Weightmans

See the Possibility

ESG & Sustainability Report

FY 2025 - 26

weightmans.com

weightmans

Content

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 almost 1,700 people working from our offices in Birmingham, Cardiff, Glasgow, Leeds, Leicester, Liverpool, London, Manchester, Newcastle and Nottingham.

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.

Client Delivery.

Client Relationships.

Business Services.

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 both our Board and Risk and Compliance Committee.

Introduction by Sarah and Peter

We are delighted to present our ESG annual report for FY 2025-26 to our stakeholders and take this opportunity to thank all our clients, suppliers, charity partners, partners and employees for continuing to support the growth and success of our firm.

Our ambition is to become a Top 30 Law Firm. Guided by our purpose, values and strategic priorities, we recognise the importance of collaboration, innovation, and social and environmental sustainability in achieving that ambition and creating long-term value for our stakeholders.

In this report, we illustrate highlights from last financial year and progress on our ESG journey, with particular emphasis on governance and ethics, climate action and equal opportunities for our people and wider communities.

We have refreshed our double materiality assessment to ensure the ESG topics we prioritise are relevant to our firm and stakeholders.

We have taken a management system approach towards identified material issues reviewing our plans through the lens of our purpose and strategic priorities, alongside resourcing, capability development, KPI setting and assurance.

Climate action and decarbonisation remain a concern for most of our stakeholders especially our clients and people. The report clarifies the approach we have taken to revise our Net Zero target year from 2030 to 2045 following an internal review and a validation exercise with Science Based Target Initiative, and how this will enable us to reduce emissions on a greater scale and align our work with the latest climate science.

We are particularly pleased with the enhanced investment in the development of our people and future talent, and the considerable progress we have made on social mobility and diversity, equity and inclusion. Despite the challenging external environment, our firm has remained focused on its purpose and invested in social value for its people and clients.

Prominent external recognitions such as the Ecovadis gold rating and the top 15 ranking in the 2025 Social Mobility Index have proved that we can benchmark ourselves within the markets we operate and provided an assurance on the progress made in ESG integration into the firm's operating model. We acknowledge our gaps and recognise that more needs to happen, but we are very pleased with what we have achieved and excited to share the highlights of our journey so far.

We are committed to positive impact and growth with social and environmental sustainability at the heart of who we are and how we work.

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 law firm with a truly global reach. 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

Our ambition is to be a Top 30 law firm. Guided by our purpose, values and strategic priorities, we continue to invest in our people, strengthen our client relationships and build a sustainable business that creates long-term value for our clients, colleagues and communities

Collaboration & innovation

We work together with a 'firm first' mindset, embracing forward thinking approaches to navigate the evolving legal landscape. Through active collaboration, we deliver creative solutions to meet clients' needs, achieving sustainable success for all.

Teamwork & respect

We value and celebrate diversity, equity and inclusion, recognising the unique contributions of every individual. We are genuine and authentic in all we do. We build strong, respectful teams, we share success and work together to achieve our collective goals.

Integrity

We uphold the highest personal and professional standards, remaining accountable to our clients and each other. We act with transparency, trust and responsibility, ensuring our decisions support sustainability.

Our values

Teamwork & respect

Collaboration & innovation

Integrity

Awards and Accreditation won in FY 2025-26

Birmingham Law Society Awards - Law Firm of the Year

Birmingham Black Lawyer Awards 2025 – Junior Legal Professional of the Year – Kristian Campbell-Drummond

LaingBuisson 2025 Awards - Legal Adviser of the Year

North East Dealmakers Awards 2025 - Deal of the Year (sub £5m)

Legal ESG Awards 2025 - Outstanding Law Firm ESG Leader Award – Abhay Srivastava

Legal Insider Awards - ESG-Focused Legal Consultancy of the Year – England 2026

Northern Power Women Awards 2026 – Sarah Walton - PoWEr List; Zakia Tahir - Future List

Made in Manchester Awards - Diversity and Inclusivity Champion of the Year - Amaara Latif

Merseyside Junior Lawyers Division (MJLD) Annual Awards – Supporters of Rising Talent - Weightmans Early Careers team

The Drum Awards – Most Creative Content

Yorkshire Legal Awards 2026 – Debt Recovery

Yorkshire Dealmakers Awards 2025 - Deal of the year (up to £5m)

Accreditations

LEXCEL

ISO 14001, ISO 50001, BS ISO/IEC 27001 and ISO 22301 certifications,

EcoVadis, Gold

Top Employer

Proud Employer Leader, Stonewall Proud Employer Accreditation 2026

Our purpose

At Weightmans, we believe thinking differently allows us to see possibilities others don't, creating a better future for our clients, our people and the communities we serve. See the Possibility isn't just words; it is reflected in the way we work every day as we:

- **See the Possibility in our people:** through the ambition of our colleagues, the talent we develop through initiatives such as our Leadership Academy, the ideas we generate and recognition and results we achieve together.
- **See the Possibility in our clients:** through a tailored approach that recognises every client is different, our use of technology and innovation to deliver value, and our commitment to providing commercial advice that goes beyond black letter law.
- **See the Possibility in our business:** through the strength of our relationships, the engagement of our people, the trust of our clients and our commitment to building a sustainable, successful business for the long term.

Discover how we live and breathe our purpose every day:
See the Possibility | Weightmans

See the Possibility

Our approach to ESG

We maintain an ESG policy which is reviewed annually and is available on our website:

Environmental Social Governance.

Our ESG strategy outlines four overarching pillars which identify areas of focus and key stakeholders, including our people, clients, contractors, and value-chain partners.

We are a signatory of the UN Global Compact and have adopted the UN Sustainable Development Goals framework to deliver on the four dimensions of development, these being: prosperity, social inclusion, environmental sustainability, and good governance at both local and global levels.

WE SUPPORT UN GLOBAL COMPACT

SUSTAINABLE DEVELOPMENT GOALS

Inward facing ESG initiates

ESG integration into value chain

Engagement with external stakeholders, clients, charities, etc

Collaboration with industry peers

- Top-down commitment (ESG Advisory Board).
- Competency and capacity enhancements.
- ESG disclosures and accurate communications.
- Risk/horizon scanning & regulatory compliance.

Our structure

DE&I Steering group

Weightmans board

ESG Advisory group

Managing Partner
Sarah Walton

Senior Partner
Peter Wake

Head of ESG
Abhay Srivastava

DE&I Manager
Liliana Corrieri

General Counsel
James Holman

People
Helen Taylor

Finance
Bob Granger

Non-Exec Director
Linda Smith

Non-Exec Director
Duncan Finch

Tech & Innovation
Stuart Whittle

Client Relationships
Stuart Jones

Client Delivery - T&A
Ben Daniel

Client Delivery - Claims
Caroline Johnson

Client Delivery - R&L
Dewi Ap-Thomas

Weightmans is structured into three essential verticals: **Client Relationships**, **Client Delivery** and **Business Services**.

Client Relationships is supported by Product & Innovation, BD & Marketing and New Business, and is organised into six segments, namely Corporates, Health, Insurance, Public Bodies, Owner-managed businesses and Individuals.

Client Delivery teams are responsible for litigation, transactions, advisory, regulatory and claims work we do. They are organised into 15 core areas, namely, regulatory, large loss, litigation, property litigation, healthcare, healthcare regulatory, disease, corporate commercial and private wealth, real estate, casualty, fraud, speciality, motor, local government and EPI (employment, pensions and immigration).

Business Services provide support to the firm by managing facilities, information systems, data services, HR, learning and development, knowledge management and finance functions (credit control, billing and revenue assurance, legal/management accounts, accounts payable and financial management).

Risk and compliance, and ESG (including environmental sustainability, governance and ethics and diversity, equity and inclusion) are mapped into Business Services as they work across departments. Both functions are overseen by Board members: Our General Counsel is the head of Risk and Compliance, and the 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 ensures the firm remains on track with its commitments and ambition to be one of the UK's most socially and environmentally conscious law firms. This includes ensuring the business delivers on its key strategic priorities and keeping up with the evolving ESG landscape.

Read more on: Weightmans announce ESG Advisory Group

Roles and responsibilities

Managing Partner

Sarah Walton, Managing Partner at Weightmans since April 2025, is the sponsor of the ESG program. Sarah sits on multiple steering committees put in place to advance various ESG objectives for the firm

Senior Partner

Pete Wake, Senior Partner at Weightmans since April 2024. He is the Chair of the ESG Advisory Group and the designated Board member to deliver the ESG integration.

HR Director

Helen Taylor, our HR Director 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 are responsible for mental health and well-being and work closely with the DE&I Manager to embed diversity, equity & inclusion (DE&I) in the employee life cycle and social sustainability (ESG integration).

