

Weightmans

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ESG report

FY 2022

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The report is prepared with reference to the GRI Standards Update 2021, material to Weightmans and applicable SASB sector standards for 'professional services'. We confirm that the voluntary disclosures in this report are in line with the UK Limited Liability Partnerships Climate-related Financial Disclosure Regulations 2022.

We're a top 40 UK law firm, with more than 1,400 people working from our offices in Birmingham, Cardiff, Glasgow, Leeds, Leicester, Liverpool, London, Manchester and Newcastle.

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

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

Countries of Operation – UK

Our Structure

- [The Board](#) 
- [Our people](#) 
- [Client services](#) 
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Financials FY 2021/22

Please refer the [Annual Report 2021/22](#) for our financial performance. Our accounts are audited by competent external auditors and overseen by our Risk & Compliance Committee.



Introduction by David and John

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

We have taken a management system approach towards identified material issues wherein we periodically review our plans for advancing actions on material issues with lens of resourcing, competency enhancements, KPIs setting and assurance & review processes to drive continuous improvement. Our firm wide learning programme on ESG and then undertaking team-wise bespoke sessions on ESG for legal professionals have been instrumental in putting material ESG issues for collective action of our people.

John Schorah, Managing Partner
David Lewis, Senior Partner

Climate action is a concern for most of our stakeholders especially our clients and for our people. This report highlights our progress on integrating climate related risks into our firm-level risk matrix – both physical and transition related risks. At operational level, we are pleased to report progress through our management system certifications – ISO 14001 (environment management system) and ISO 50001 (energy management system). For our clients, we recognise that being a supplier of legal services, we essentially form scope three carbon emissions of their overall footprint. And our commitment to become net zero by 2030 and initiatives like partnering through Greener Litigation Pledge (GLP) will certainly be of assistance to our clients who have similar commitments towards climate action.

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



John Schorah, Managing Partner



David Lewis, Senior Partner



About us

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

Our vision and values

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

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

Our values



Radical Transparency



Teamwork & Respect



Enterprise

Awards won

- Top Employer for 16th year running certified by Top Employer Institute
- Best Law Firm for Work/Life Balance, Legal Cheek Awards 2023
- Business Diversification Award, North East England Chamber Business Awards 2023
- Finance team of the year 2023 (20+ people – Cheshire & Merseyside), Finance Awards North West
- Legal Executive of the Year (Ahmed Mangera), Law Society Awards 2023
- Junior Solicitor of the Year (Marcus Blakelock), Leicestershire Law Society Awards 2023
- Family Law Firm of the Year: North, Family Law Awards 2022
- Outstanding employee experience, British Wills & Probate Awards 2022
- Young Practitioner of the Year (David McGuire), British Wills & Probate Awards 2022
- Corporate Lawyer of the Year (Duncan Reid), North East Dealmakers Awards 2022
- Social value award, Cheshire and Merseyside Health and Care Partnership
- Law firm of the year, Northern Law Awards 2022
- Lawyer of the year (Chris Graham), Northern Law Awards 2022
- Team of the Year — Litigation, Manchester Legal Awards 2022
- Large Law Firm of the Year award, The Leicestershire Law Society Annual Awards 2022
- Innovation Trailblazer Award (Stuart Whittle), LegalWeek Innovation Awards 2022
- Best Wills & Trusts Law firm — England, Retirement Planning Awards 2022
- Private Equity/Venture Capital Deal of the Year. North East Business Insider Dealmakers Awards 2020
- Shooting Star (Lisa Schorah) CICM British Credit Awards 2021



Environmental, Social and Governance (ESG) Policy

Scope

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

Environmental Responsibility

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

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

Diverse, Equal, Inclusive & Healthy Workplace

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

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



Environmental, Social and Governance (ESG) Policy

Community relations

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

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

David Lewis, January 2023
(Senior Partner on behalf of Weightmans LLP)

Good governance

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

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

Responsible Procurement

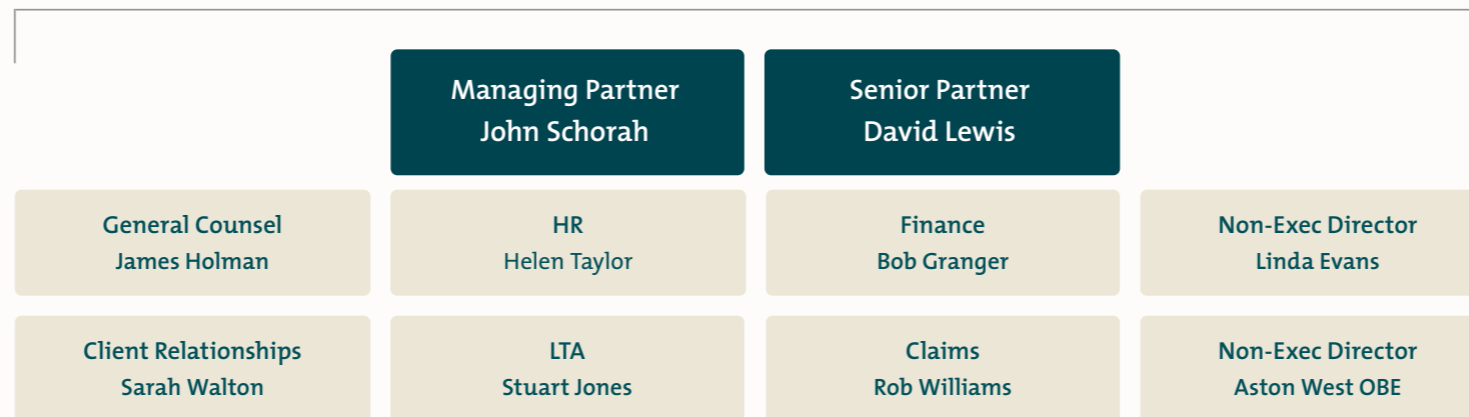
We will source products and services for delivering our own legal services to our clients in a responsible way, by:

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



Our Structure

Weightmans board



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

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

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

Business services provides support to the firm by managing facilities, information systems, data services, HR, learning and development, knowledge management and finance functions (credit control, billing & revenue assurance, legal/management accounts, accounts payable and financial management). Risk & compliance and ESG functions are mapped into business services as they work across departments.

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



The team with ESG responsibilities consists of the following

Managing Partner

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

Senior Partner

David Lewis has been our Senior Partner since May 2018 and has been with the firm since 1985. David's expertise involves offences such as corporate manslaughter, gross negligence manslaughter and breaches of health and safety legislation. In addition, David has experience in environmental, trading standards, food safety and other regulatory enforcement works. In 2016 David completed two terms as a Trustee of NEBOSH (National Examination Board in Occupational Safety and Health), including two years as Vice-Chair and two years as Chair of the Strategy Committee. As Senior Partner, he oversees the ESG programme and is the designated Board member to deliver the ESG integration.

Facilities Head

Lorraine Wells, Facilities is responsible for health & 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.

HR Director

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

CSR Lead

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

General Counsel and Risk & Compliance Lead

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

Lead for Legal ESG Services

Simon Colvin, 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.

ESG Manager

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



Commentary by ESG Manager

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

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

Abhay Srivastava
ESG Manager

This report discloses our key processes in our Procurement function. While aspects like basic ESG due-diligence is in place along with an integrated Code of Conduct for Suppliers, support for smaller and strategic suppliers has been identified as an area requiring further work along with establishing a baseline of ESG performance of our suppliers.

Our materiality assessment led us to the three topics related to our people and the communities we operate in: diversity and inclusion (D&I), gender equity and health, safety & wellbeing. Within Weightmans, gender initiatives are integrated into the wider D&I group, which includes employee groups supported by the leadership, working on race, ethnicity and cultural heritage, along with support groups for LGBTQ+ and for focusing on disability and mental health. In this report, we have disclosed our performance on these material topics.

