

## Corporate Social Responsibility Policy

### Our Policy

We recognise that our activities have an impact on our clients, members of the firm, suppliers and the wider communities in which we live and work. We therefore aim to align our values and behaviour with their needs and expectations.

We also commit to behave ethically, to encourage community growth and development and to being an active contributing member of society.

### Our activities

As lawyers, our core activities seek to maintain the rule of law and contribute towards a just and responsible society. We provide legal services to the highest ethical and professional standards.

In addition, we seek to:-

- Operate from day to day in an environmentally and socially responsible way
- Use resources more efficiently and reduce pollution and waste
- Employ energy efficient measures such as switching off lights and equipment when not required
- Reduce the amount of paper wasted and encourage all employees to recycle/compost where appropriate
- Support and strengthen local communities by participating in school mentoring schemes
- Be involved in community-based development/working with the local community
- Give monetary donations and aid to local organisations
- Participate in fundraising activities and community volunteering
- Support local charities
  - Martin House Hospice – caring for young people with progressive life limiting illnesses and providing support to their families
  - Marie Curie – providing free high quality end of life care for terminally ill patients
  - Debra – the national charity working on behalf of people in the UK with the genetic skin blistering condition Epidermolysis Bullosa

The importance of Corporate Social Responsibility (“CSR”) is reflected by the appointment of a Charity and CSR Team which meets regularly, is headed by a partner and which has broad membership across the firm.

All employees throughout the firm are encouraged to consider how they can participate.