, we have invested in a dedicated DE&I post that joined our firm in 2025 and since day one has been working closely with key internal stakeholders to drive our commitment forward."

Helen Taylor, HR Director

"Weightmans is on a journey as a law firm and organisation, and solid foundations have been laid thanks to the passion and commitment of many people across sites and departments. It is exciting to be joining at a time of growth and progressive change, with DE&I increasingly part of the lifeblood of the firm."

Liliana Corrieri, Diversity Equity & Inclusion Manager



Diversity, Equity & Inclusion

All our policies are reviewed annually, and many of our people's policies and procedures fully support our DE&I work and commitments. These include:

- Diversity and Inclusion Policy.
- Flexible working policy
- Hybrid working policy.
- Dignity at work policy.
- Grievance procedure.
- Menopause policy.
- Trans Inclusion Policy
- Paternity and Maternity policies.
- Parental Leave
- Dependant Bereavement Emergency Compassionate Leave Policy.
- Overtime policy.
- Modern Slavery policy.

Success story

We are partners of GROW Mentoring, a charity with diversity, inclusion and social mobility at its core, which supports individuals from disadvantaged backgrounds through pairing and mentorship opportunities.

In the 2024-25 financial year, we recorded 131 successful pairings across our sites. Over half of the students and trainees involved were state school educated.

Of these:

- 16% identified as LGBTQ+.
- 11% identified as disabled.
- 42% identified as from a minority ethnic group.

We support training and run development programmes through the below:

- Induction policy.
- Core and additional courses for all staff including on DE&I, ESG and Sustainability.
- Further education policy
- Leadership Academy programme.
- Accelerator programme and Academy by the United Nations Global Compact.

Progress on our diversity targets

The below table shows our progress as of 31/3/2025. We are pleased with our figures on gender and recognise that more needs to happen across other groups. We are committed to improve representation in our firm and will continue to invest in DE&I to make greater progress against our 2025-28 targets.

Gender

Equity	15.5%
Fixed Share Partners	43.51%

Ethnicity

Firmwide	10.86%
Equity	4.44%
Fixed Share Partners	5.36%

LGBTQ+

Firmwide	5.19%
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Disability

Firmwide	6.09%
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DE&I memberships and affiliations

DE&I	<ul style="list-style-type: none"> DE&I Forum (Law Society of England and Wales)
Gender	<ul style="list-style-type: none"> Women In Law Pledge (Law Society of England and Wales)
Minority Groups	<ul style="list-style-type: none"> Black Solicitors Network Birmingham Black Lawyers Corporate – Silver Sponsorship
Social mobility	<ul style="list-style-type: none"> Social Mobility Foundation Everton in the Community, award winning charity in Liverpool which supports people to improve their quality of life and access to opportunities. GROW mentoring programme
LGBTQ	<ul style="list-style-type: none"> Stonewall Diversity Champion
Disability	<ul style="list-style-type: none"> Business Disability Forum Disability Confident Scheme

We have been engaging throughout the year across several external forums and organisations, attending committee meetings and events, having regular networking with other law firms and institutions beyond the legal sector.

Focus on minority groups

- In November 2024, we held exhibitions at the Careers Fair of the Birmingham Black Lawyers Corporate, with a mix of qualified and non-qualified staff attending to speak directly to young Black and Asian students about what a career at Weightmans can look like for them.
- We hosted a panel event celebrating the power of a diverse legal sector. Many Weightmans staff from across our offices became involved, and over 150 people came in attendance.
- We financially contributed and sponsored university talks to speak to those from disadvantaged backgrounds about ways they can enter the profession. We also helped to fund the 2024 summer ball of the Birmingham Black Lawyers Corporate which saw over 300 students and professionals come together for an evening of celebration, uplifting and community pride.

Our contributions on socio mobility

- We are a PRIME commitment law firm and during the 2024-25 FY we provided several volunteers to help with their ‘*Why not law?*’ workshops.
- In collaboration with The Sutton Trust we designed and delivered a 2-day programme to 17 students in our London office.
- We take a leading role in Step Into Law, which is a collaboration of 6 Liverpool law firms to provide 3 days of quality work experience to local students from non-selective state schools.
- In collaboration with LTSB charity - Leadership Through Sport & Business - we designed and delivered a 2-day programme to 22 students in London and Birmingham.



Highlights and key activities for FY 2024-25





Interviewing Weightmans' first female Managing Partner Elect

Marking International Women's Day 2025

We were delighted to screen across all our offices a two-way interview between Sarah Walton, our first female Managing Partner Elect, and Eve Burns, Trainee Solicitor and one of our firm's Strand Leads for Gender.

During the interview, Sarah and Eve explored the 2025 theme #AccelerateAction, and how the firm is fostering gender parity and its commitment to DE&I.

Just weeks ahead of her taking the most important leadership role in the firm, Sarah offered a personal and powerful reflection on her journey and the meaning of her appointment against a backdrop of a traditionally male dominated sector.