Through our pro bono and CSR programme, we continue to support vulnerable and less resourced people on aspects such as health, wellbeing, protecting rights of women and girls and homelessness.



Material issues and our Strategic priorities

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

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

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

Our process

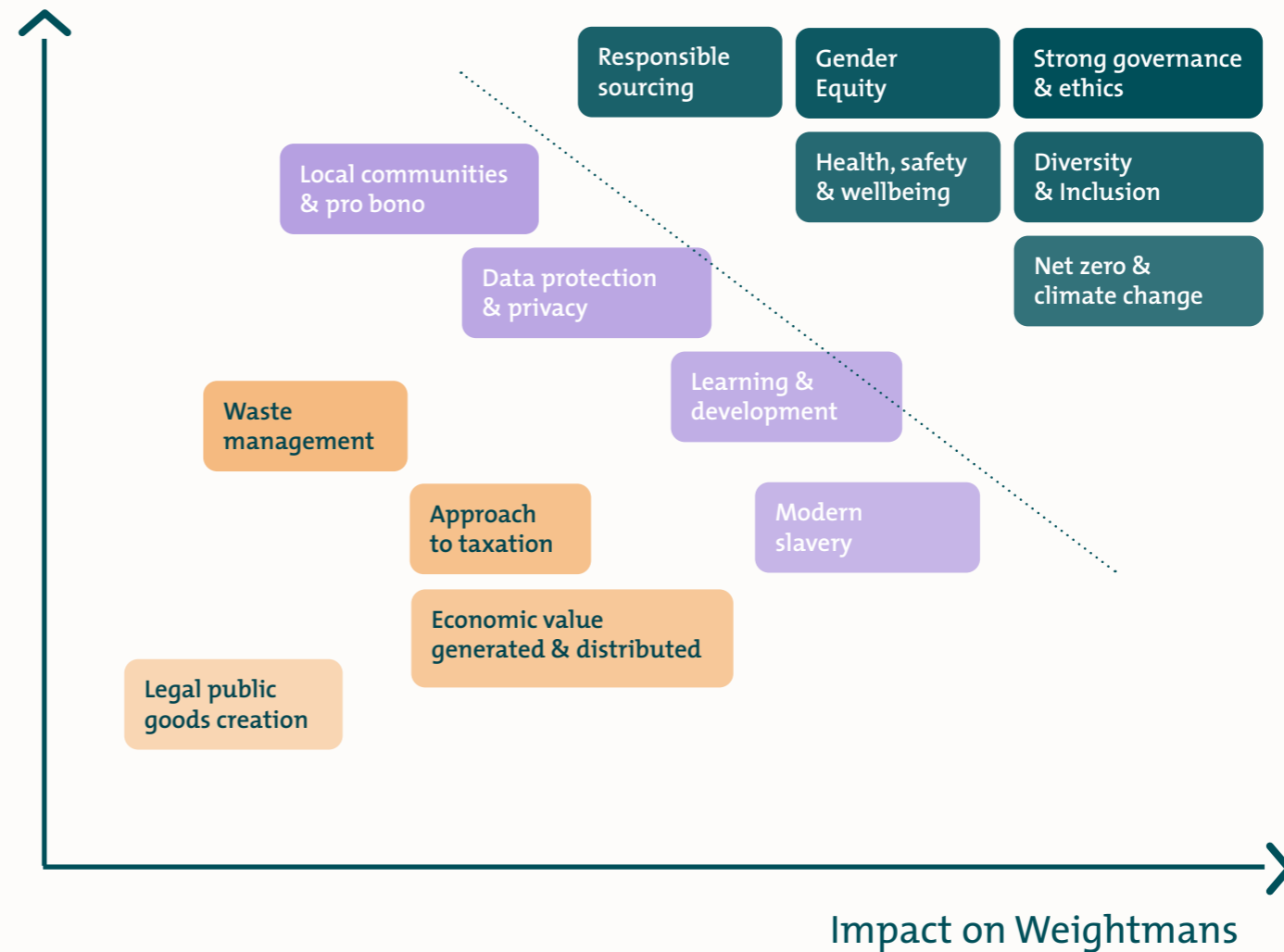




Material issues and our Strategic priorities

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

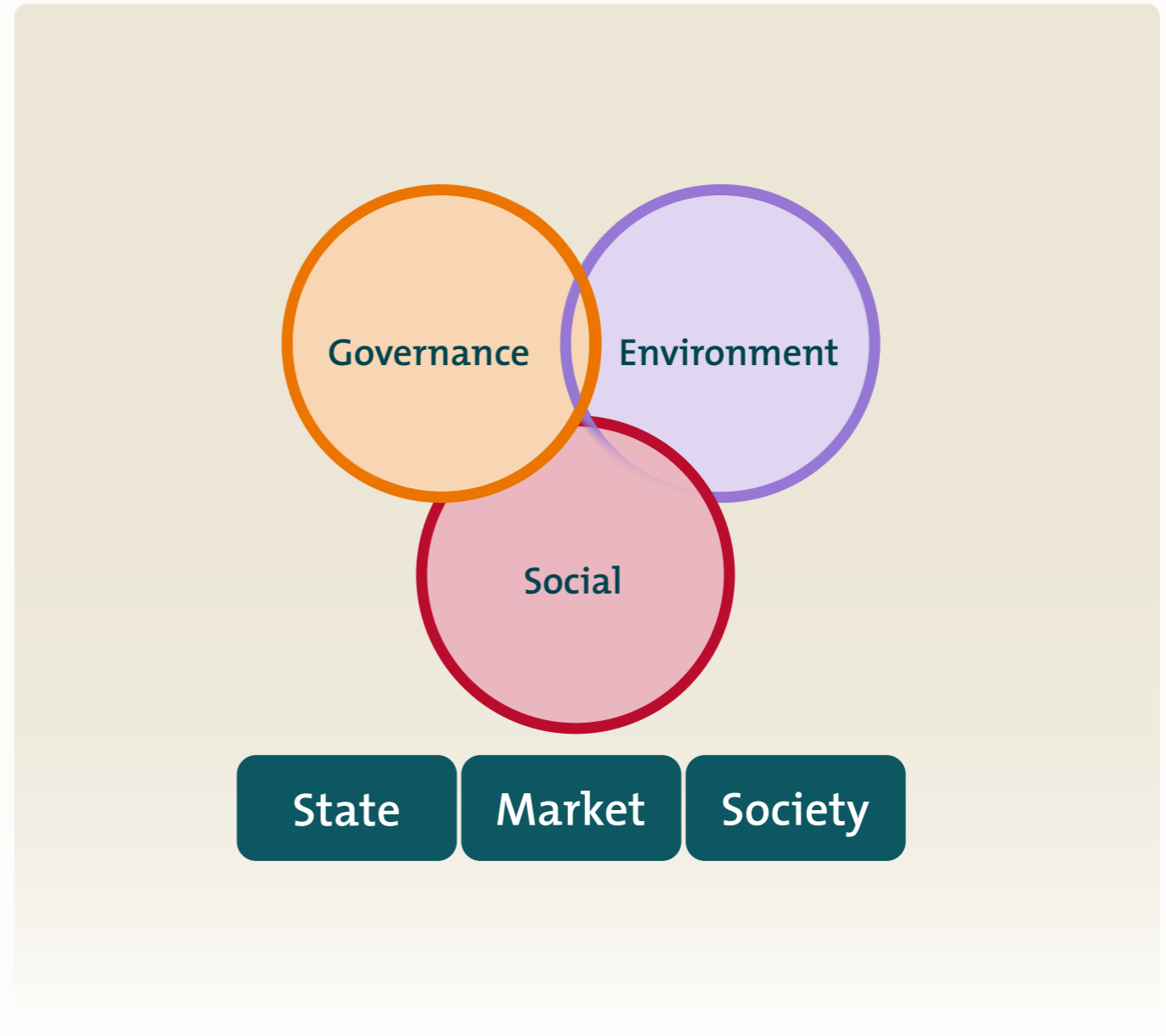
Importance to Stakeholders





Our ESG Principles

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





Key ESG Priorities

For 2022-23, 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

We aim to provide legal services in an environmentally responsible manner, reducing the impacts associated with our operations, and doing our part in the transition to a low-carbon future. We have taken a management system approach (ISO 14001 & ISO 50001) to tackle climate change and become Net Zero by 2030.