Facilities Head

Lorraine Wells, Facilities Head at Weightmans is responsible for 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, insurance Partner and CSR and Pro bono lead 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 underserved causes, 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.

Triple Bottom Line (People, Planet, Profit / Governance)

People

Managing Partner, Senior Partner, & HR Director

Head of ESG & DE&I Manager

Heads of HR & Facilities

Contracts Manager

Partners – ESG services

Cross Functional ESG team (Reg, Corp, Lit & Consulting)

Volunteers – champions for ESG, DE&I and CSR

Planet

ISO 14001/50001 certification

Energy & carbon reporting

Net zero by 2045 plan

SBTi validation

Profit / Governance

ESG Advisory Board

DE&I Steering group

National CSR & pro bono group

Risk & Compliance

ESG services team

UN SDGs mapping

ESG/SV reporting to clients

Roles and responsibilities

General Counsel and Risk and Compliance Lead

James Holman, 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, Partner, 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 program 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, is the latest addition to the ESG function and supports the firm in delivering a board approved DE&I Roadmap. Liliana joined Weightmans in January 2025 and works closely with the Head of ESG, the HR team, the firm's DE&I Steering Group, and the DE&I Strand Leads and Champions.

Triple Bottom Line (People, Planet, Profit / Governance)

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Risk & Compliance

ESG services team

UN SDGs mapping

ESG/SV reporting to clients

Commentary by Head of ESG

During the FY 2025-26, with assistance from independent experts, we 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 remains one of the most material issues for Weightmans and our stakeholders, particularly our clients, colleagues and business partners. As an environmentally conscious firm, we recognise the impact our operations and value chain have on the environment and the responsibility we have to reduce that impact. Our environmental management approach is underpinned by internationally recognised ISO 14001 (Environmental Management) and ISO 50001 (Energy Management) certifications, demonstrating our commitment to continual improvement in environmental and energy performance. Following validation by the Science Based Targets initiative (SBTi), we are pleased that our near-term and long-term greenhouse gas reduction targets have been assessed and approved as being aligned with climate science and the objectives of the Paris Agreement. Weightmans LLP commits to achieving net-zero greenhouse gas emissions across its entire value chain by FY2045.

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 processes like basic ESG due-diligence are 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 also highlighted three interconnected priorities relating to our people and the communities in which we operate: gender equity, broader diversity and inclusion matters, and health, safety and wellbeing. Weightmans continues to embed these priorities through employee networks, leadership-backed initiatives and inclusive workplace policies that support gender equality, race and ethnicity, LGBTQ+ inclusion, disability inclusion, neurodiversity and mental wellbeing. We recognise that a diverse and inclusive workforce strengthens our culture, supports innovation and enhances the quality of service we provide to clients. Beyond our own operations, our pro bono and corporate social responsibility programmes continue to support vulnerable and underrepresented communities through initiatives focused on health, wellbeing, social mobility, homelessness and the protection of individual rights.

There is a strong leadership commitment across the firm to advance ESG and sustainability objectives. With support from the Board, we established a dedicated ESG Advisory Group comprising business leaders and key stakeholders from across Weightmans. Chaired by the Senior Partner and supported by senior management, the group oversees progress against ESG targets, monitors emerging risks and opportunities, and ensures ESG considerations are integrated into decision-making across the business. Our ambition remains clear: to be one of the UK's most socially responsible and environmentally conscious law firms, creating long-term value for our people, clients, communities and the environment.

Abhay Srivastava
Head of ESG

Material issues and our strategic ESG priorities

In 2025, we refreshed our materiality assessment to ensure that the Environmental, Social and Governance (ESG) issues we prioritise remain relevant to both Weightmans and our stakeholders, while continuing to drive measurable outcomes and long-term value. The assessment was undertaken using the principles of double materiality, enabling us to identify and prioritise ESG topics from two complementary perspectives:

- Issues that have a significant financial, operational, environmental or social impact on our business; and
- Issues that are important to our stakeholders and influence their decisions to work with, invest in, procure from or engage with Weightmans.

As part of the materiality review, we also mapped our material ESG topics against the United Nations Sustainable Development Goals (UN SDGs) to better understand where Weightmans can contribute positively to global sustainability outcomes. This exercise helped strengthen the alignment between our ESG strategy, stakeholder priorities and internationally recognised sustainability objectives, enabling us to focus our efforts on the areas where we can have the greatest impact while supporting sustainable development.

We recognise all the ESG topics identified are important to the various stakeholders' groups consulted namely our suppliers, clients (inclusive of public bodies), 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.

Our process

Identify
Identify stakeholders - internal and external

Research
Conduct initial stakeholder outreach & analysis

Design
Design a Materiality Assessment process

Engage
Launch the assessment and collect insights

Analyse & act
Analyse & develop an action plan for material topics

Material issues and our strategic ESG priorities

Weightmans have chosen to adopt the SDGs framework to help us deliver on our ESG strategic priorities. This visual lists UN SDGs that are important and core to our business and hence are material issues to us. We have also listed the UN SDGs that are peripheral and those that have negligible impact on us and on our stakeholders.

Material issues identified:

- **Gender equality & career advancement:** leadership academy, DEI policies, transparent gender pay gap.
- **Decent work & economic growth:** living wage, flexible working, wellbeing and HR rely advisory to our clients.
- **Industry, innovation & infrastructure:** responsible consumption of resources, AI/data governance and corporate advisory to our clients to advance the global goals.
- **Reduced inequalities:** DEI frameworks, social mobility, CSR & pro bono.
- **Peace, justice & strong institutions:** good governance, compliance advisory, support to public bodies, data protection and business ethics.
- **Climate action:** maintain ISO 14001, ISO 50001 certifications and staff/ client engagements to advance Paris Agreement aligned climate goals. Pursue 100% renewable energy based operations by 2030.

Key ESG priorities

For 2026-30, 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.

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, led with integrity, and supported to be their authentic self and perform at their best. Our people are provided with appropriate information and training as needed.

The firm maintains multiple policies and procedures to:

- Ensure people are treated fairly and their rights are respected.
- 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, good mental health and wellbeing, 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.
- Sustain psychological safety so that so that our people feel reassured they can raise any concerns without repercussions.

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 and supplier management 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, Use of Generative AI policy, 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 and 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 25-26	6.36

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

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."

Spotlight: Tech governance and legal innovation

Use of Generative AI policy

The new dedicated policy outlines the expectation on the use of generative AI for creating advice or work products for clients. Key aspects of our AI policy include prohibiting the use of generative AI in the creation of client advice or work products and requiring prior approval from Risk & Compliance before any data is submitted to AI tools.

Using AI-generated content in client advice is considered a dismissible offence. Legal advice and client deliverables must rely solely on primary and secondary sources of law. Generative AI may be used for marketing materials or blogs by those with relevant expertise, provided no client, personal or sensitive data is used. Authors remain fully responsible for verifying accuracy. Access to AI platforms is restricted and requires approval through the IT Helpdesk.

Responsible use of AI at our firm

With a Product and Innovation team headed by a Director and a dedicated P&I budget our problem-solving approach to innovation ensures that clients get the best technology for current and future challenges.

Our generative AI pilot process collects use cases and then lets us run pilots, with many products tested via a two-stage pilot process so that only tech that meets success criteria and with use cases that can't be solved in other ways goes onto a wider pilot.

The P&I team run proof of concepts, evaluate vendors and work closely with risk, IT security and HR to understand how technology will shape the workplace of the future. Our approach is deliberately practical and vendor agnostic, and we deliver mandatory training on the risks and opportunities with Generative AI alongside technical user training before licences are deployed for generative AI tools. We also support clients by training on GenAI opportunities and risks, reviewing AI policies and sharing insights from live pilots and real- world implementations.

We are one of a small number of law firms that are members of UKAI (the trade association for UK AI businesses) which gives us direct insight into evolving policy, regulation and market standards. Beth Wells, Innovation Manager at Weightmans, sits on the UKAI Women in AI Working Group.

Catriona Wolfenden, our Product and Innovation Director, sits on the Legal Working Group alongside senior in-house counsel, shaping guidance on the legal implications of AI adoption and feeding directly into UKAI's policy and regulatory response work.

Catriona also sits on the LITIG Benchmarking Working Group, building a standardised approach to assessing AI tool performance across the legal sector. These external groups help us provide insight on emerging issues and good practice rather than just current market positions.