The video interview also featured on our main external channels and was viewed by hundreds of people.

[The full interview is also available on our website.](#)

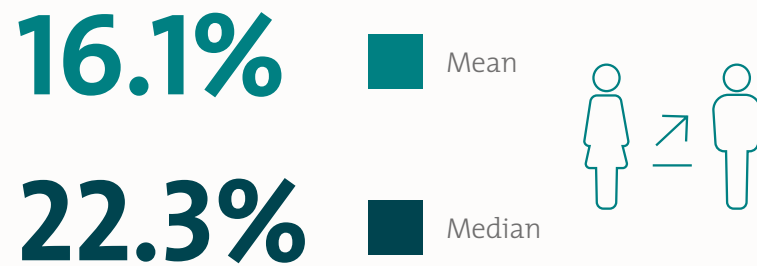




Gender and Ethnicity Pay Gap

At the end of FY 2024-25, we published our Ethnicity Pay Gap for the first time. Figures also include statistics on Partner earnings, which go beyond legal requirements. The below provides a high-level overview, and a full analysis of our 2024 pay gap reports can be found on our website: [Gender pay gap report | Weightmans](#)

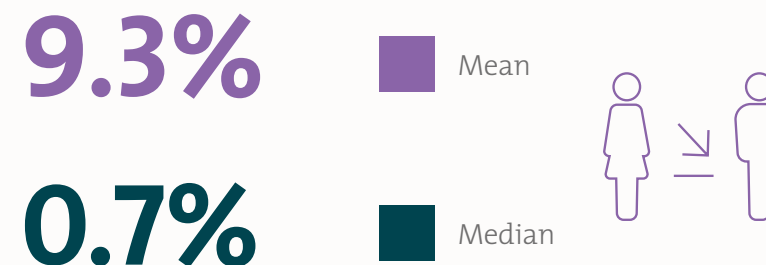
Weightmans gender pay gap for Employees in April 2024 is:



The mean, known as average, has increased by 2.7% since last year. Whilst the median, known as middle, has remained at 22.3%. We recognise that this is not progressing in the right direction, but in a firm where we have only a small number of roles at the most senior level, any change in single role holders can impact our overall gender pay gap. The factors that influenced the change were the launch of our new Cybersecurity consultancy service and a strategic review of our Information Technology function. Whilst we recognise that IT and Cybersecurity are currently male dominated fields, we are working to proactively cast our net wider and progressively diversify the talent pool for upcoming roles in these teams.

The figures for the Ethnicity Pay Gap are based on the data available from colleagues who choose to specify their ethnicity on our HR system. On the snapshot date of April 2024, the response rate for ethnicity was 87.3%. To ensure we had an adequate data sample, we have aggregated together colleagues from 'white groups' (i.e., white British/Irish/any other white background) and compared their pay with colleagues from 'other ethnic groups or backgrounds' (i.e., non-white).

Weightmans ethnicity pay gap for Employees in April 2024 is:



The mean ethnicity pay gap is driven by a larger population of white colleagues with a higher representation in senior roles, particularly at board level, compared to a relatively smaller representation of colleagues from non-white groups or backgrounds. The median pay gap figure represents equivalent roles with similar job sizes from both groups resulting in an almost zero gap.



REACH (Race, ethnicity and cultural heritage)

The REACH strand has been progressively engaging DE&I champions and allies across the firm, on the complex and intersectional aspects involving race and race equality. This strand of focus has a broad remit and aims to raise awareness and sustain conversations around issues like identity, culture, place of origin, heritage, colour of skin, multilingualism and multiple nationalities, faith and ethnoreligious groups, etc.

Working closely with HR and the other strands, throughout the year REACH fostered engagement across our offices, and supported awareness raising, learning and celebrations.

Key activities included:

- **REACH Together at Weightmans:** a week-long internal campaign to celebrate cultural diversity in the firm, featuring a series of interviews and reflections on national and cultural identity, family history, culture and traditions, and much more.
- **South Asia Heritage Month:** we held an internal panel session comprising of various colleagues from around the firm who shared their lived experiences and insights on being South Asian in Britain today. The panel explored the 2024 theme “Free to Be Me” which focused on the right to celebrate and embrace individual identities.
- **Black History Month:** the theme, Reclaiming Narrative, provided with an opportunity to collate rich lists of resources and invite colleagues to explore the complexities of Black heritage. Several lunch and learn sessions and film screenings were held throughout the month of October across sites.





Islamophobia Awareness Month – November 2024

Muslim colleagues in our Manchester Office organised a lunch and learn workshop for Islamophobia Awareness Month, a first-of-its-kind event at Weightmans. Colleagues from the rest of the firm could also join virtually to take part in this important initiative.

Key points covered included the below:

- Different forms of Islamophobia, drawing a distinction between overt and more insidious forms of Islamophobia (including discrimination, stereotype, exclusion and marginalisation).
- The importance of awareness raising and understanding.
- Statistics to illustrate the pervasiveness of this issue.
- Thought-provoking stories of Islamophobia lived by our colleagues, their families and their friends.