Strategic priorities

- Net zero emissions
- ISO 14001 & ISO 50001 management
- Collaboration for low carbon future.

Social



Gender equity
Health, safety & wellbeing
Diversity & inclusion

We have always had a very strong inclusive and collaborative culture working with the communities that we form part of, to help support and engage with our stakeholders to enhance social value creation.

Strategic priorities

- Create diverse and inclusive workplace
- Support people with safe and health work environment
- Improve gender equity at all levels within the firm
- Support our local communities.

Governance



Strong governance & ethics
Responsible sourcing

We put the clients and firm first, and act with integrity and transparency in the interest of our stakeholders, ensuring we have effective mechanisms in place to deliver our legal services in a responsible manner. Our values are radical transparency, teamwork & respect and to be enterprising.

Strategic priorities

- Ensure effective governance functioning
- Conduct in transparent and ethical manner
- Responsible sourcing.



Material topic

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

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



Good governance and ethics

Good governance and risk management is central to the regulatory regime under which we operate. We are committed to ensuring effective risk management within the firm and 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 as follows, with clear ownership and accountability from our Board members and senior leaders at the firm.

Relationship with our people & contractors:

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

The firm maintains multiple policies and procedures to:

- Treat people fairly and respect their rights.
- Promote direct communication and consultation.
- Promote equality of opportunity in our workforce.
- Aim to achieve high levels of employee satisfaction through encouragement, development and training where required.
- Maintain clear disciplinary and grievance procedures.
- Endeavour to ensure that dignity at work and mutual respect are enshrined in our working practices, particularly in the way we behave towards each other.
- We encourage anyone to raise any concerns for the firm to look at, and there will be no repercussions for raising concerns in good faith.

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



Good governance and ethics

Relationship with our clients

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

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

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

The way we work:

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

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

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

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

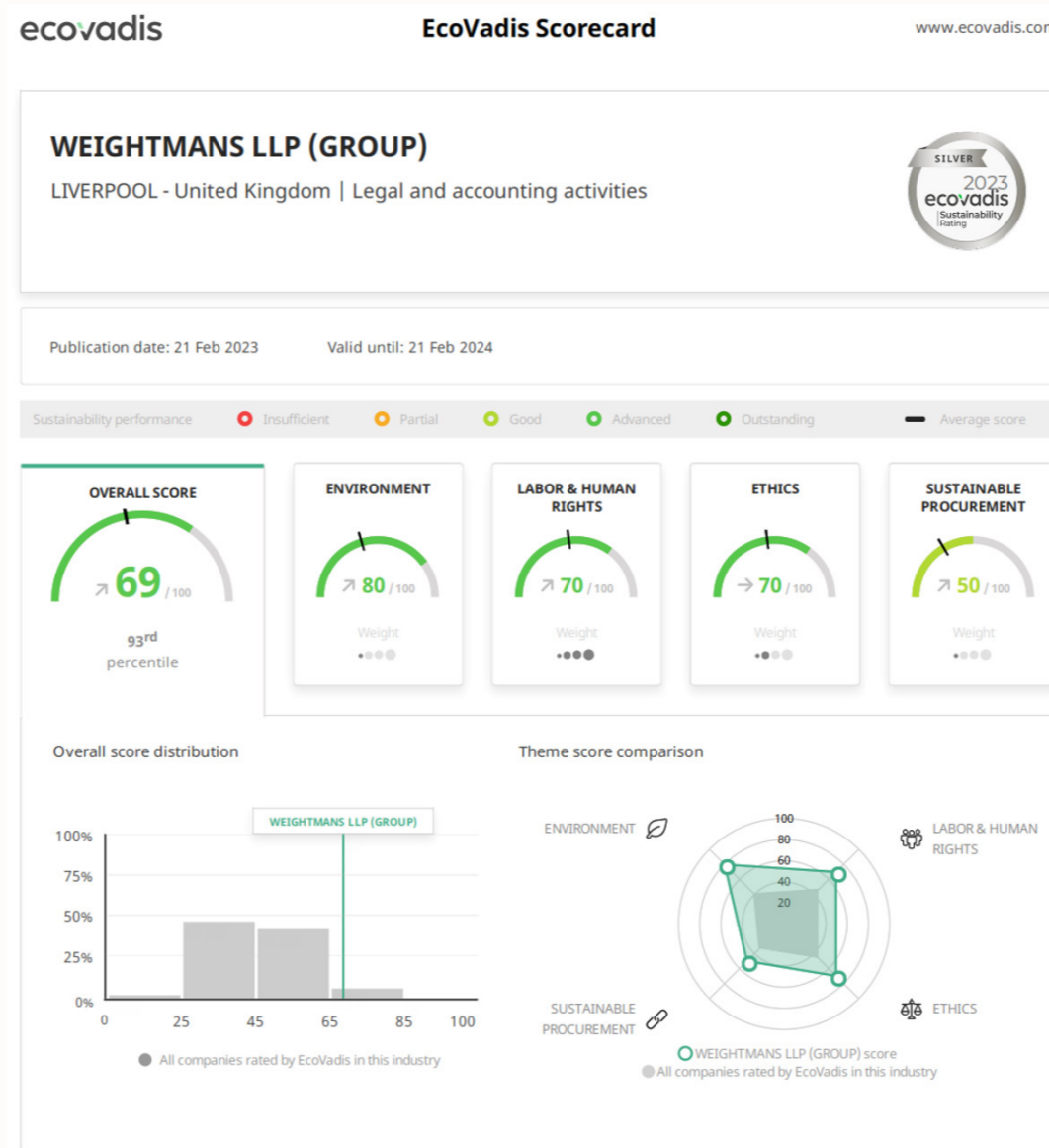
'Our Business Ethics Policy is designed to help ensure we live up to our values, build a relationship of trust with investors, clients and suppliers, and protect our reputation. We also recognise that there are risks inherent in almost every aspect of our practice. It is impossible to remove all risks. 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 & compliance plan.'



Latest Ecovadis rating

Weightmans was rated by Ecovadis on four aspects of ESG – environment, labour & human rights, business ethics and sustainable procurement. We are happy to report that we received 93 percentile along with a Silver rating in this assessment.

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



“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, ESG Manager



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% complaint 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 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 Dun & Bradstreet to manage and deliver verification searches on bribery and money-laundering risks.
- 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 that is by ensuring that no-one engages in or facilitates any form of bribery, corruption or money-laundering. This includes providing adequate training and awareness to all our staff, engaging our Board on key processes and policies and ensuring compliance to our code, legislation and regulations.”



Tackling corruption and money-laundering risks

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

- Our AML firmwide 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 on a monthly basis.

During the financial year 2021-22, the firm had no incidents of corruption, thus no dismissed/disciplined people, terminations of business partners or public legal cases



Case study: Lexcel



The Law Society

**Excellence in legal
practice management
and client care**

Weightmans LLP

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

Louise Hanson
Executive Director of Member Experience

Valid from: 31 October 2022
Valid until: 30 October 2023
SRA ID: 463329

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

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

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

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

James Holman, General Counsel





Responsible sourcing

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

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

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

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

Our Annual Supplier Review Questionnaire (ASRQ) which is to be completed by the suppliers classified as "medium" and "high" risk, revisits above aspects on the annual basis.