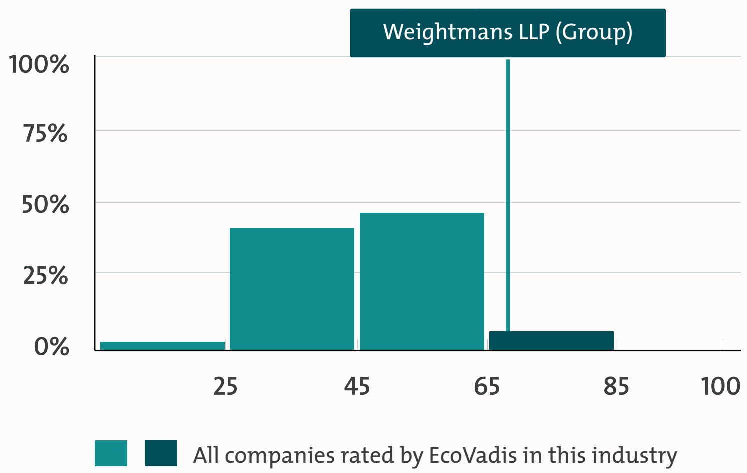
2025–2026 Ecovadis rating

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 97th percentile along with a Gold 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 ethics pillar. We would need to expedite our action plans on responsible procurement and DE&I 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.

GOLD | Top 5%
ecovadis
Sustainability Rating
SEP 2025

Overall score distribution



WEIGHTMANS LLP (GROUP) is in the top 2% of companies rated by EcoVadis in the Legal and accounting activities industry.

"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

Policies on fraud and economic crime

The Economic Crime and Corporate Transparency Act (ECCTA) introduces a corporate criminal offence of failure to prevent fraud. Under this offence an organisation may be criminally liable where an employee, agent, subsidiary, or other associated person, commits a fraud intending to benefit the organisation and the organisation did not have reasonable fraud prevention procedures in place.

We already have professional obligations to act with honesty and integrity at all times and everyone in the firm, whether a qualified solicitor or not, must abide by these principles. ECCTA makes it clear that we must all remain alert to prevent fraud and raise concerns if we have any suspicions.

The policies we have therefore introduced will help our staff and stakeholders understand:

- What fraud is.
- What to do if you suspect fraud.
- How fraud and our procedures fit into the wider economic crime landscape.

The new policies introduced during FY 25-26 are as below.

- **Economic Crime Policy:** to help us comply with a) the Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017 (as amended), including provisions relating to Proliferation Financing, b) Proceeds of Crime Act 2002 (POCA), c) Terrorism Act 2000 d) Sanctions and Anti-Money Laundering Act 2018, e) Fraud Act 2006, f) Criminal Finances Act 2017, g) Bribery Act 2010, h) Economic Crime and Corporate Transparency Act 2023 (ECCTA), and I) Economic Crime (Transparency and Enforcement) Act 2022. These laws collectively form the core framework for: Anti-Money Laundering (AML), Counter-Terrorist Financing (CTF), Sanctions Compliance, Bribery and Corruption Prevention, Fraud Prevention, Asset Recovery and Proceeds of Crime and Corporate Transparency and Economic Crime Prevention.
- **Failure to Prevent Fraud – risk assessment and policy:** to describe our risk management process in relation to fraud and economic crime in line with ECCTA regulation.
- **Anti-Fraud Policy:** to state firm's zero tolerance on breaches of business practices and gives practical examples of where fraud may arise in our business and explains what we must do if we become aware of any fraudulent behaviour.

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 2025-26.
- 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 partners and 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 2025-26, the firm had no incidents of corruption, thus no dismissed/disciplined people, terminations of business partners or public legal cases.

Case study: Lexcel


TheLaw Society

Lexcel

Weightmans LLP

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

Accredited
LEXCEL
PRACTICE MANAGEMENT STANDARD
The Law Society

Louise Hanson

LOUISE HANSON
Executive Director of Member Experience

Valid from: 31 October 2025
Valid until: 30 October 2026
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 key areas such as:

- 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).
- Economic crime and anti-fraud policies.
- 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, anti money laundering (AML), corruption risks and discrimination).
- Regards for equal opportunities, diversity and inclusion, 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 and safety of workers, and anti-bulling and harassment policy.
- Environmental and climate risks management.
- Data protection, GDPR compliance and information security.

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

Total suppliers (actively managed)	137
Total actively managed suppliers who have signed Code of conduct	77.4%
Annual supplier reviews and assessment	99.3%

The above table shows our performance as FY 2024-25

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.
- Refurbished laptops from Circular Computing (case study).

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.

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."

Case study: phased roll out of refurbished laptops completed (Supplier: Circular Computing)

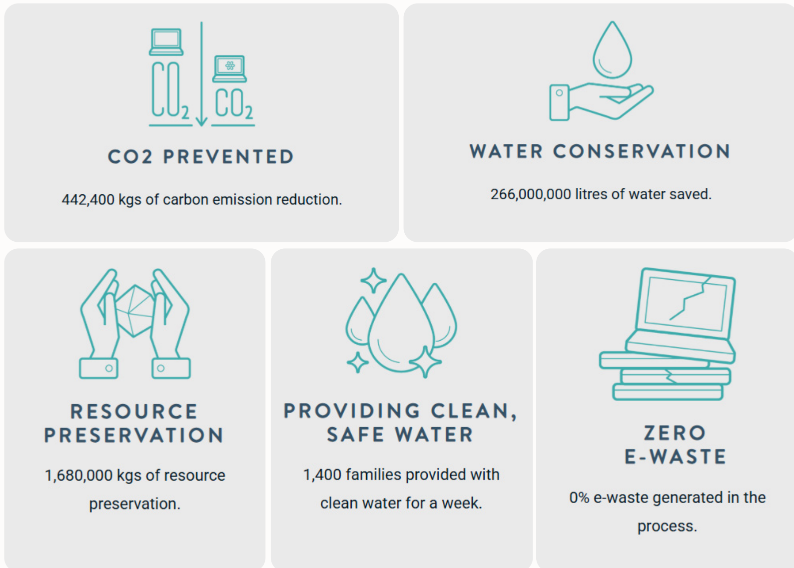
- We recognise that IT procurement presents a significant challenge in meeting sustainability and ESG objectives. Traditional laptop manufacturing contributes substantially to carbon emissions, resource depletion and e-waste, amplifying environmental concerns.

- Our people require technology that enables them to maintain business efficiency, uphold quality standards and align with their stated commitment to environmental responsibility. One key priority for us has therefore been to ensure our devices are 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 the CO2 emitted by our remanufactured laptops is only 6.34% compared with an average new laptop, offering a practical solution to reduce the environmental footprint of our IT.

'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 achieving net-zero GHG emissions across our entire value chain by FY2045 over FY 2024 baseline.

Following validation by the Science Based Targets initiative (SBTi), Weightmans LLP is pleased to announce that our near-term and net-zero greenhouse gas(GHG) emissions reduction targets have been assessed and approved as being aligned with climate science and the goals of the Paris Agreement.

Our net-zero by 2045 commitment covers our direct operations and the emissions associated with our wider value chain, reflecting our responsibility to reduce our environmental impact across the business.

To achieve our net-zero commitment, we have also established long-term science-based targets to reducing absolute Scope 1 and Scope 2 greenhouse gas emissions by 95% by FY2045 and reducing absolute Scope 3 greenhouse gas emissions by 90% by FY2045 recognising that meaningful climate action must extend beyond our direct operations and into the goods and services we procure and the partners we work with.

As part of our pathway to net-zero, we have established science-based, near-term targets to reducing our absolute Scope 1 and Scope 2 greenhouse gas emissions by 80% by FY2035, increasing our active annual sourcing of renewable electricity to 100% by FY2030.

This transition will play a key role in reducing the carbon footprint of our operations while supporting the wider decarbonisation of the energy system. We also commit to reducing our absolute Scope 3 greenhouse gas emissions by 37.5% by FY2035. Scope 3 emissions represent the majority of our footprint and include emissions associated with our supply chain, purchased goods and services, business travel, employee commuting, and other value chain activities.

Financial year April 2024 to March 2025

Emissions	Total (tcCO2e)
Scope 1	84.85
Scope 2	255.89 (location based = 334.89)
Scope 3*	5808.21
Total Emissions	**6148.95**

*Total emissions include all applicable categories (categories 1, 3, 5, 6, 7, 8 and 13) defined in the GHG Protocol Corporate Value Chain Accounting Reporting Standard. These include aspects such as purchased goods and services, upstream & downstream leased assets and energy related activities that are not included in scope 2 emissions.

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).
- Use of teleconferencing software to avoid business road mileage.
- Adoption of an Energy and environmental management policy.
- Policy to switch to refurbished equipment.

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', hard-to-remove, emissions by off-setting using credible schemes in line with guidance from SBTi.

Reporting Year: Financial year 1 April 2025 to 31 March 2026

Emissions	Total (tcCO2e)
Scope 1	33.3
Scope 2	244.4 (location based = 323.8)
Scope 3*	77.3

*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 by October 2026.

Note: Scope 1 emissions reduced by 60%, scope 2 (market based) reduced by 4.5% and scope 2 (location based) reduced by 3.3% compared to previous year.