A notable discussion point revolved around the 2024 theme 'Seed for Change' and how everyone – regardless of whether this issue affects them – can help plant the seeds for change. The unique role of legal professionals was highlighted, as the individuals that shape the UK's legal and regulatory framework.

This event was one of the most successful REACH initiatives in 2024, especially in the aftermath of the summer riots which highlighted how various forms of racism persist in the UK.





LGBTQ+

The LGBTQ+ Strand has been actively engaging colleagues across offices for several years, and throughout the FY 2024-25 it continued to lead and deliver multiple engagements and awareness raising initiatives covering topics impacting the LGBTQ+ community.

Highlights to note:

- We launched our firm-wide LGBTQ+ Affinity Group 'Proud2Be', open to all those who identify as LGBTQ+ and straight allies. The group's core objectives are to get together in a safe space, support each other, help to flag challenges and opportunities for best practice, and socialise during and after working hours.
- We discussed LGBTQ+ rights through the lens of the General Election 2024.
- We took part in Pride marches in Liverpool, Leeds and Newcastle.
- We recorded a two-part internal podcast to mark LGBTQ+ History Month. Our Strand Leads were joined by our Senior Partner for a deep reflection and rich conversation on recent trends and shifts in the wider socio-political context, and the importance of activism, workplace commitments to DE&I, and social change.



Proud2Be



Disability and Mental health

This Strand has driven key awareness raising initiatives to shift perceptions and assumptions, to equip teams and managers with the right tools and understanding to talk about accessibility, adjustments and mental health and wellbeing in the workplace.

Key activities included:

- Implementation of Recite Me: we added this digital accessibility tool to our vacancies page to make our application process more accessible. Monthly monitoring and reporting showed that in the first six months, hundreds of people viewed our site using the Recite Me Toolbar. The most popular functions included screen reader, styling and reading aids.
- UK Disability History Month: we talked about livelihood and employment, shared lived experience and explored the social model of disability.
- Understanding and responding to grief and loss: we hosted a virtual session for all staff in December 2024, and we explored the terminology and misconception of grief and looked at the five typical stages of grief and common behaviours at each stage, and provided some strategies that may help anyone dealing with grief.
- Changing the narrative on suicide: we held a session and shared resources on World Suicide Prevention Day on 10 September to address stigma and prompt conversations.

- Weightmans Wellness Week 2024: we shared wellbeing tips and photos to inspire and support each other.
- Spotlight on Neurodiversity: an affinity group was established to provide a safe space and peer support, share tips and discuss ideas on how to progress neuroinclusion in the firm.



“The number of disabled people in the workplace, and particularly those employed in the legal profession, is on the increase, and not just because some of our work can be conducted remotely. For those of us with a physical disability, there has been a noticeable shift in recent years. Combined with improved accessibility and genuinely supportive work environments, barriers to progression and career success are being progressively removed, which is truly encouraging.”

Partner at Weightmans



Health and safety, and wellbeing

Ultimate responsibility for health and safety rests with the Managing Partner but the firm has appointed the Head of HR and Head of Facilities to advise about the steps which need to be taken to ensure compliance with relevant legislative requirements. Implementation of safe working practices at each office is the responsibility of the Regional Office Head (ROH), the Office Manager and the Team Managers who will be supported in day-to-day operational issues by the facilities staff.

We maintain a health and safety policy and a procedure which documents our approach on all aspects of occupational safety and health. The policy identifies clear roles and responsibilities of management and employees, captures processes on hazard identification, risk assessment and mitigation.

The health and safety committee comprising of representatives of each office and a dedicated health and safety manager, meets on quarterly basis and looks at incidents, near misses, trainings and other necessary elements for emergency preparedness.

Aspects covered in our health and safety policy and procedure include following but not limited to:

- Ergonomics/DSE assessments and adjustments.
- Near miss reporting and management.
- First aid.
- Fire risk management.
- Evacuation.
- Slip, trip and fall.

- Housekeeping.
- Manual material handling and storage.
- Work equipment.
- Work at height.
- Electrical safety.
- Asbestos.
- Kitchen areas.
- Workplace stress.
- Workplace temperature and noise.
- Lone working.
- Workplace travel and business travel.
- Drugs and alcohol.
- Young workers and employee conditions.
- Management processes on above aspects.

No of work-related health & safety incidents and their categories

3 (first aid cases)

4 (near miss cases)

‘Occupational health and safety management for our employees is important to our own performance. At Weightmans, our Leadership team has been responsible for delivering various aspects of our health and safety policy.

Roles and responsibilities for various components like risk assessments – general, office risks and occupational risks, their mitigation controls, training and awareness, reporting and incident investigation for a holistic root cause analysis and records management is well understood by all internal stakeholders.