We are currently working to strengthen our procurement processes and conduct a baseline of impact assessment for understanding potential negative social and environmental impact of our key 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."



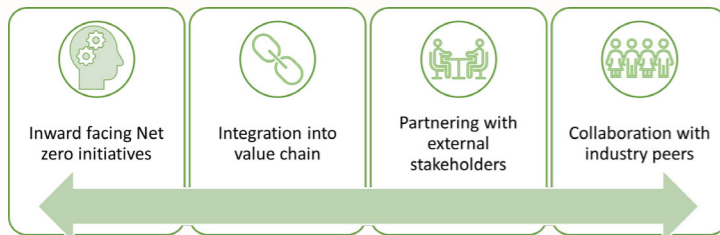
Climate action

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

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

The firm has adopted the 4-pillar strategy set out in the Exponential Roadmap Initiative's 1.5 °C Business Playbook.

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



Weightmans LLP assets associated with its emissions include:

- Leased office premises in Liverpool (head office), Birmingham, Cardiff, Glasgow, Leeds, Leicester, London, Manchester, and Newcastle. All premises are shared with other tenants.
- Back-up generator (Liverpool).
- A fleet of one vehicle. The LLP car choice is restricted to less than 125g CO₂e/km. The remainder of people drive their own vehicles (grey fleet).
- Home worker emissions.
- Outsourced services such as those from external data storage.

Emissions data does not include emissions associated while attending meetings at client premises/ third parties.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

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

Emissions	Total (tcCO ₂ e)
Scope 1	173.34
Scope 2	569.36
Scope 3	485.71
Total Emissions	1,228.41

Baseline year emissions: 1,228.41 tCO₂e. This equates to 11.88 t CO₂e per £m revenue.





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 equate to 270 tCO₂e, a **32% reduction** against the 2019 baseline and the measures will be in effect when performing the contract.

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

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 suppliers.

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

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.

Reporting Year: Financial year 2021/22

Emissions	Total (tCO ₂ e)
Scope 1	185.97
Scope 2	353.51
Scope 3*	32.18
Total Emissions	571.66

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



Case study: The Greener Litigation Pledge (TGLP)

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

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

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

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

Weightmans Greener Litigation Group’s objectives are as follows:

- Help reduce the environmental footprint and GHG emissions of our practice in litigation and more generally working towards net zero.
- Promote environmentally sustainable options so that they become the default position.
- Support TGLP’s work on various committees and steering groups.
- Encourage participation from the 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, suppliers and service providers. We are committed to developing a framework as part of the Greener Litigation Project to manage emissions in this part of legal services, actively promoting practical steps in litigation in which we are involved, which serves to reduce the environmental footprint and emissions arising from any dispute resolution or litigation we conduct.’

Navdip Wilson, Partner



Case study: Co-location report

As the UK transitions to net zero, the energy generation mix will become increasingly dominated by intermittent renewable generators, thus promoting a need for greater flexibility within the energy system. Setting up a new site, especially for storage assets, is currently a long and often costly process. But by co-locating a new asset with a pre-existing one, the set-up process can be made both cheaper and faster.

Weightmans partnered with Cornwall Insight to produce an insight report to inform industry wide players of the large pipeline of co-located assets set to come online across the next decade, with an increasing trend of large-scale energy parks, which combine several of the co-location types discussed in this report behind one grid connection, and district energy networks, where large-scale property developments are designed in tandem with the provision of low-carbon energy and heat.

The report covers key benefits of co-locating, from costs savings, faster grid connection, revenue stacking, planning permission and optimisation to insurance.

Please visit Weightmans website to download your [free copy](#).



'As our energy system transitions to one with ever greater reliance on renewable power generation, with the intermittency and need for flexibility that comes with it, there will be increasing focus on how we can maximise the capacity and efficiency of those renewable assets. Co-location is expected to have a significant role to play in the optimisation of our energy assets, and this report provides a useful analysis of the opportunities and challenges associated with co-location.'

Our national energy team works closely with organisations involved in the energy sector, including large utilities, project developers, investors and funders, new energy services companies, and major energy consumers. We have a deep understanding of this fast-moving sector, including the complex regulatory framework, and have notable expertise in energy generation projects, energy storage projects, low-carbon heating projects, decarbonisation projects, and waste and resources.'

Nick Fothergill, Partner



Support for Communities & Pro bono

Responsible person and structure:

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

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

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

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

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

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

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





Support for Communities & Pro bono

Resources deployed for social value delivery:

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

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

We raised more than 190% of our fundraising target for FY 2022 and supported a number of charities. We have partnered with charities like Refuge, Simon on the streets (supporting homeless and vulnerable), BBC Children in need, Alzheimer's society, The Y (supporting vulnerable youth & fighting homelessness), Lets feed Brum, Francis house (Children hospice), St. Oswald's Hospice, Zoe's place, Beatson Cancer Charity, Blood Cancer UK, Breast Cancer Now, Comic relief and many more through staff CSR initiatives (list available on our [Justgiving page](#)).



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

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

Peter Forshaw, Partner and CSR Lead



Case studies

Supporting Action Tutoring

In respect of wider skills/social mobility, we have signed up (for a fixed term at this stage) to Founders4Schools and are on our 5th term with ActionTutoring.

For academic year 2021-22, our staff delivered 174 sessions to support 90 pupils via Action Tutoring.

Liverpool Office also supports the Right to Read programme at St Annes Primary. We support a number of careers fairs and have worked in the past with Social Mobility Foundation/Prime to inspire youngsters from disadvantaged backgrounds to the legal sector.

Supporting Insurance Industry Charitable Foundation (IICF) UK

Our ex-Board member and head of insurance, Kieran Jones, sits as Board Member, and Chair of Grants Committee at Insurance Industry Charitable Foundation (IICF) UK which works to improve the lives of vulnerable and disadvantaged people by presenting a coordinated industry approach to grant giving, volunteering and leadership.

Luiza Balan from our London office acts as Associate Board member at IICF UK and is responsible for growing the Foundation's reach and impact by planning the Week of Giving, hosting fundraising events and leading outreach initiatives.

'I am delighted to support IICF which enables me to give something back by its work with and support for charities focused on education and social mobility. Whilst it is an "insurance" charity, unlike others importantly its mission is to support those outside the industry. For FY 2022, IICF raised nearly £1 million in the UK, contributed with over 30,000 volunteer hours, impacting lives of 5500 people – and I am super happy and proud to be associated with IICF.'

Kieran Jones, Partner



Diversity, Equity & Inclusion

- Weightmans has a Diversity & Inclusion Policy, this is the main policy for D&I. The policy states that Weightmans does not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.
- The policy states that in regards to recruitment the process is designed to ensure that all candidates are assessed objectively against standard, job-specific criteria to ensure a clear and transparent selection process has been followed. To underpin this the people involved in the process are trained in equal opportunities and diversity best practices.
- Opportunities for training, development and career progression are open to everyone.
- From a monitoring and review perspective the policy states that diversity information is collated and published biennial and is reviewed against relevant external benchmarks on a regular basis and appropriate action is considered, where gaps in the firm's demographics are identified.

Weightmans has a D&I steering committee that meet every quarter and reviews the targets that have been set by our HR Director, Helen Taylor. Weightmans diversity and inclusion group is split into four D&I strands as below:

- Disability and Mental Wellbeing
- Gender
- REACH
- LGBTQ+

We also have over 50 Diversity & Inclusion Champions who volunteer to support our Strand Leads in delivering their overall plan.