Intensity KPIs

Reporting parameter	FY 2025-26	FY 2024-25
Scope 1+2 emissions (tCo2e) per FTE (market based)	0.18	0.23
Intensity ratio: Total tCO2e/ £milllion turnover (location based)	2.69	3.43
Intensity ratio: Total tCO2e/ £million turnover (market based)	2.2	2.88

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%
Cardiff	Clockwise Cardiff	Clockwise Cardiff
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 = 1556 Tons in FY 2025-26

Reporting Parameter	Reporting Year: 2025-26	Reporting Year: 2024-25
Energy consumption used to calculate emissions	2,084,631 kWh	2,375,041 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	Yes
Nottingham	No

- **Electricity and gas** 'absolute' consumption decreased by 14% compared to the previous reporting period.
- **Business miles** travelled per £m turnover reduced to 1.9 (from 1.98) compared to the previous period, which is 45% below the 19/20 baseline year.

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.

More information available here

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

Support for communities and pro bono

CSR activities in each Weightmans office are overseen by the local CSR committee and the Regional Office Head. They meet monthly to discuss upcoming events, projects and ideas, and work together to coordinate fundraising and other initiatives.

Each office is also allocated a pot of funding to support either individual or team-based charitable activities, such as ruffles and quiz nights.

We provide up to two working days (or pro rata) paid leave per financial year to enable our staff to take part in local charitable/social enterprise volunteering activities. Our fee earners may also count approved pro bono work towards their billable hours target by way of our Pro Bono Fund.

Peter Forshaw, Partner and national Lead for CSR and Pro Bono, and Peter Wake, Senior Partner and Board Sponsor, are responsible for the firm's CSR programme.

FY 2025-26: our commitments in numbers

2,802 of volunteering hours.

1,765 hours of pro-bono work.

43% increase in pro bono hours compared to the previous financial year.

5% increase in Law Clinic volunteering hours.

'For us at Weightmans, CSR is a firm-wide commitment to embedding purpose, integrity, and positive impact across all our locations. Success is measured in figures but especially in the difference we make for people, communities and the environment.

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.'

Peter Forshaw, Partner and national Lead for CSR and Pro Bono

Charities we supported for FY 2025–26

SSF – Transforming young lives through sport

acorns – Your local children's hospice

GMYN – Greater Manchester Youth Network #YoungPeopleCan

Newcastle West End foodbank

Manchester Central foodbank

Clatterbridge Cancer Charity

Dreams Come True

Candlelighters – Together we Can fight children's cancer

Insurance Industry Charitable Foundation

Spotlight: Weightmans and the IICF

IICF Gala Dinner and fundraising

This special evening brought together nearly 200 colleagues from across the insurance sector to recognise and celebrate the industry's collective community impact.

The event helped raise £115,000 for the IICF's community grants programme. Several colleagues at Weightmans are heavily involved with IICF, including our Head of Insurance Kieran Jones, Insurance Partner and CSR Lead Peter Forshaw, Insurance Principal Associate Stephanie Wilson, and Insurance Associate Vanessa Banjo.

Step Challenge 2025

160 Weightmans colleagues took part in the 2025 Step Up Challenge, logging their daily steps with many other organisations across the globe to support the work of the IICF.

A record number of teams took part in the initiative, making Weightmans the business with the most teams involved in the challenge!

Spotlight: Weightmans took on Snowdon for charity!

A team of 52 people from across our offices took on the incredible challenge to hike up Snowdon, all in the name of charity. The most determined and enthusiastic summited Snowdon three times within a gruelling 12-hour period, hiking six different routes up and down the mountain, walking just shy of a marathon and taking on a total ascent of over 2,700 metres.

The Managing Partner and other senior leaders participated in the challenge alongside colleagues which brought people together for a physical challenge and several worthy causes, for a total of **£18,186.21** raised.

Our key CSR partnerships

We support Action Tutoring, a charity that supports pupils in primary and secondary schools who are eligible for free school meals or may face disadvantage otherwise.

In the 2025-26 financial year, tens of our colleagues volunteered their time and skills as tutors, supporting pupils in year 6, 10 and 11 across the UK (both virtually and in person).Furthermore, our firm saved the charity an estimated £12,500 with free monthly office space in Liverpool and Manchester. This figure is calculated based on 22 days (11 in each site) at the price of hiring a room in co-working spaces. Not only did this save the charity vital funds which could instead go towards supporting young people, but it also enhanced connection and face to face interactions for pupils, tutors and regional staff.

ACTION TUTORING

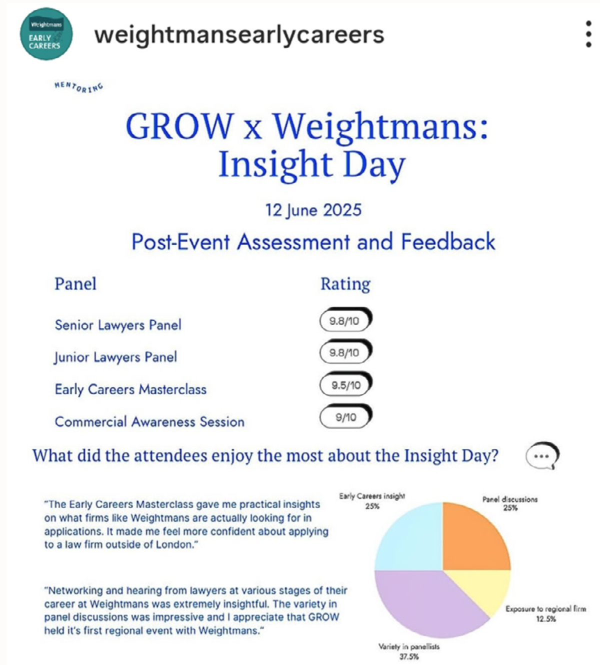
We are partners of GROW Mentoring, a charity with diversity, inclusion and social mobility at its core. Through mentoring, we work together to empower the next generation of aspiring lawyers and support students from disadvantaged backgrounds.

In the 2025-25 financial year, we had 34 successful pairings and over half of the students and trainees involved were female. In the cohort:

- 20% identified as LGBTQ+.
- 41% were from a minority ethnic group.
- 44% were first generation university students.

We also hosted a Regional Insights Day in Manchester, which featured panel discussions with both junior and senior lawyers, as well as commercial awareness training, an application masterclass and networking.

GROW MENTORING



CSR Spotlight: Everton in the Community

We are one of the key partners of Everton in the Community, which support marginalised communities and underprivileged children in Liverpool, where our head office is.

Our Internship Into Law, launched in 2023, is a remunerated programme (which also includes expenses) that provides young people entitled to FSMs aged 16-18 with the opportunity to shadow for a week several legal teams and gain valuable insights into career paths and specialisms they may wish to pursue. Those who attend the programme can bypass the first two stages of the application process for our early careers' roles, hence entering a pool of 40-50 candidates rather than 1500-2000 and increasing their chances of success.

In July 2025, 7 pupils from EiTC took part in the programme in our Liverpool office, spending time with different teams and getting exposure to a variety of live case work. They also simulated a mock assessment and attended presentations from a Board member and other senior lawyers.

"We are extremely proud of our partnership with Everton in The Community. The Internship into Law programme is about opening doors, offering practical understanding and ensuring that bright and talented young people feel they can consider a career in law."

Denise Wright, Early Careers Manager at Weightmans

In 2025, we also supported EiTC and our local community with:

- A pop-up swimming pool to ensure over 400 children who otherwise could not afford the costs, could learn how to swim and stay safe in the water.
- Music sessions for children with ADHD, to help bolster attention and focus, reduce hyperactivity and strengthens social skills.
- Professional football coaching for girls aged 8-14, to support grassroot talent development.

These were all 'innovations', i.e., activities the charity had never ran before, and which we funded using client balances we were unable to return.

EiTC also report that the social value impact of every £1 donated is £29.86.

Muhilashi Ravindrakumar who was one of the EiTC interns from the 2024 cohort, successfully secured with us a Solicitor Degree Apprenticeship which commenced in September 2025. We are extremely proud of this success story as it demonstrates the transformative impact of our programme.

Everton in the Community

Early Careers and social mobility at Weightmans

In 2025, we created a new section on our website to position our approach to **Social Mobility** and outline our focus and key activities. This new page expands on the existing **Early Careers in Law** page. We also started an internal Social Mobility Network, where colleagues across teams provide support with both external activities such as career fairs, and internal initiatives like workshops and presentations for our EC programmes with insights on personal journeys and lived experience.

Our focus on widening access to the profession and developing future talent continues to deliver great impact. Key highlights for the FY 2025-26 are as follows:

Social Mobility Index

We reached our highest-ever position on the **2025 Social Mobility Employer Index**, securing 15th place and proving the positive impact of our outreach, advocacy and recruitment work in this space.