The pandemic has tested our ability to coordinate emergency response and maintain business continuity across our offices. This was only possible due to the time and efforts put into preparedness. Our operation teams at each offices supported by the National team drive processes for continuous improvement in our health and safety performance.’

Lorraine Wells, Head of Facilities



Other benefits to support employees

Weightmans conducts events and awareness sessions under topical themes relating to health and wellbeing. The firm has a dedicated intranet page and online benefits portal for all employees and partners with all of the relevant information on health and wellbeing benefits provided by the firm. These are also personalised to colleagues but include:

- An **Employee Assistance Programme (EAP)**. This is a confidential and free service available to colleagues and immediate family members 24 hours a day, 365 days per year. The service also provides access to six short-term telephone/face-to-face counselling sessions for emotional issues, if clinically appropriate. This programme gives colleagues access to a team of caring, professional counsellors and consultants who have the knowledge and experience to give advice and share reliable strategies on a wide range of personal and work-related matters.
- A **Private Medical Insurance (PMI)** scheme. Eligible colleagues receive funded cover and have access to a wide range of options for fast and convenient medical care, without waiting for the NHS – giving members more control over when and where they receive treatment. Cover for your spouse/partner and dependants will be at an additional cost to you.
- A **Virtual GP Service** with around-the-clock access to a GP for specialist referrals and provides general health advice. They can access a trusted doctor, for a medical consultation, prepare for an upcoming consultation, discuss a medical report, test result or a treatment plan etc.
- A **Health Cash Plan Scheme**. Eligible employees receive single funded cover, which is designed to help employees pay for a range of everyday health treatments, including preventative healthcare. These include dentistry, eye care, consultations and prescriptions.
- A **BUPA Dental Scheme** funded by the member. This scheme allows members to re-claim against any dental expenses that they incur. The insurance includes emergency dental treatment, dental injury treatment and general dental treatment. It also comes with an additional Private Accident Insurance.
- Optical benefits for colleagues. Each colleague is entitled to a company paid eye test every two years. If the employees require glasses for VDU usage, Weightmans will contribute £70 towards the costs.
- **Discounted gym memberships** for all employees and partners.
- Health and Wellbeing awareness sessions covering topical issues such as menopause, prostate cancer, diabetes, women's health etc.
- Free fruit is provided in our offices.

“I am fiercely proud of all that we have achieved by way of our approach to Diversity and Inclusion since I joined the organisation 15 years ago but am aware of our ability to be able to do more. During the next financial year, I am committed to increasing our profile from a disability perspective and we will work with the Business Disability Forum to assist us with this. From a wellbeing perspective, our ability to drive forward with this requires a commitment from everyone at Weightmans to take responsibility for their own wellbeing, undertake their own self-care and voice their opinions on what we could do better for them – by working together on this I am sure that our future can be diverse and inclusive for all.”

Debbie Holmes, Disability and Mental Wellbeing lead



Case study: HR Rely services

HR Rely has a proud history of providing first class, fixed fee employment law and HR advice to UK employers for 20 years. Weightmans first launched its HR Rely product back in 2004, before the service was re-named and revitalised in 2009. Since then, HR Rely has continued to grow on a national basis and now serves a broad and varied client base, from smaller owner-managed businesses through to the best-known household names.

HR Rely aims to offer a 'one stop shop' to accommodate the employment and HR needs of all sectors, including 'bolt-on' services to broaden and customise our core advice and support offering.

HR Rely provides expert, practical support on a full range of workplace issues, through the complete employment life cycle, including:

- Effective recruitment.
- Handling discipline and grievances.
- Handling bullying and harassment and employee conflict.
- Equality and Diversity and avoiding discrimination claims.
- Managing sickness absence and disability.
- Managing employee performance issues.
- Making redundancies and restructuring your business.
- Managing employee data: GDPR, data protection and subject access requests.
- Terminating employment and dismissing an employee fairly.

'HR Rely is one of the UK's leading employment services by Weightmans. I am extremely proud of my team who have got the right skills to support our clients on employment and various HR services.

Care for employees is becoming a priority and material issue for most organisations. And as employee well-being and dignity in the workplace integrates into ESG commitments, the need for professional legal support in these areas will become increasingly important.

We understand the pressures that HR professionals are under and when they contact us, we ensure that we are responsive and deal with the issue through expert, 'fit for purpose' advice.'

Jawaid Rehman
(Partner, Regional Office Head at Birmingham and Head of HR Rely)



Disclosure on SASB Standards

Standard used: SASB Professional and Commercial Services, Version 2023-12.

Reporting Period: Financial Year 2024-2025.