“We are passionate about diversity and inclusion and we believe the principles of our core values are underpinned by the desire to make diversity and inclusion part of the lifeblood of the firm. Our core values of radical transparency, teamwork & respect and enterprise are reflected in our demographics and the publication of those demographics.

Creating a truly inclusive culture at Weightmans, one in which everyone can bring their true selves to work is vitally important to the success of our firm and our people.

Our commitment to our Diversity & Inclusion plan and programme is what makes our firm such a great place to work and we are passionate about celebrating the fantastic diversity we have across the firm. Everyone in the firm brings something unique and when we combine that together it is extremely powerful.’

Sue Gould, Head of HR

“We are passionate about creating an inclusive environment for all of our people, one in which we can be ourselves, and know there are no barriers to progression. We want to be a firm which truly understands and reflects the diversity of the communities in which we are based and the clients that we work for, and our D&I programme is essential in driving this ambition. Our D&I programme should empower and motivate us, as well as honour everything that makes us who we are.”

Helen Taylor, HR Director



In focus: Weightmans in Top Employers of 2023

Certified by Top Employers Institute, a global authority on recognising excellence in people practices, Weightmans has been recognised as a Top Employer in the UK for the 16th time, as well as entering the top ten for 2023.

The assessment covers six HR domains consisting of twenty topics including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity & Inclusion, Wellbeing and more.

The recent staff engagement survey reinforced the Top Employer Institutes findings, with increases in Engagement score and NPS at a firmwide level and improvement in the areas of opportunities for personal development and growth; sense of accomplishment and offering an inclusive environment.

Within the survey, staff describe the firm as 'friendly', 'supportive', 'inclusive', 'flexible', 'collaborative' and 'professional'.

Helen Taylor, HR Director

“We are so proud to have been certified as a top employer for the 16th year running, particularly to have secured a place in the top ten employers in the UK. We are delighted that as well as our staff development and engagement initiatives, our community activism and diversity programmes have all been recognised by the Institute as areas of best practice.

At Weightmans we will always strive to deliver the best service, both to our clients and our people, and we are so pleased that this commitment has been reinforced by our accreditation for the 16th year running.”



Gender Equality

Gender Equality is one of Weightmans material topics relating to sustainability reporting. According to Un.org “Women and girls represent half of the world’s population and, therefore, also half of its potential. Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development. Moreover, it has been shown that empowering women spurs productivity and economic growth”.

Initiative/programmes/projects

Weightmans has a dedicated page on our intranet for the gender strand of D&I which contains lots of information on the various events and policies/procedure.

Weightmans hold various events for D&I throughout the year these include some of the following relating to gender:

- International Women’s Day.
- Equal Pay Act 1970.
- International Men’s Day.
- UN International day for the Elimination of Violence against Women.
- Sex Disqualification Removal Act.

Weightmans also held an event on May 27 called “Reflecting on the anniversary of the Equal Pay Act” this event discussed the pay disparities between men and women prior to the equal pay act and also included information on the importance and impact the Act had when it became law.

In addition to the intranet and various events there are also webinars that Weightmans host, a good example of this is one called “Make Space for Girls webinar”. The webinar detailed the charities campaign in which they look at the requirements under the Equality Act 2010, and how changes to public spaces and parks can be made to ensure they are welcoming, attractive and safe for both girls and boys.

The charity works to raise awareness of the current inequality and to pilot consultations, designs and interventions which will give teenage girls the outdoor, free to access the spaces they need.

‘I think it is extremely important to break down the barriers that are often connected to the legal profession, due to a reliance on “who you know” and not on personal skills and potential.

I want to ensure that recruitment and retention with a focus on breaking down bias associated with gender is at the forefront of policy within the firm. I want to ensure that those women are supported from the outset and throughout their career.’

Eve Burns, Gender strand lead

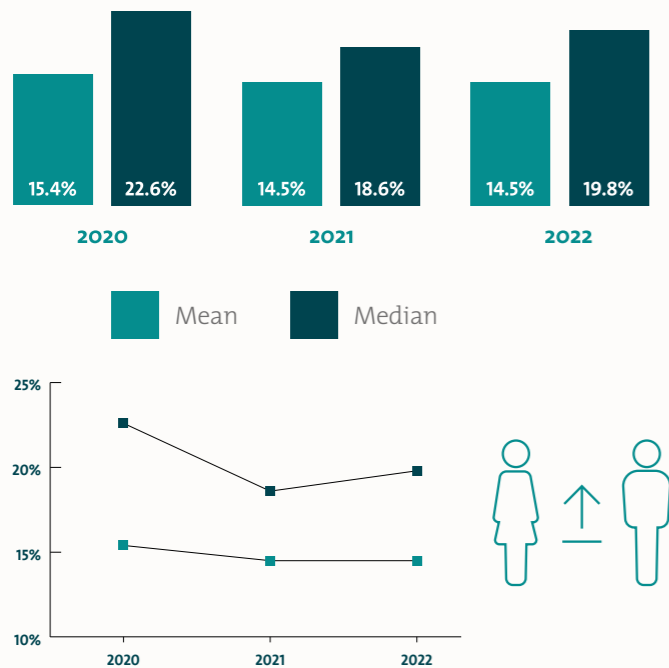
Number of employees by Gender

Location	Male	Female
Birmingham	32.7%	67.3%
Glasgow	22.7%	77.3%
Leeds	38.7%	61.3%
Leicester	22.8%	77.2%
Liverpool	37.0%	63.0%
London	44.8%	55.2%
Manchester	29.6%	70.4%
Newcastle	37.5%	62.5%



What is Weightmans Gender Pay Gap

Weightmans gender pay gap for Employees in April 2022 is:

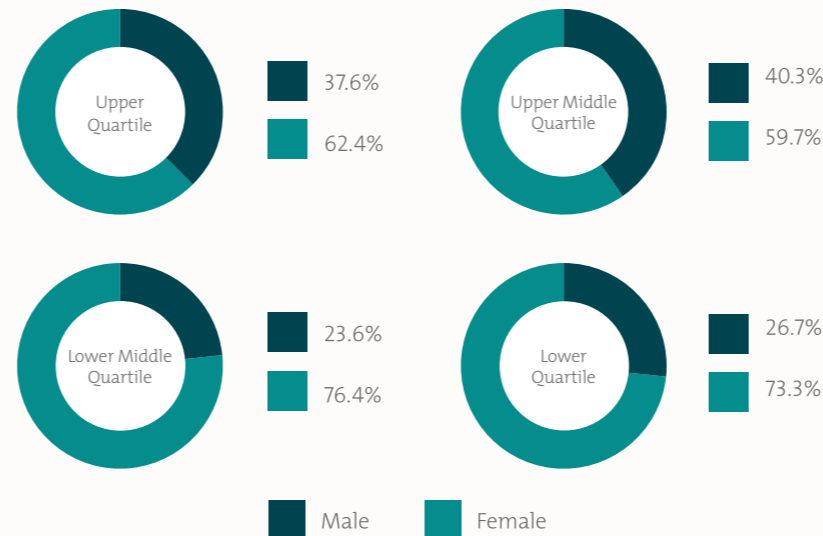


The mean, known as average, has remained stable since last year. Whilst the median, known as middle, has gone up as a result of changes in gender distribution on the snapshot date.

More details can be found in our [comprehensive report](#) on our website.

Employee Pay Quartiles

This shows the proportion of male and female colleagues split into four quartiles, ranked from highest paid hourly rate to lowest paid. This is the percentage of men and woman in each quartile.



Whilst there has been a slight decrease in females at the upper end this does not reflect the positive work and our ongoing efforts to promote gender equality.

What has contributed to these numbers?

Although our mean gender pay gap has remained the same as last year, and our median has increased, we acknowledge that our pay gap may fluctuate due to natural turnover, firm growth and a majority of woman who take maternity leave during the snapshot period.