Step into Law work experience programme

This is a collaboration of six Liverpool-based law firms to provide three days of quality work experience to local students from non-selective state schools. In 2025, we hosted 15 pupils in our head office a part of this initiative

Our Legal Insights programme

This is open to anyone interested in a career in law. We offer online sessions and deliver skills and knowledge-based training to meet the objectives for secondary school students. In the FY 2025-26, 754 young people attended our online sessions, and 20 of them were successful applicants who completed the programme with a four-day in person placement.

Summer Vacation scheme

This is a week-long paid placement at one of our offices for undergraduates (first year for law students and second year for non-law students). With an allocated a buddy, young people attend training and skills workshops designed to develop their understanding of how the business works and what life at a top-40 law firm is like. In June 2025, we hosted 13 students across our offices.

Our new collaboration with Leaders in Community

In April 2025, we started collaborating with Leaders in Community, a youth-led charity operating in Tower Hamlet, London, which introduces underprivileged youth living in the borough to careers in law. This new partnership was prompted by Jonny Boyd, a trainee solicitor in our London office who used to volunteer at the LiC community centre. Our first event was with GCSE and first-year university students to raise awareness on routes into law. We also ran a follow-up webinar and hosted a talk in our London office.

Early Careers: stats and figures

250: total number of trainees, apprentices, and paralegals across our 10 offices in England, Scotland and Wales for the FY 2025-26. Of these junior roles:

- 78% were female.
- 33% were from a minority ethnic group.
- 11% were from the LGBTQ+ community.
- 7% declared a disability or neurodivergence.

Case study: Molly's story

Molly Fletcher is the first solicitor at Weightmans to qualify with the Solicitor Degree Apprenticeship route.

Molly joined us in 2021 after finishing a paralegal apprenticeship at a different firm. She completed the final four years of her Solicitor Degree Apprenticeship with us, achieving a first-class law degree and excelling in both SQE1 and SQE2 with top quintile scores. Throughout her apprenticeship, Molly gained valuable experience in healthcare, Police, Large Loss, Risk and Compliance, and Regulatory, which is now her chosen area of qualification.

This is an outstanding accomplishment and a fantastic success story. We can't wait to watch Molly's career flourish at Weightmans.

Spotlight: the Raise Up Youth Summit

We were delighted to be headline sponsors of the Raise Up Youth Summit, an event that brought together young people and employers from across the Liverpool City Region to explore how collaboration can tackle youth unemployment and drive inclusive growth.

Alongside the inspiring fireside chat with Sara Davies MBE, led by our Managing Partner Sarah Walton, other speakers included former England footballer and Football for Change co-chair Jamie Carragher, and BBC journalist Ashley John-Baptiste, who encouraged young people to embrace their individuality and see challenges as opportunities for growth rather than obstacles to success.

The summit closed with a call to action for employers across the city region to join the movement and help open doors for young people facing barriers to work.

More on our website: Weightmans support Raise Up Youth Summit | Weightmans

Culture and People: once again recognised as a Top Employer

For the 19th consecutive year, we were awarded by the Top Employers Institute for our outstanding workplace culture and ranked at the 8th position in the UK's Top 10.

This globally renowned accolade recognises and celebrates outstanding people-centric policies and practices that support positive workplace environments around the world.

Organisations are assessed on key domains including policies and strategy, work environment, talent acquisition, learning, diversity, equity & inclusion, and wellbeing.

More information here.

"It's a fantastic achievement and a strong endorsement for us, which reinforces our commitments to make Weightmans a great place to work. We are truly proud."

Helen Taylor, HR Director

top EMPLOYER United Kingdom 2026
FOR A BETTER WORLD OF WORK

Our key people policies

All our policies are reviewed annually to ensure provisions and procedures remain relevant to our people and align with most current legislation and inclusion best practice. Key policies include:

- Diversity and Inclusion Policy.
- Enhanced Maternity policy (with 13 weeks full pay followed by 13 weeks half pay, and statutory mat leave afterwards).
- Enhanced Paternity policy (with two weeks full pay).
- Enhanced adoption policy (aligned with the above).
- Miscarriage and Baby Loss policy (as signatories of the 'Pregnancy Loss Pledge').
- Neonatal policy: introduced in 2025, to provide additional paid leave to parents whose babies require neonatal care.
- Parental Leave policy.
- Shared Parental Leave.
- Flexible Working policy.
- Hybrid Working policy.
- Health and Safety policy and procedure.
- Overtime policy.
- Compassionate Leave Policy.
- Trans Inclusion Policy.
- Dignity at Work and Grievance procedure.
- Menopause Policy: this aims to facilitate an open, understanding and comfortable working environment. The policy encourages flexibility and adjustments, and it also includes signposting to additional support. Following internal consultation, from 2026 we started to offer specialist clinical menopause support with BMS (British Menopause Society) accredited consultants through our Private Medical Insurance.
- Inclusive Salutations policy: introduced in 2025 and owned by our Managing Partner, this new policy supports our commitment to inclusive communications, and introduces gender-neutral collective greetings in our written correspondence to clients and other external parties.

Diversity, Equity & Inclusion

In July 2025 we launched Weightmans DE&I Roadmap, a holistic framework that supports our purpose See the Possibility, aligns with the values of our firm and its material topics, and ensures that DE&I fully delivers on our strategic priorities.

Our DE&I commitments span across four inter-related pillars, which focus on: the full employee life cycle, employee experience and firm culture, learning and role modelling, and social value for internal and external stakeholders.

To deliver on our commitments, we consider four strands of focus and take an intersectional approach for greater relevance and impact.

Our 2025-28 diversity targets were consulted on internally and approved by the Board. These are core Key Performance Indicators (KPIs), to drive greater diversity and representation firmwide as well as at fixed share partner and equity partner levels.

Figures as of 31 March 2026, indicate that we have already met our gender target for fixed share Partners, and are making good progress on other targets. More details on the diversity of our firm are also available on our website: **Diversity, Equity and Inclusion | Weightmans.**

We are also proud to report that in the FY 2025-26; 59 people were promoted at various levels in our firm. Of these (and based on 86% average of self-disclosure rate), 61% were women, 13% were from a minority ethnic group and 8% were from the LGBTQ+ community.

Gender	Target for 2028	Latest Progress 2026	Progress as of March 2025
Equity Partners	30%	20%	15%
Fixed Share Partners	45%	46%	43%

Ethnicity	Target for 2028	Latest Progress 2026	Progress as of March 2025
Firmwide	15%	11%	10%
Equity Partners	8%	4%	4%
Fixed Share Partners	10%	7%	5%

LGBTQ+	Target for 2028	Latest Progress 2026	Progress as of March 2025
Firmwide	10%	5%	5%

Disability	Target for 2028	Latest Progress 2026	Progress as of March 2025
Firmwide	10%	6%	6%

WE SUPPORT UN GLOBAL COMPACT

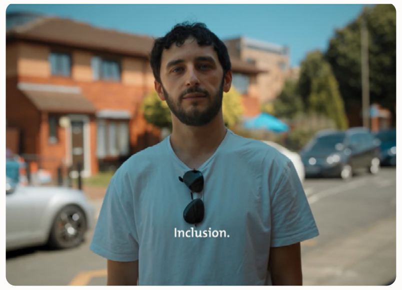
Principle 6: Elimination of discrimination in respect of employment.