Activity Metrics

Code	Accounting Metric & Response
SV-PS-000.A	<div>Number of people: 1655</div> <ul style="list-style-type: none">▪ Full-time: 1309 and part-time: 346▪ Temporary: 83 (fixed term basis) and contract: 1572 (permanent contract)
SV-PS-000.B	<ul style="list-style-type: none">▪ Hours worked: 2,952,520▪ Percentage billable: 31.05 % (absolute hours 916,791)



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response
Data Security	<p>Code: SV-PS-230a.1</p> <p>Description of approach to identifying and addressing data security risks</p>	<p>At Weightmans LLP, we have an information security policy. Our Board is responsible for the endorsement and support of this Policy as well as the Information Continuity Management Group (ICMG) and Audit & Risk Committee (ARC) to ensure Information Security retains a high profile and that resources are available for the ongoing development, implementation and review of policy has a dedicated Information Continuity Management Group (ICMG).</p> <p>We have a Data Protection Officer (DPO) who is responsible for the management of the identified legislative/regulatory requirements including by delegation to members of Risk and Compliance (R&C) who have expertise in particular areas.</p> <p>Information systems shall comply with current legal requirements affecting the management of confidential or restricted information (including personal and personal sensitive information). The role of the Information Continuity Management Group (ICMG) provides strategic direction and leadership to ensure we comply with information security, data protection and business continuity requirements as laid down in the relevant standards and legislations. In addition to legal and regulatory requirements, the Information Continuity Management System (ICMS) takes into account audit, contractual and additional customer requirements as part of providing a service.</p>



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response
Data Security	<p>Code: SV-PS-230a.2</p> <p>Description of policies and practices relating to collection, usage, and retention of customer information</p>	<p>Weightmans LLP respects the privacy rights of our staff, contractors, suppliers, clients, and the public and is committed to protecting their information. In the ordinary course of business, we collect, store, use, and transmit certain types of information that are subject to an increasing number of different laws and regulations. Our ICMS complies with the following:</p> <ul style="list-style-type: none"> ▪ Data Protection Act 2018 (DPA18) / UK GDPR (Post Brexit 01/01/2020). ▪ Computer Misuse Act 1990. ▪ Electronic Communications Act 2000. ▪ Regulation of Investigatory Power Act 2000. ▪ Privacy and Electronic Communications Regulations 2003. ▪ Bribery Act 2010. ▪ The SRA Code of Conduct 2019. ▪ Contractual requirements specific to a particular Client (Asset Management Policy Appendix B). ▪ Specified vetting requirements (Such as SC clearance or specific Police security checks). ▪ ISO/IEC 27001:2022. ▪ ISO/IEC 22301:2019. ▪ Cyber Essentials Plus. <p>Appropriate policies and procedures are in place to secure confidential, restrictive information. The controls ensure:</p> <ul style="list-style-type: none"> ▪ The availability of information will be protected throughout their pre-defined retention period.

- The classification level of the information complies with business and Client specific criteria; and
 - Disposal of information follows the specified procedure.
- There are 15 policies under information security, of which the key ones are:
- Acceptable Use Policy.
 - Access Control Policy.
 - Asset Management Policy.
 - Business Continuity Plan and Policy.
 - Information Security Policy.
 - Information Security Incident Management Policy.
 - Physical Environment Policy.
- Further, audits are undertaken to check conformance to our policies. i. Audit activity is conducted by the R&C team. A range of processes are reviewed to cover activity from a user perspective. These processes take into account their responsibilities to Information Security and will also encompass separate audits of the activities undertaken by the Information Security Manager (ISM). Audits of the identified requirements are tracked in a web-based audit tool and, where appropriate, provides a status of compliance where non-conformances can be reviewed and managed by the ISM. All audits are scheduled to take place at regular intervals as determined in ICMS Internal Audit Scopes.
- Our policies and procedures mitigate possible adverse reaction to breaches and minimize the risk of mandatory fines or undertakings issued by the Information Commissioners Office (ICO) and/or the Solicitors Regulation Authority (SRA).



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response
Data Security	<p>Code: SV-PS-230a.3</p> <p>(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected</p>	<p>Like other small & mid-sized law firms, Weightmans LLP experiences cyber-threats and cyber-attacks. We have dedicated resources and procedures at our firm for maintaining appropriate levels of cybersecurity and protecting our customers' data and our internal data. We are also dependent on security measures that some of firm's third-party suppliers and customers are taking to protect their own systems, infrastructures, and cloud-based applications and services.</p> <p>We seek to mitigate these risks through our ability to escalate and respond to known and potential risks through our Incident Management processes.</p> <p>The existence (or non-existence) of non-reportable security incidents or data breaches is considered confidential and is not shared with the third parties, except as required by contract or applicable law.</p>



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic

Code

Accounting Metric & Response

Workforce Diversity & Engagement

SV-PS-330a.1

In percentage	Male	Female
Board	73%	27%
Partners (Equity)	84.5%	15.5%
Partners (Fixed share)	56.5%	43.5%
All other staff	35.4%	64.6%

	White	Asian	Black	Hispanic/Latino	Other	N/A
Board	100%					
All other staff	74.57%	6.87%	1.58%		2.49%	14.48% (did not disclose)

We have moved to following practices to improve diversity at all levels within our firm:

- Early Careers – the focus is on widening access to law and flexible routes to qualification with Paralegal, Apprentices, Solicitor Apprentices, Solicitors, Cilex offered every year.
More information is available [here](#).
Through our Apprenticeship academy, we combine legal education with the skills necessary to develop future business leaders in the legal sector. We continue to offer new routes for aspiring solicitors into the profession by guiding them through the new solicitors’ qualifying exams (SQE), and we have partnered with BPP University Law School to deliver two apprenticeships in order to provide the best education, legal work and business experience possible.
- Work experience programmes and development of a social mobility programme with Everton in the Community.
- Fee earner recruitment Business Services recruitment focus on increasing our networks, diverse panels.
- Partner recruitment – moved towards talent mapping, accessing a wider candidate pool with diverse panels.
- Very limited recruitment at the most senior levels. Leadership and mentoring programmes designed for our staff at all levels.

- We have created a Diversity, Equity & Inclusion (DE&I) Steering committee, comprised of Board members and staff representatives leading multiple strands, namely – LGBTQ+, Gender (female representation), Disability & Neurodiversity, and REACH (Race, Ethnicity and Cultural Heritage). The Steering committee works with strands to improve diversity at all levels. A dedicated DE&I manager started from January 2025 to support the DE&I programme at the firm. Key policies supporting our diversity and inclusion goals:
 - Diversity, Equity & Inclusion Policy.
 - Dignity at Work Policy.
 - Recruitment Policy.
 - General Training Policy.
 - HR Privacy Policy.
 - Maternity Policy.
 - Paternity Policy.
 - Parental Leave Policy.
 - Dependant Bereavement Emergency Compassionate Leave Policy.
 - Holiday Policy.
 - Flexi Time Policy.
 - Hybrid Working Policy.
 - Whistleblowing Policy.
 - Grievance Procedure.
 - Menopause Policy.
 - Transgender Policy.



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response
Workforce Diversity & Engagement	SV-PS-330a.2	<ul style="list-style-type: none">Voluntary turnover rate of employees: 11.48%Involuntary turnover rate for employees: 3.24%
	SV-PS-330a.3	<p>Employee engagement as a percentage (note: the percentage shall be calculated as the number of employees who are actively engaged divided by the total number of employees who completed the engagement survey): 86%.</p> <p>This is based on a third-party independent survey and assessment done in FY 2024-25. The third party surveyed staff on 6 parameters, namely – a) manager support b) engagement c) leadership d) job satisfaction e) reward & development f) culture.</p> <p>The third party provided benchmark at three levels:</p> <ul style="list-style-type: none">The UK Norm that provided an average picture of employee opinion in the UK across all sectors.The High-Performance Norm which comprised survey responses from companies that meet two criteria: 1) Sustained above-industry-average financial performance; and 2) High employee engagement. It equates to the top 10% of clients they work with.The Law Firms Norm which comprised data from employee surveys in other law firms. It has data from 16 firms, including 3 of the top 10 UK law firms by revenue.



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response
Professional integrity	Code: SV-PS-510a.1 Description of approach to ensuring professional integrity	<p>Our Business Ethics Policy is designed to help ensure we live up to our values, build a relationship of trust with investors, clients and suppliers, and protect our reputation. The responsibility for compliance with this Business Ethics Policy lies with the Weightmans Board of Directors, who will review and update it as required.</p> <p>Employees are made aware of their conditions of employment with the firm and of the standards of work and conduct which the firm expects from them.</p>
	Code: SV-PS-510a.2 Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Nil.



Task-force for Climate related Financial Disclosures (TCFD)

Governance

Disclose the company's governance around climate-related risks and opportunities.

a) Describe the board's oversight of climate related risks and opportunities.

The Senior Partner of the firm is responsible for the ESG. He is supported by our Head of ESG, who reports into him. Further, our General Counsel, who is the custodian of our risk and compliance matrix, and our HR Director are part of the Board.

Climate related risk assessment has been completed and is integrated into the organisational risk matrix. The risk matrix is reviewed periodically and updated, with oversight to the Board.

Our ESG strategy and Net Zero action plan was deliberated and then approved by the Board. ESG since then is an agenda item in our Board meetings with ESG manager/Senior Partner engaging the Board periodically on our ESG performances and key challenges.

Since May 2024, with the Board's approval, we created a dedicated ESG advisory group to look into the risks and the opportunities arising from ESG issues. The members of this group consists of Senior Partner and Client Relationship Director as co-chairs, Finance Director, General Counsel, HR Director, IT Director and CTO, marketing and business heads. The group provides inputs to the Board on regular basis.

We have been making submission of Streamlined Energy and Carbon Report (SECR) on voluntary basis, along with our Financial Statements each year since FY 2020/21. The data for SECR is prepared with help of an independent and competent consultant, findings of which are discussed in the Board meetings. Climate related issues along with other material ESG issues are shared with all business leaders for incorporation into their strategy and action plans. For example:

- Consolidation of office space in merger with Radcliffes LeBrasseur in London helped in avoiding energy/carbon footprint associated with multiple offices in the same city along with associated costs.
- Move to the new office in Glasgow (previously in Birmingham) was done in considerations of the energy and environmental performance of the new building (new office holds BREEAM accreditation of Excellent with an EPC Rating A).