Earnings in the month

We had a 60% increase in maternity leavers in April compared to last year. The methodology requires those on leave with less than full pay leave to be excluded from the calculations, and as they represented the top two earning quartiles this evidently negatively impacted the figures.

Annual Pay Review

Our pay review is applied in September each year, and this was the first one since 2019 due to the pandemic. We undertook this review in Sep 2021 under an improved set of pay principles where managers were able to address historic anomalies and pay disparities, and this has had a positive impact in terms of pay equity.

Recruitment

As part of our progression, we committed to raising our external brand to ensure we attracted the right people keeping with our commitment to diversity and inclusivity, supported by a much-improved recruitment system and this is evident in a 200% increase in starters since the last report, of which 63% were female.

Our progress in developing, retaining, and attracting females remains positive and our mean pay gap is a reflection of this work.



Disclosure on Gender Equality

Turnover rate of employees

Location	Male	Female
Birmingham	24.0%	22.2%
Glasgow	0.0%	17.1%
Leeds	15.4%	43.4%
Leicester	15.4%	8.99%
Liverpool	12.6%	13.3%
London	21.7%	13.3%
Manchester	18.4%	15.2%
Newcastle	18.4%	13.1%

Ratios of standard entry level wage by gender compared to local minimum wage

Location	Male	Female
Birmingham	1.00	1.00
Glasgow	2.14	1.33
Leeds	1.00	1.00
Leicester	1.28	1.00
Liverpool	1.00	1.00
London	1.17	1.17
Manchester	1.00	1.00
Newcastle	1.00	1.00

In addition to D&I policy there are numerous other policies relating to D&I specifically aimed at gender and supporting our employees. Each policy is reviewed annually and updated if needed after thorough consultation. These policies include:

- Transgender Policy.
- Menopause Policy.
- Fertility Treatment Policy.
- Parental Leave Policy.
- Adoption Policy.
- Paternity Policy.
- Maternity Policy.
- Dependant Bereavement Emergency Compassionate Leave Policy.
- Baby Loss policy.

Weightmans is committed to working towards gender pay gap and publishes a report each year.

Grievance mechanism

Weightmans has an internal grievance mechanism which can be found in the Grievance Procedure. This is also supported by our Whistleblowing policy and Speak-up policy where colleagues can raise issues via an external confidential services. From a compliance perspective any grievance related claims are reported to James Holman on a monthly basis by HR and are included in our HR MI pack.





REACH (Race, ethnicity and cultural heritage)

Number of employees by Ethnicity

Location	White	Asian	Black	Hispanic/Latino	Other	Not disclosed
Birmingham	56.2%	19.0%	0.7%	0.0%	2.0%	22.2%
Glasgow	63.6%	0.0%	0.0%	0.0%	4.5%	31.8%
Leeds	69.9%	5.4%	1.1%	0.0%	3.2%	20.4%
Leicester	61.4%	22.8%	1.8%	0.0%	0.0%	14.0%
Liverpool	73.6%	1.0%	0.5%	0.0%	2.0%	23.0%
London	59.7%	5.2%	3.0%	0.0%	6.0%	26.1%
Manchester	76.8%	4.8%	0.8%	0.0%	4.0%	13.6%
Newcastle	66.7%	0.0%	2.1%	0.0%	2.1%	29.2%

Our goal is to set up a network across all the offices for people who identify as REACH to engage, share their views, and seek the support of colleagues nationwide who share an affinity with them.

We recognise that it is not always easy to speak about finer non-work or behavioural issues with colleagues who perhaps do not identify as REACH. Equally, some may feel more comfortable speaking to those who share their particular REACH identity.

REACH strand has been engaging a number of volunteers and D&I champions to deliver all-employee engagements and support groups covering aspects of ethnicity, race and diverse cultural heritage.



“Having been invited to various external events, it is clear to see that the legal profession is moving in the right direction and positive actions are being taken. Individuals are now being applauded for speaking out about various issues, which traditionally would not have been the case.

Weightmans is keen to ensure that we have diversity and inclusion throughout every level within the business. This can only be done if we all work together in achieving this goal. We are all on this journey together and each of us has a part to play in it.”

Basiru Terry, REACH strand co-lead



REACH (Race, ethnicity and cultural heritage)

In focus: Signatory to the Race At Work Charter

Since April 2020, Weightmans is a signatory to the Race At Work Charter which asks businesses to make a public commitment to improving equality of opportunity in the workplace. Signing up means taking practical steps to ensure our workplaces are tackling barriers that ethnic minority people face in recruitment and progression and that our organisation is representative of British society today. The primary calls to action are:

- Appoint an Executive Sponsor for race equality.
- Capture ethnicity data and publicise progress.
- Commit at board level to zero tolerance of harassment and bullying.
- Make equity, diversity and inclusion the responsibility of all leaders and managers.
- Take action that supports ethnic minority career progression.
- Support race inclusion allies in the workplace.
- Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains.

Read more [here](#).



Being a diverse and inclusive employer has clear benefits, but it can take time and effort to implement. Most employers are placing more and more emphasis on diversity and inclusion. However, many organisations may see it as a 'box ticking' exercise, with no real change on the ground. I know, from my time as a D&I Champion, that Weightmans is not one of those employers. As a firm we are making real in-roads with the support of our amazing D&I champions to educate our staff and celebrate diversity within the firm. However, there is still more to do and I am keen to ensure that we continue to make progress to increase diversity, not only within the junior ranks but also at more senior levels and ensure that all of our staff feel that they belong to the Weightmans team.

Aasha Jassi, REACH strand co-lead



LGBTQ+

The LGBTQ+ strand has been engaging a number of volunteers and D&I champions to deliver multiple engagements, awareness sessions and support groups covering topics impacting the LGBTQ+ community.



“The varied strand lead role and membership of the wider D&I Steering group enables me to listen to my fellow members of the LGBTQ+ community within Weightmans, understand their concerns, educate myself on issues across the LGBTQ+ and other strands, challenge the status quo and push for change, all with the intention of helping redress the imbalances and tackle the prejudices which have adversely affected so many people, both in the legal community and wider society, for decades.

The role requires tolerance, perseverance, and tenacity at times, but it is always rewarding. From family experience I have seen first-hand the fatal consequences of depression, prejudice, and stigma and (outside of work) I have been on the receiving end of intimidatory and ignorant expression.

I am therefore passionate about doing all I can to ensure that no one experiences, or fears, such prejudice, or the consequences of it. I want everyone to be respected for who they are, free to be who they want to be and for everyone to be treated in a respectful, fair, tolerant, and compassionate way. In short, I want to help enable a fully-inclusive and egalitarian workplace.

Hopefully, in years to come, roles like strand leads or D&I groups will be unnecessary on the basis that true diversity and inclusivity will simply be part of the fabric of society. In my own small way, being a strand lead enables me to make small steps towards that goal and collaborate with others who share those beliefs.”

Peter Forshaw, LGBTQ+ strand lead, CSR lead and Partner



Employee health, safety & 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 & 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 meets on quarterly basis and looks at incidents, near misses, trainings and other necessary elements for emergency preparedness.

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

- Near miss reporting and management.
- First aid.
- Fire risk management.
- Evacuation.
- Slip, trip and fall.
- Housekeeping.
- Manual material handling and storage.
- Work equipment.
- Work at height.
- Electrical safety.
- Asbestos.
- Kitchen areas.
- Workplace stress.
- Workplace temperature and noise.
- Lone working.
- Workplace travel and business travel.
- Drugs and alcohol.
- Young workers and employee conditions.
- Management processes on above aspects.

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

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

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

Lorraine Wells, Head of Facilities



Case study: Mental health “Weightlifters”

We recognised mental health as a key people risk to our employees and to our legal services business.

