

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 employees 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 employees 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 staff & their families.
- Hiring without prejudice, as per our *recruitment policy*, and providing a platform for learning and career progression for all our colleagues.

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 & add value to local communities & charities close to our operations
- Encouraging staff to volunteer time and skills for identified community support activities
- Providing employment and training opportunities to locals, where possible in business operations

Good governance

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

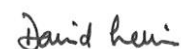
- Maintaining a *business ethics policy* to build a relationship of trust with our stakeholders
- Informing our stakeholders transparently on our progress to tackle material ESG topics and related UN Sustainability Development Goals
- Maintaining holistic risk matrix and mitigation plans & policies to 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 & 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*

Signed:



David Lewis, January 2024
(Senior Partner on behalf of Weightmans LLP)