Task-force for Climate related Financial Disclosures (TCFD)

Governance

Disclose the company's governance around climate-related risks and opportunities.

b) Describe management's role in assessing and managing climate related risks and opportunities.

To map physical and transition risks related to the Climate change, our Head of ESG, along with the Head of HR and the Head of facilities, carried out the climate change risk assessment consulting a number of our internal stakeholders, studying guidance from the UK government and referring to our ESG materiality assessment.

The management team then coordinated with responsible Board member for ESG on climate related risk and opportunities, which after approval were fed into the overall organisational risk matrix along with mitigation action plans. As part of the action plan, relevant management team members were identified to own the risk elements and the associated actions.

The management team have referred to the five-year assessment of the risks of climate change on the UK, published by Department for Environment, Food & Rural Affairs (DEFRA) in line with the requirements stated in the Climate Change Act 2008 and the guidance on climate-related transition risks from the Cambridge Institute for Sustainability Leadership.



Task-force for Climate related Financial Disclosures (TCFD)

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the company's businesses, strategy, and financial planning where such information is material.

a) Describe the climate related risks and opportunities the company has identified over the short, medium, and long term.

b) Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning.

Weightmans is committed to a) reducing absolute GHG emissions by 50% before FY 2025 (against 2019/20 base), and b) achieving net zero GHG emissions before end 2030 (against 2019/20 base). As shared in this report, we have been able to reduce our absolute scope 1 and scope 2 emissions along with emissions intensity consistently. We also acknowledge that more work is required to monitor progress on certain scope 3 emissions, actions for which are in developing phase at the firm. The progress is reported through our publicly available annual Streamlined Energy and Carbon Report (SECR) .

Our short term (current financial year) climate-related risks and objectives are captured as part of our ISO 14001 and ISO 50001 management system certifications, and medium term (up to FY 2030) and long term (beyond FY 2030) are documented in our risk assessment and action plan document.

Areas considered:

- Legal services provided to the firm's clients.
- Supply chain and/or value chain.
- Adaptation and mitigation activities.

- Operations and facilities management.
- Access to capital.
- Business opportunities for the legal sector.

Physical risks and impact:

As the UK based law firm with offices in multiple cities, we are exposed to physical risks to infrastructure services, buildings and transport from extreme weather events (flooding, temperature extremes, high winds, heavy snowfall and other cascading failures from cyclone and hurricanes) and from gradual increase to sea-levels around UK cities.

Identified physical risk also include impact on health and well-being of staff due to extreme weather events and from vector-borne infections and diseases. These physical risks will impact our ability to manage our operations and support the firm's clients.



Task-force for Climate related Financial Disclosures (TCFD)

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the company's businesses, strategy, and financial planning where such information is material.

a) Describe the climate related risks and opportunities the company has identified over the short, medium, and long term.

b) Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning.

Transition risks and impact:

Increase in business travel activities could impact the firm's emissions reduction plans. Our travel policy addresses this risk without having significant impact on our abilities to service our clients for legal services.

Rising energy costs could impact our medium-term plans to transition to renewable energy for all our offices along with identified energy efficiency actions, which require support from the landlords for our offices housed in the multi-tenant buildings.

Access to capital could be restricted without credible climate risk plans but is unlikely to be a material issue for the time horizon considered for Net zero.

Failure to meet net zero targets could bring reputational loss risk to the firm and may deter clients with climate agenda working with the firm.

Opportunities:

We have been able to evolve our flexible working and working from home policies to support our staff. We have implemented a number of actions to support health and mental well-being of our employees.

Office move and refurbishments present opportunities to switch to energy efficient, lower carbon and lower environmental impact (water, waste and resource consumption) fittings including the refresh to the office layouts where applicable.

Innovation led projects to develop new tools in providing legal services to the clients have found acceptance in the market.

We have also identified business opportunities to support our clients on developing regulatory landscape in climate action and other areas of sustainability.

And improving the firm's own credentials in climate risk management has been identified as a key driver in winning business from the clients putting high significance to supplier's environmental performance.



Task-force for Climate related Financial Disclosures (TCFD)

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the company's businesses, strategy, and financial planning where such information is material.

c) Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

The Board is the executive level forum with overall responsibility for monitoring and measuring the effectiveness of our approach to risk management (inclusive of climate-related risks). The Board members are also responsible for the firm's business strategy.

Endorsed by our Board, we have a Net Zero by 2030 strategy in-line with our commitment to limit global warming to 1.5 degree. The climate related risk assessment and efficacy of our near term and longer-term actions as identified in our Net Zero Strategy are periodically reviewed. The Board is committed to achieving effective risk management by developing resilience in the business strategy and has ensured adequate resources are available to meet risk management needs.