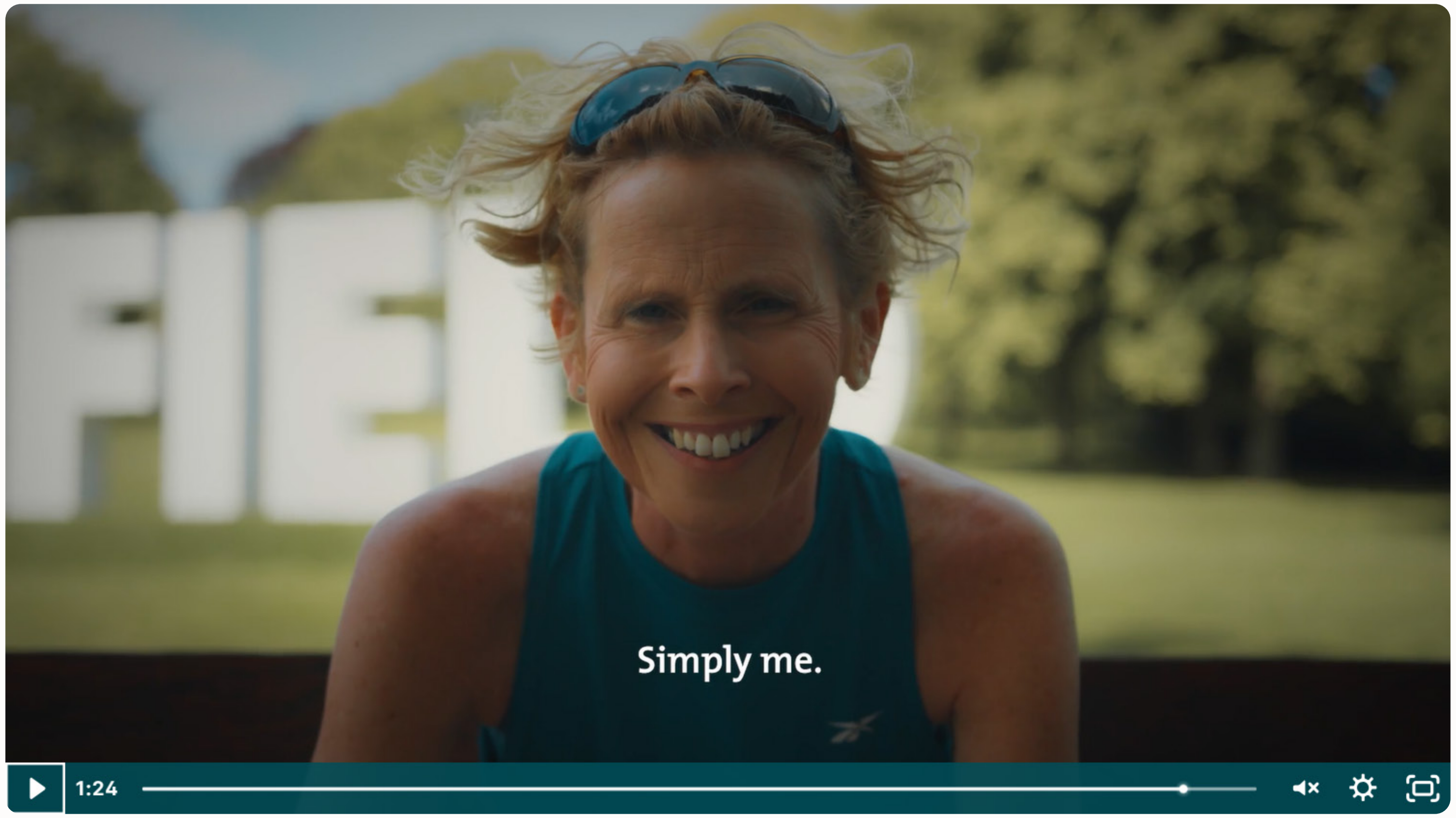
Simply me campaign

In July 2025, we also launched the **#SimplyMe campaign**, which we ran throughout the summer in our internal and external channels. The campaign featured diverse voices and identities from across our firm, to showcase how DE&I is a core component of our purpose See the Possibility, and organisational culture.

Watch the campaign and read the transcript.

"Whilst some say it, we live it."





See the Possibility for our people: our Leadership Development Academy

Our Leadership Development Academy is a transformative nine-month programme that blends interactive modules and firm projects, to enhance strategic thinking and equip future leaders with the skills they need to drive high performance and succeed. The Academy supports Pillar 1, 2 and 3 of the DE&I Roadmap.

The 2025-26 programme included three cohorts, from Solicitor (and equivalent level) to Principal Associate (and equivalent) for a total of 72 people.

Participants in the Leadership Academy, were:

- **57%** women.
- **22%** from a minority ethnic group.
- **7%** LGBTQ+.
- **7%** with a disability or neurodivergence.

Of those who were promoted last financial year, 18% had completed the Academy. This demonstrates the important return on investment of the Leadership Academy for our people and firm.

✦ Engage

Eligibility

Anyone up to and including Solicitor and equivalent.

✦ Empower

Eligibility

Associate level or equivalent.

✦ Excelerate

Eligibility

Principal Associate level or equivalent.

Our Career Mentoring Programme: making a difference and growing together

Our Career Mentoring Programme is designed to foster mutual growth, exchange knowledge and build strong professional connections for both legal teams and business services. Crucially, the programme supports the development and career progression of all our people, feeding into both Pillar 1 and 3 of the DE&I Roadmap.

Our 2025-26 cohort involved 34 cross-departmental matches who were paired for six months.

Mentors included Partners, Directors, Principal Associates, as well as senior colleagues in IT, HR, and Marketing.

Mentees included Associates, Paralegals, Solicitors, Credit Specialists, Web Developers, Legal Engineers, Campaigns Executives, and Bid Writers.

Over 70% of the mentees were women, and approximately 20% were from an ethnic minority group.

Mentoring

'Joining the Weightmans mentoring programme allowed me to take active steps in advancing my career. My mentor was attentive to my goals, pushed me to further develop my skills and signalled areas of improvement. Thanks to this mentorship, I was able to secure a training contract.'

Rocsan Ohenhen, Paralegal in Liverpool mentored by one of our female Partners

Conscious Inclusion: our DE&I programme of learning

Key memberships and collaborations

Women in Law Pledge
Signatory

Business Disability Forum
Member

Black Solicitors Network
Member

Diversity+ Law Academy
Partner

Power Collective CIC
Partner

Stonewall
Proud Employer

Under the banner of Conscious Inclusion and in close collaboration with the L&D Team, our DE&I learning offer has grown significantly to equip people in our firm and sustain engagement and capacity building.

Highlights for the FY 2025-26 include:

- Pilot Inclusive leadership workshop added to our internal Leadership Development Academy and involving over 50 colleagues (Engage and Empower 2025 cohorts).
- DE&I at Weightmans - mandatory induction session for all new starters.
- A series of internal resources co-developed with people with lived experience, to enhance topical understanding within the firm. Guidance focused on Ramadan, Neurodiversity and Religious Diversity and Workplace Inclusion, with more topics to follow overtime.
- Comprehensive Learning Pathways for firm-wide learning to roll out over the next 12 to 24 months.
- Virtual and in-person awareness raising initiatives encouraging informal DE&I learning and counting as CPD (as part of our Responsible Business Communications and Engagement internal plan).
- DE&I principles and intersectionality framework embedded in our internal six-month mentoring programme to support all mentors and mentees.
- Virtual workshop for DE&I Strand Leads, Champions and Network Leads (45 attendees in total) to consider guiding principles around advocacy, stakeholder engagement and resilience in relation to their role and contributions in the workplace.

Case study: our new partnership with Diversity+ Scotland

In 2025 we entered a partnership with Diversity+ Scotland, to strengthen our outreach work outside England. Diversity+ works closely with the Law Society of Scotland and other key stakeholders in the Scottish legal sector to support law students and aspiring solicitors from minoritised and under-privileged groups through mentoring, bespoke learning programmes and cross-firm partnerships. Their focus on the intersections between low socio-economic and minority ethnic background aligns with our firm's commitment to make law more accessible and supports Pillar 4 of our DE&I Roadmap.

In conjunction with the Glasgow University Career Fair, where our Early Careers team and one of our trainees met many Scottish and international students, in October 2025 we hosted a Diversity+ Scotland event to illustrate our traineeship application process, explain what our firm seeks in future talent and share what a typical day for a trainee solicitor at Weightmans looks like.

Diversity+
The Art of Thinking Independently Together

The event involved a number of Weightmans colleagues in Glasgow who offered insights and top tips for success, and it also included highlights on our firm's commitments to DE&I, social mobility and employee wellbeing.

As part of our partnership, two of our Associates and one of our Partners have also become involved in the Law Academy mentoring programme run by Diversity+ Scotland, where they match mentors to mentees for guidance and support in overcoming hurdles, and ensuring the best possible outcomes for students and graduates.

Gender Strand

Highlights

We became signatories of the Women in Law Pledge, formalising our long-standing commitment to invest in our talent pipeline, address gender imbalance in senior roles, and sustain inclusive practices to support women's career progression and wellbeing.

- Two more female leaders were promoted to equity partnership.
- The gender balance of our Board also increased with the appointment of our new Claims Director Caroline Johnson.

For World Menopause Day, we hosted a virtual wellbeing session with Dr Rachael Chrystal, GP and BMS Registered Menopause Specialist. This initiative helped us raise greater awareness on common myths and misconceptions, and how to be better informed as women and colleagues. We also sponsored a local roundtable on menopause awareness organised by the cross-sector professional network Pro-Manchester.

For International Women Day, we shared on social media several quotes and reflections on gender parity from members of our Board. Internally, the Gender Strand Leads shared findings by the World Bank Group from the Women, Business and the Law 2026 report, and hosted a virtual event which featured a multi-generational and cross-office panel where several female colleagues shared experiences and perspectives. Additional initiatives also followed at local level.