We created the concept of Weightlifters, who are essentially colleagues at Weightmans qualified as Mental Health First Aiders, to raise awareness of mental health issues, helping our people to support colleagues who are struggling at work while addressing their own mental health needs.

This is by no means any substitute of the professional support provided through our Employee Assistance Programme (EAP).

We encourage our people to talk or reach out about something they are worried about to one of our qualified Mental Health First Aiders. We have over 50 Mental Health First Aiders and more than 60 of our managers are trained as Mental Health Champions.

Our dedicated D&I strand on mental wellbeing and disability organises a number of events and trainings related to mental health and wellbeing. Key aspects of our engagements are:

- Provide self help guide showing what to do if individuals feel they may be struggling to cope at work.
- An outline of the most common conditions.

- Practical tips to look after the mental well-being of your staff.
- Implementing workplace adjustments to support mental health.
- Spotting the warning signs that employees may be struggling to cope.
- Offering guidance and advice on relevant issues.
- Organise programmes on youth mental health and suicide awareness.
- Tips to support employees back to full health and able to work productively again.

“My ultimate aim for the strand is the hope that one day D&I is so embedded within our culture that it doesn’t require champions and strand leads to drive it forward. The pandemic and the last two years have given us a platform at Weightmans to build on where we should look out for and after each other more than ever before and we work together to develop a culture, whether virtual or in the face to face world, that eradicates our need to recognise specific days for talking to each other, as it is something, we have become good at doing all year round (time permitting!)”

From a wellbeing perspective, our ability to drive forward with this requires a commitment from everyone at Weightmans to take responsibility for their own wellbeing, undertake their own self-care and voice their opinions on what we could do better for them – by working together on this I am sure that our future can be diverse and inclusive for all.“

Debbie Holmes, disability and mental wellbeing lead

Employees by Age

Location	Under 30 years old	30-50 years old	Over 50 years old
Birmingham	17.0%	60.1%	22.9%
Glasgow	4.5%	72.7%	22.7%
Leeds	29.0%	54.8%	16.1%
Leicester	12.3%	57.9%	29.8%
Liverpool	22.0%	57.7%	20.3%
London	20.9%	54.5%	24.6%
Manchester	13.6%	68.0%	18.4%
Newcastle	22.9%	56.3%	20.8%



Case study: Purple Day

We have shared information, facts and data about the effects and reach of epilepsy. But while we may understand that Epilepsy is a debilitating condition that can affect any of us at any time, it is hard to understand what it is truly like to live with epilepsy until you have heard the lived experiences of those who do. Epilepsy is a very wide reaching condition. It can be inherited or can develop due to a change in your genes or your brain structure or be caused by external conditions. Over half a million people in the UK have epilepsy which is around 1 in 100 people.

Purple Day is a day set aside to raise awareness, and money, for people living with epilepsy. In addition to the moving stories we received a fantastic response to the 'Parade Your Purple' photo competition. The pictures helped us to raise awareness, and money, for [The Epilepsy Society](#) and were shared on our firm's social media pages.





Other benefits to support employees

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

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



Case study: HR Rely services

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

2022 marked another milestone for HR Rely, with a comprehensive refresh and re-launch of the service to meet the changing needs of our clients even more effectively. Alongside a fresh new look, we have streamlined the way we deliver our services, to provide the quickest access to a dedicated team of advisors, and an excellent client experience every time. HR Rely continues to offer a 'one stop shop' to accommodate the employment and HR needs of all sectors, including 'bolt-on' services to broaden and customise our core advice and support offering.

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

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

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

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

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

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



Case study: ESG Upskilling programmes

When we did a competency gap assessment early in 2022, we found that gaps were two fold – subject matter level i.e. understanding principles of Sustainability and UN SDGs, and legal i.e. linking ESG aspects to legal provisions in the UK.

To address this two-tier competency gap, we partnered with Stories Evolved, a venture by the lawyers for the lawyers on ESG & Sustainability. We created a sector specific ESG training programme for our employees, which not only provided our lawyers with understanding of ESG for legal professionals but also gave them insights on ways to support our clients on ESG.

This was the first of its kind programme wherein science and legal aspects related to Sustainability were discussed with the lens of corporate responsibilities and fiduciary duties of Directors.

Leadership Academy Programme: Excelerate

The leadership development programme titled “Excelerate”, targeting our Associates, Principal Associates and equivalent, focused on ESG for all three batches in 2022. ESG problem statements were undertaken by the groups to be more hands-on with the nuances of ESG and learn about key market trends in ESG. The three aspects of ESG which these groups deep-dived on are as following:

- Gap assessment on material ESG issues.
- Progress on Net Zero and evaluation of carbon offset options for a professional service firm.
- Legal and business services related to ESG needs of our clients.

Weightmans Partner and ESG programme lead Simon Colvin

“As a purpose led law firm, we see the possibility in collaborating with the like-minded clients and businesses to collectively progress in relation to ESG and on the UN Sustainable Development Goals. This action space needs a combination of will and skills!

“So, while we have been focusing to advance our actions for ESG integration into the firm, we recognise that to do our best, lawyers need upskilling to catch up with the evolving business climate to drive holistic sustainable development.”

Weightmans Learning and Development Head, Sarah Hardy-Pickering:

“We endeavour to give holistic learning and development experiences to our employees in the legal profession by not just providing them classroom trainings and focused mentoring, but also create opportunities to work on enterprising matters like ESG and Sustainability. Over the course of leadership programmes, I have seen our employees bringing out their best by picking up behavioural traits like respect, collaboration and empathy.”





Disclosure on SASB Standards

Standard used: SASB Professional & Commercial Services, Version 2018-10

Reporting Period: Financial Year 2021-2022

Activity Metrics

Code	Accounting Metric & Response
SV-PS-000.A	<p>Number of employees: 1242</p> <ul style="list-style-type: none">▪ Full-time: 1002 and part-time: 240▪ Temporary: 55 (fixed term basis) and contract: 1187 (permanent contract)
SV-PS-000.B	<ul style="list-style-type: none">▪ Employee hours worked: 2,149,720▪ Percentage billable: 34.67% (absolute hours 745,280)



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response
Data Security	<p>Code: SV-PS-230a.1</p> <p>Description of approach to identifying and addressing data security risks</p>	<p>At Weightmans LLP, we have an information security policy. Our Board is responsible for the endorsement and support of this Policy as well as the Information Continuity Management Group (ICMG) and Audit & Risk Committee (ARC) to ensure Information Security retains a high profile and that resources are available for the ongoing development, implementation and review of policy has a dedicated Information Continuity Management Group (ICMG).</p> <p>We have a Data Protection Officer (DPO) who is responsible for the management of the identified legislative/regulatory requirements including by delegation to members of R&C who have expertise in particular areas.</p> <p>Information systems shall comply with current legal requirements affecting the management of confidential or restricted information (including personal and personal sensitive information). A review of current laws and risk assessment is undertaken annually by the Information Continuity Management Group (ICMG) to ensure changes are reflected into the working practices around the management of information.</p>



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response
Data Security	<p>Code: SV-PS-230a.2</p> <p>Description of policies and practices relating to collection, usage, and retention of customer information</p>	<p>Weightmans LLP respects the privacy rights of our staff, contractors, suppliers, clients, and the public and is committed to protecting their information. In the ordinary course of business, we collect, store, use, and transmit certain types of information that are subject to an increasing number of different laws and regulations. Our ICMS complies with the following:</p> <ul style="list-style-type: none"> Data Protection Act 2018 (DPA18) / UK GDPR (Post Brexit 01/01/2020). Computer Misuse Act 1990. Electronic Communications Act 2000. Regulation of Investigatory Power Act 2000. Privacy and Electronic Communications Regulations 2003. Bribery Act 2010. The SRA Code of Conduct 2019. Contractual requirements specific to a particular Client (Asset Management Policy Appendix B). Specified vetting requirements (Such as SC clearance or specific Police security checks). ISO/IEC 27001:2013. ISO/IEC 22301:2019. Cyber Essentials Plus. <p>Appropriate policies and procedures are in place to secure confidential, restrictive information. The controls ensure:</p> <ul style="list-style-type: none"> The availability of information will be protected throughout their pre-defined retention period.