The Board is sponsor of the management system certifications i.e. ISO 14001 (environmental management system) and ISO 50001 (energy management system), both of these require a risk-resilience approach in a top-down manner for our operations.



Task-force for Climate related Financial Disclosures (TCFD)

Risk Management

Disclose how the company identifies, assesses, and manages climate-related risks.

a) Describe the company's processes for identifying and assessing climate related risks.

Risk management is central to the regulatory regime under which we operate, and we have implemented a firm-wide risk management approach covering all our operations.

Threat identification and subsequent assessment of climate related risks were led by our Head of ESG, in consultation with the identified internal stakeholders. The risk assessment was overseen by the Board member responsible for ESG (Senior Partner at the firm).

Some of these risks were identified and assessed as part of our Business Continuity Planning (BCP) to plan mitigation actions to support our staff and clients, in case of disruption to our usual ways of working, for example extreme weather events like storm, flooding and heatwave; or physical risks to infrastructure networks (water, energy, transport, ICT) from cascading failures due to natural or man-made events in the cities we operate from.

Overall process:

- Review existing risk assessments – Climate related risks, data from ISO 14001 and ISO 50001 audits and existing Business Continuity Plans.
- Refer guidance from the UK government and IPCC guidance on Shared Socioeconomic Pathways (SSPs) scenarios, including referring to the following laws and regulations: Climate Change Act 2008, Companies Act 2006, UK Corporate Governance Code 2018 and Paris Agreement on Climate Change 2015.
- Update Weightmans risk and opportunities framework.
- Consult Senior Partner on the key findings and updates to the risk framework.
- Present key findings from the climate risks and opportunities to the ESG advisory group; and address any feedback received.



Task-force for Climate related Financial Disclosures (TCFD)

Risk Management

Disclose how the company identifies, assesses, and manages climate-related risks.

b) Describe the company's processes for managing climate related risks.

Risks are classified as strategic, operational, regulatory and multi-category risks.

Climate-related risks are mapped into these categories and after thorough consultation with internal stakeholders, risk owners are identified for each risk element identified.

The risk owners are responsible for identification of vulnerabilities and preparation of mitigation plans. Post implementation of the mitigation controls, residual risks are evaluated, and a decision is made for risk acceptance. This process is cyclic in nature and is repeated frequently for continuous improvement.

c) Describe how processes for identifying, assessing, and managing climate related risks are integrated into the company's overall risk management.

A firm wide risk identification, assessment and management tool is used for all type of risks material to the firm, inclusive of climate-related risks.

Risk is defined as the effect of uncertainty on business objectives. We calculate our 'risk profile' as the combination of two key determinants; Likelihood and Impact, for all kinds of risk elements.

We maintain a single policy of risk management with identified roles in our leadership to be responsible for the integrated firm wide risk management.



Task-force for Climate related Financial Disclosures (TCFD)

Metrics and targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

a) Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process.

We have used following metrics to assess our performance on climate-related risks:

- Absolute energy consumption.
- Carbon emissions across scope 1, 2 and 3 boundaries for all our organisational activities.

We also have objectives set in as per our management system certifications on environmental management (ISO 14001) and energy management system (ISO 50001).

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

Category / Financial year >	2020	2021	2022	2023	2024	2025
Scope 1 (tCo2e)	173.34	225.56	185.97	70.15	64.84	85
Scope 2 (tCo2e)	569.36	393.8	353.51	317.59	319	335
Scope 3 (tCo2e)*	99.33	18.68	32.18	59.07	40.03	74
Total emissions	842.03	638.04	571.66	446.81	452.81	493.4

*Scope 3 includes only category 6: business travel emissions (grey fleet) under scope 3 of PPN 06/21 technical standard

The information has been collated from the LLP's ISO 50001:2018 certified energy management system which uses methods suggested in Statutory Instrument 2014 No.1643 and BS EN 16247-1:2012. Emission conversions are based on the UK Government carbon conversion factors (2022) for grid electricity, natural gas (gross CV) and an 'average' car (petrol/ diesel split of 65%/ 35%) for grey fleet and a 'large PHEV' for the mo. company car. kWh data was derived from the SECR passenger vehicle table of the carbon conversion factors spreadsheet.

The internal baseline was taken as the FY 19/20 period based on adequate data availability. This applied to all energy and offices except for gas consumption in Manchester and Newcastle (20/21 period used), and electricity consumption in Leicester (20/21 period used). This was due to the availability of data.

c) Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.

Weightmans is committed to:

- Halving absolute GHG emissions by FY 2025-26 (against 2019/20 base).
- Achieving Net Zero GHG emissions before end 2030 (against 2019/20 base). The scope of the Net Zero strategy includes all Weightmans offices, assets and scope 1, 2 and 3 emissions associated.

Weightmans

See the Possibility[★]

Contact information

Abhay Srivastava

Head of ESG

abhay.srivastava@weightmans.com

weightmans.com

 [weightmans](#)