At the Northern Power Women Awards 2026, our Managing Partner Sarah Walton was recognised in the Power List, joining a pool of prestigious trailblazers who are shifting the dial towards a more equitable world for women in work. Zakia Tahir, Associate and REACH Strand Lead was also recognised in the Future List, which acknowledges change makers making a difference in their environments and communities.

Spotlight: gender and social mobility

To mark International Women's Day in March 2026, we hosted an all- day event in our London office in collaboration with LTSB, a social mobility charity that prepares and supports bright young people from disadvantaged backgrounds into meaningful roles with major firms.

The event gave a group of 20 young women the opportunity to shadow female case handlers for the day and gain insights into what a day in a leading law firm looks like. Highlights included guidance on career pathways, meaningful conversation about ambition, mentorship and professional development, and closing remarks by our Managing Partner, who joined the event virtually from Manchester and inspired our young guests with the story of her personal journey and success.

'The success of this initiative was made possible thanks to the close collaboration between DE&I and CSR Champions, as well as several of our case handlers who generously dedicated a sizeable part of their day to this important event, bringing to life the spirit of this year's theme Give to Gain.'

Andrew Cromby, Partner and Regional Office Head in London

Disability and Neurodiversity Strand

Highlights

- Following internal consultation and in light of emerging trends, the former Disability and Mental Wellbeing Strand was reviewed and relaunched as Disability and Neurodiversity Strad (with wellbeing maintaining its full cross-strand and firm-wide focus and programme of work).
- A Partner and a Principal Associate were appointed as new Strand Leads.
- Guidance on Neurodiversity Inclusion was co-developed with colleagues with lived experience and launched internally as part of our Conscious Inclusion Knowledge Hub.
- We rolled out ClaroRead, a licensed digital accessibility tool to enhance bespoke support with reading and writing tasks.
- All Team Managers received training on disability inclusion and absence leave.
- We marked Disability History Month and Neurodiversity Celebration Week, with a thought leadership piece on intersectionality, personal sharing and general awareness raising and signposting.
- A reasonable adjustments plan (consulted on and reviewed every six months) was put in place for 28 people in our firm. Examples of adjustments included ergonomic equipment, specialised software, flexible working arrangements, and adjusted working patters.
- Reasonable adjustments were also offered to 10% of the early careers candidates that in 2025 applied with us (including trainee solicitors, apprentices and paralegals).

Spotlight: accessibility audit

Prompted by our newly appointed Disability Strand Lead and in close collaboration with the Facilities Team, we conducted a comprehensive accessibility audit of all our 10 offices across the UK.

Details about the provisions available at our premises have been added on each office page on Weightmans' website. This information is meant to support visitors such as clients and external stakeholders, as well as our own people, for a more positive and inclusive experience.

Partners and marketing were also reminded to proactively signpost guests to our office webpages for full details on site accessibility.

"Most disabled people face accessibility issues, but they can also face added challenges. An intersectional approach to supporting people with disability can minimise negative impact and highlight that everyone is multidimensional. Disability is not one story, and our focus on multiple identities helps us consider lived experience shaped by overlapping characteristics and identities."

Elizabeth Wallace, Partner and Disability Strand Lead

disability confident
COMMITTED

REACH (Race, ethnicity and cultural heritage)

Highlights

- Following an internal call for expressions of interest, we appointed two more Strand Leads.
- Guidance on Ramadan and Religious Diversity and Workplace Inclusion was co-developed with colleagues with lived experience and launched internally as part of our Conscious Inclusion Knowledge Hub.
- In memory of a late colleague, we participated in a sponsored fast raising £1,045 for charity.
- We marked South Asian Heritage Month with several local initiatives and a hybrid panel event with Reena Ranger OBE.
- We hosted a talk with Tomi Komoly, a Hungarian Holocaust refugee, who shared his story and a reading from his book, 'Survival, Escape and New Horizons'.
- Apprentice Solicitor Amaara Latif was awarded the Diversity and Inclusivity Champion of the Year award at the Made in Manchester Awards. Associate Kristian Campbell-Drummond won 'Junior Legal Professional of the Year' at the 2025 Birmingham Black Lawyers Excellence Awards.

Spotlight: Islamophobia Awareness Month

We marked Islamophobia Awareness Month with a virtual panel discussion which explored how contemporary Islamophobia plays out. The event involved Muslim colleagues from across our national offices, who generously shared their lived experience providing everyone with insights into personal stories and everyday challenges.

The firm's Managing Partner and several senior lawyers also attended the event, demonstrating to peers and junior staff engagement with a difficult topic, allyship and inclusive leadership.

'At a time when so many groups across the UK are facing discrimination, hatred and division, it feels even more important that we come together, acknowledge these realities, and stand united against all forms of prejudice.'

Amaara Latif, Apprentice Solicitor and award-winning DE&I Champion

BUSINESS IN THE COMMUNITY
The Prince's Responsible Business Network
Race at Work Charter signatory

LGBTQ+

Highlights

- In collaboration with our partner GROW Mentoring, we hosted a Pride in Practice panel event in London which involved our Strand Leads, and several of our trainees and colleagues. Law students and mentees from GROW were offered a safe space to ask questions on allyship, authenticity both in the workplace and with clients, how to call out harmful behaviour and the importance of LGBTQ+ visibility at leadership level.
- Our Proud2Be Network organised and ran the Weightmans 2025 Pride Quiz, which took place simultaneously across all our offices. This initiative brought a joyful vibe throughout, with a celebration of our LGBTQ+ colleagues and a successful fundraising to support the charity Mermaids.
- Matthew Jones, one of our LGBTQ+ Strand Leads, was shortlisted in the category Inspirational Role Model of the Year at the Honour Rainbow Awards 2025.
- Our firm sponsored the 2025 Pride Ball of Out Together, a charity that supports older LGBTQ+ people across West Yorkshire.
- We participated in the Leeds and Newcastle Pride marches.
- We marked Ace Week, to raise awareness and understanding of asexuality and what it is like to be a minority within a minority group.

Spotlight: Proud Employer Leader

We were recognised as Leader in the new Stonewall Proud Employer Accreditation, confirming our outstanding commitment: Firm sets the standard for LGBTQ+ inclusion in the workplace | Weightmans

The Proud Employer Accreditation is an evolution of the former Workplace Equality Index and provides a structured benchmark to evaluate how organisations create safe, welcoming, and inclusive working environments where every individual is empowered to thrive.

The assessment considered best practice on LGBTQ+ inclusion across eight sections which focused on leadership, affinity groups, the employee life cycle and employee experience, policies and benefits, data monitoring, supply chains and external engagement.

'We are delighted we have been accredited as Leader: this is such a testament of the progress we have made at our firm. This accreditation certainly gives us recognition, but it also motivates us to push further for greater equality, representation and inclusion in the legal sector.'

Matthew Jones, Principal Associate and LGBTQ+ Strand Lead

Stonewall Proud Employer Leader

Proud2Be

Mental health and staff wellbeing

We continue to nurture a supportive organisational culture which encourages sustainable working practices and flexibility, work-life balance, physical and mental health, and emotional and financial wellbeing for everyone across legal teams and business services. Highlights for the FY 2025-26 include:

- Over 60 trained 'Weightlifters' (mental health first aiders).
- Stronger Minds, a specialised mental health and advisory service included in our Employee Assistance Programme.
- Mental health and wellbeing workshops included in the annual Team Managers development days, and focusing on emotional intelligence, coaching mindset and active listening.
- Mental Health Awareness Week 2025: we held sessions in several offices on difficult conversations with family, and how Weightmans can support employees and their loved ones. We also promoted Wear It Green Day and shared staff blogs on the importance of communities for good mental health.
- The five components of resilience added to our firmwide core training and CPD offer. This two-hour virtual workshop was delivered multiple times by our L&D team, to help everyone develop and apply practical resilience strategies such as grounding, box breathing, stress container, emotional regulation, boundaries and recovery habits.
- Over 28,000 CPD hours recorded on our Learning Hub, evidencing the correlation between L&D and employee engagement, job satisfaction and workplace wellbeing. CPD hours can be achieved through on-demand learning, virtual workshops, in-person training, externally run courses and conferences, and our internal development programmes.
- Quarterly monitoring of annual leave uptake, with regular firm-wide internal comms and Team Managers reminders to encourage our people to switch off, rest, and ensure a positive work/life balance and good wellbeing. Specifically, we prompted people to take at least one break of five days or longer (the equivalent hours if part time). We also encouraged everyone to take at least two weeks of annual leave by the end of Quarter two of the financial year, to support wellbeing and a more even distribution of time off throughout months.
- 10 colleagues were trained as Youth Suicide Mental Health First Aiders, and we are now working towards the BS30480 Standard for Suicide Prevention in the Workplace as next step.
- World Mental Health Day 2025, which we marked with yoga practice, mindfulness, personal tips on resilience by one of our Partners in and Head of Emergency Services, and strategies to overcome self-doubt and imposter syndrome.
- Brew Monday in January 2026, with a webinar and resources to encourage people to connect over a virtual or physical brew and add positivity to their winter.
- The new Life at Weightmans page on our website, to showcase our culture and illustrate to job seekers and external stakeholders our employee value proposition.