- The classification level of the information complies with business and Client specific criteria; and
- Disposal of information follows the specified procedure.

There are 15 policies under information security, of which the key ones are:

- Acceptable Use Policy.
- Access Control Policy.
- Asset Management Policy.
- Business Continuity Plan and Policy.
- Information Security Policy.
- Information Security Incident Management Policy.
- Physical Environment Policy.

Further, audits are undertaken to check conformance to our policies. 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 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 ICMSo6002 Internal Audit Scopes.

Our policies and procedures mitigate possible adverse reaction to breaches and minimise the risk of mandatory fines or undertakings issued by the Information Commissioners Office (ICO) and/or the Solicitors Regulation Authority (SRA).



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

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



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic **Code**

Workforce Diversity & Engagement SV-PS-330a.1

Accounting Metric & Response

In percentage	Male	Female	N/A or not disclosed			
Board	81.82%	18.18%	0			
All other staff	37.14%	62.86%	0			
	White	Asian	Black	Hispanic/Latino	Other	N/A
Board	72.73%					27.27%
All other staff	70.22%	5.98%	1.58%		2.82%	19.39%

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.
- Work experience programmes and development of a Intern 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
- We have created a Diversity & Inclusion Steering committee, comprised of Board members and staff representatives leading multiple strands, namely – LGBTQ+, Gender(female representation), Disability and REACH (Race, Ethnicity and Cultural Heritage). The Steering committee works with strands to improve diversity at all levels.

Key policies supporting our diversity and inclusion goals:

- Diversity & 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.



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Weightmans Response
Workforce Diversity & Engagement	SV-PS-330a.2	<ul style="list-style-type: none"> Voluntary turnover rate of employees: 14.01% Involuntary turnover rate for employees: 2.79%
	SV-PS-330a.3	<p>Employee engagement as a percentage (note: the percentage shall be calculated as the number of employees who are actively engaged divided by the total number of employees who completed the engagement survey): 87%</p> <p>This is based on a third-party independent survey and assessment done in 2022, wherein 1096 staff members across levels filled out the survey. The third party surveyed staff on 6 parameters, namely – a) manager support b) engagement c) leadership d) job satisfaction e) reward & development f) culture.</p> <p>The third party provided benchmark at three levels:</p> <ul style="list-style-type: none"> The UK Norm that provided an average picture of employee opinion in the UK across all sectors. The High-Performance Norm which comprised survey responses from companies that meet two criteria: 1) Sustained above-industry-average financial performance; and 2) High employee engagement. It equates to the top 10% of clients they work with. The Law Firms Norm which comprised data from employee surveys in other law firms. It has data from 16 firms, including 3 of the top 10 UK law firms by revenue.



Disclosure on SASB Standards

Sustainability Disclosure Topics and Accounting Metrics

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



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 ESG Manager, 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 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. 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.

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 ESG manager, along with the Head of HR and the Head of facilities, carried out the climate change risk assessment consulting a number of our internal stakeholders, studying guidance from the UK government and referring to our ESG materiality assessment.

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

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





Task-force for Climate related Financial Disclosures (TCFD)

Strategy

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

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

Weightmans is committed to a) reducing absolute GHG emissions by 50% before end 2025 (against 2019/20 base), and b) achieving net zero GHG emissions before end 2030 (against 2019/20 base).

As shared in this report, we have been able to reduce our absolute scope 1 and scope 2 emissions along with emissions intensity consistently. We also acknowledge that more work is required to monitor progress on certain scope 3 emissions, actions for which are in developing phase at the firm. The progress is reported through our publicly available annual Streamlined Energy and Carbon Report (SECR).

Our short term (current financial year) climate-related risks and objectives are captured as part of our ISO 14001 and ISO 50001 management system certifications, and medium term (up to FY 2025) and long term (FY 2026-FY 2030) are well documented in our Net Zero Strategy.

Physical risks and impact:

As a UK based law firm with offices in multiple cities, we are exposed to physical risks to infrastructure services, buildings and transport from extreme weather events (flooding, temperature extremes, high winds, heavy snowfall and other cascading failures from cyclone and hurricanes) and from gradual increase to sea-levels around UK cities. Identified physical risk also include impact on health and well-being of staff due to extreme weather events and from vector-borne infections and diseases.

These physical risks will impact our ability to manage our operations and support the firm's clients.

Transition risks and impact:

As we transition out of the coronavirus pandemic, increase in business travel activities could impact our emissions reduction plans. We are revisiting our travel policy to address this risk without having significant impact on our abilities to service our clients for legal services.

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

Opportunities:

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

We have also identified business opportunities to support our clients in their ESG journey and support them on risks arising out developing regulatory landscape in climate action and other areas of sustainability.





Task-force for Climate related Financial Disclosures (TCFD)

Strategy

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

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

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

Endorsed by our Board, we have a Net Zero by 2030 strategy in-line with our commitment to limit global warming to 1.5 degree. The climate related risk assessment and efficacy of our near term and longer term actions as identified in our Net Zero Strategy are periodically reviewed.

The Board is committed to achieving effective risk management by developing resilience in the business strategy and has ensured adequate resources are available to meet risk management needs.

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



Task-force for Climate related Financial Disclosures (TCFD)

Risk Management

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

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

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

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

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

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

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

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

The risk owners are responsible for identification of vulnerabilities and preparation of mitigation plans. Post implementation of the mitigation controls, residual risks are evaluated and a decision is made for risk acceptance.

This process is cyclic in nature and is repeated frequently for continuous improvement.

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

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

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

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



Task-force for Climate related Financial Disclosures (TCFD)

Metrics and targets

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

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

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

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

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

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

Category / Financial year ending	2020	2021	2022
Scope 1 (tCO ₂ e)	173.34	225.56	185.97
Scope 2 (tCO ₂ e)	569.36	393.8	353.51
Manageable Scope 3 (tCO ₂ e)	99.33	32.18	18.68

The information has been collated from the LLP's ISO 50001:2018 certified energy management system which uses methods suggested in Statutory Instrument 2014 No.1643 and BS EN 16247-1:2012. Emission conversions are based on the UK Government carbon conversion factors (2021) for grid electricity, natural gas (gross CV) and an 'average' car (petrol/ diesel split of 65%/ 35%) for grey fleet and the mo. company car (diesel). kWh data was derived from the SECR passenger vehicle table of the carbon conversion factors spreadsheet. Scope 3 data needs further strengthening and there is an action plan in place to firm up the data collection methodology for Scope 3 emissions.

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

Weightmans is committed to:

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

The scope of the Net Zero strategy includes all Weightmans offices, assets and scope 1, 2 and 3 emissions associated.

For the financial year ending April 2022 our scope 1 and 2 emissions were 539.48 tCO₂e. For the financial year ending April 2021 our scope 1 and 2 emissions were 619.37 tCO₂e. At intensity level, for FY 2022, we released 5.54 tonnes CO₂e/ per £m sales revenue compared to 6.66 tonnes CO₂e/ per £m sales revenue in FY 2021. 2,801,803 kWh was the energy consumed in FY 2022, compared to 2,990,083 kWh in FY 2021, which is a 6.3% reduction over previous year.

Till date, there has been a consistent progress in both absolute emissions & energy consumption reductions and also at the intensity levels.



CSR competition photos.

Weightmans

See the Possibility ✨

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