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.
- Invacuation.
- Slip, trip and fall.
- Housekeeping.
- Manual 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 in the FY 2025-26

2 (first aid cases)	**0** (near miss cases)
33% reduction	400% reduction

'At Weightmans, the health, safety and wellbeing of our people, clients and visitors is fundamental to the way we operate and is integral to our overall business performance

We maintain a robust health and safety framework that includes the identification and assessment of workplace risks, implementation of appropriate control measures, employee training and awareness programmes, incident reporting and investigation, and effective records management. Roles and responsibilities are clearly defined, enabling all stakeholders to contribute to a positive safety culture and support continuous improvement.

Our approach extends beyond compliance, focusing on the prevention of harm and the promotion of safe and healthy working environments across all offices and operational activities. Through regular monitoring, review and engagement with employees, we seek to identify opportunities to enhance our health and safety performance and drive best practice throughout the organisation.

Through effective planning, coordination and communication, supported by our local operational teams and national management structure, we successfully maintained safe operations and continuity of service.'

Lorraine Wells, Head of Facilities

Disclosure of 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	Number of people: 1655 ▪ Full-time: 1312 and part-time: 357 ▪ Temporary: 70 (fixed term basis) and contract: 1599 (permanent contract)
SV-PS-000.B	▪ Hours worked: 2,710,500 ▪ Percentage billable: 31.05 % (absolute hours 1,070,481)

Disclosure of SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response
Data Security	Code: SV-PS-230a.1 Description of approach to identifying and addressing data security risks	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). 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. 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.

Disclosure of SASB Standards

Sustainability Disclosure Topics and Accounting Metrics	Topic	Accounting Metric	Weightmans Response
	Data Security	Code: SV-PS-230a.2 Description of policies and practices relating to collection, usage, and retention of customer information	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: ▪ 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. Appropriate policies and procedures are in place to secure confidential, restrictive information. The controls ensure: ▪ 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 of SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response
Data Security	Code: SV-PS-230a.3 (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	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. We seek to mitigate these risks through our ability to escalate and respond to known and potential risks through our Incident Management processes. 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.

Disclosure of 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	67%	33%
Partners (Equity)	80%	20%
Partners (Fixed share)	54%	46%
All other staff	34%	66%

	White (White-British, Irish, EU, etc.)	Non-white (Black, Asian, Hispanic & others)	Did not disclose
Board	92%	8%	
All staff	74.59%	11.55%	13.85%

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 a Diversity, Equity & Inclusion (DE&I) Steering committee, comprised of Board members, a dedicated DE&I manager 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 program 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 of SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response	
Workforce Diversity & Engagement	SV-PS-330a.2	▪ Voluntary turnover rate: 72% of leavers ▪ Involuntary turnover rate: 28% of leavers	
	SV-PS-330a.3	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%. 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.	**The third party provided benchmark at three levels:** ▪ 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 of 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	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. 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. We also train all our staff on Solicitors Regulation Authority (SRA)'s up to date Code of Conduct. The SRA Principles in this code comprise the fundamental tenets of ethical behaviour that we expect all those that we regulate to uphold. This includes all individuals we authorise to provide legal services (solicitors, RELs and RFLs), as well as authorised firms and their managers and employees.
	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 RLB 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. IPCC SSPs (Shared Socioeconomic Pathways) scenarios were evaluated by the team. 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, and the findings were presented and approved by the ESG advisory group. 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 and 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 has assessed climate-related risks and opportunities across short, medium and long-term horizons, considering both physical risks, such as extreme weather affecting offices, transport, utilities, ICT networks and staff wellbeing, and transition risks, including evolving client expectations, regulatory requirements, supplier emissions, carbon pricing, reputational exposure and the credibility of our net-zero pathway. In the short term, the most relevant risks relate to operational disruption from severe weather events, increased demand from clients for robust ESG and carbon credentials, and the need to improve Scope 3 data quality. In the medium term, risks include changing regulation, higher expectations in public and private sector procurement, increased scrutiny of green claims, and the potential cost and availability implications of transitioning offices, energy, travel and purchased goods to lower-carbon alternatives.

In the long term, the principal risks relate to climate resilience of premises and infrastructure, delivery of our science-based emissions reduction targets, and maintaining credibility as client and market expectations continue to rise.

Alongside these risks, we have identified a number of opportunities. These include strengthening our hybrid-working model and digital services to reduce travel-related emissions and improve operational resilience; using office moves and refurbishments to improve energy efficiency, environmental performance and staff experience; increasing renewable electricity sourcing; improving supplier engagement and procurement processes; and developing ESG, climate-risk, reporting, greenwashing and sustainability advisory services for clients. Our own climate-risk management, SBTi-validated targets, ISO 14001 and ISO 50001 management systems, voluntary SECR reporting and annual Carbon Reduction Plan also support our market positioning, particularly for clients placing significant weight on supplier environmental performance.

The impact on our business, strategy and financial planning is managed through integration of climate-related matters into our ESG strategy, firm-wide risk matrix, procurement approach, office management and client-service model. Climate change and net zero have been identified as material issues for the firm and our stakeholders, particularly because our services form part of clients' Scope 3 value-chain emissions. This has influenced strategic decisions including office consolidation, selecting lower-carbon and better-performing office space, use of hybrid working, digitalisation, travel reduction, energy management, renewable electricity procurement, refurbished IT equipment and supplier ESG assessments.

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. Climate-related risks are identified and assessed as part of this wider risk framework, so that they are considered alongside other strategic, operational, financial, regulatory and reputational risks facing the firm.

The identification and assessment process is led by our Head of ESG, working with relevant internal stakeholders including facilities, HR, finance, IT, procurement, risk and business leadership teams. The process considers both physical risks, such as extreme weather, disruption to offices, travel, utilities, ICT infrastructure and staff wellbeing, and transition risks, such as regulatory change, evolving client and procurement expectations, supplier emissions, energy costs, greenwashing risk, reputational exposure and delivery of our net-zero commitments.

To inform the assessment, the team reviews internal operational data, our ESG materiality assessment, SECR and Carbon Reduction Plan information, energy and emissions data, office and facilities considerations, supplier and procurement information, stakeholder feedback and relevant external guidance. This includes UK Government climate-risk information, the UK Climate Change Risk Assessment, requirements under the Climate Change Act 2008, and guidance on climate-related transition risks, including from the Cambridge Institute for Sustainability Leadership. Climate scenarios, including IPCC Shared Socioeconomic Pathways, are considered to help understand how risks may evolve across short, medium and long-term horizons.

Risks are assessed by considering their likelihood, potential impact, time horizon, business area affected, financial and operational implications, potential client or regulatory consequences, and the adequacy of existing controls. Where material risks are identified, mitigation actions are developed and assigned to relevant management owners. The resulting climate-related risks, opportunities and action plans are incorporated into the organisational risk matrix and reviewed through established governance processes, including oversight by the Senior Partner responsible for ESG, the ESG Advisory Group and, where appropriate, the Board.

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 asses 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 greenhouse gas (GHG) emissions, and the related risks.

We maintain a carbon reduction plan on our website disclosing our scope 1, 2 and 3 emissions. The plan can be accessed through the ESG webpage on our website as below:

Environmental Social Governance (ESG) at our firm

The disclosure document also states our progress against publicly stated commitment to achieving Net Zero emissions across the value chain by 2045. Net zero targets include reducing scope 1 & 2 emissions by 95% by 2045 and scope 3 emissions by 90% by 2045.

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

Following validation by the Science Based Targets initiative, Weightmans LLP has committed to achieve net-zero greenhouse gas emissions across the value chain by FY2045.

Our near-term targets include reducing absolute Scope 1 and Scope 2 emissions by 80% by FY2035, reducing absolute Scope 3 emissions by 37.5% by FY2035, increasing active annual sourcing of renewable electricity from 24% in FY2024 to 100% by FY2030, and maintaining active annual sourcing of 100% renewable electricity through FY2035. Our long-term targets include reducing Scope 1 and Scope 2 emissions by 95% and Scope 3 emissions by 90% by FY2045.

These targets shape financial and operational planning by requiring continued investment in energy efficiency, renewable energy procurement, better emissions data, supplier engagement, low-carbon travel and workplace policies, and credible treatment of residual emissions. Progress is monitored through our SECR disclosures, Carbon Reduction Plan, ISO 14001 and ISO 50001 objectives, ESG governance processes and Board-level engagement.

See the Possibility

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