

Ward Hadaway – our responsible business manifesto and annual report 2021/2022

Making a difference to our communities,
our people, our planet



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An introduction from Jamie Martin



Jamie Martin

Chair of the Responsible Business Board,
Ward Hadaway

Ward Hadaway takes its responsibilities very seriously:

- To the communities within which we live and work
- To our people, the firm's most valuable resource
- And to the planet, the protection of which is the ultimate challenge for us all.

We make great efforts to operate ethically in all aspects of our operations. We also understand the importance of leading by example, and of using our position to engender a similar approach from our clients and suppliers too.

This is our commitment to operate a responsible business. Our manifesto.

We'll also share with you the impact we have made in each of these areas recently. We will update this annually so you can follow our continuing journey.

We know from our own experiences and those of our clients that emerging from a pandemic has made these commitments more important than ever. To create a positive, inclusive and progressive working environment for our people. To understand and respond to the needs on our communities. To reduce our impact on the environment. To minimise the detriment caused by social isolation and insecurity.



“

Our approach is neither fashion nor fad. My fellow partners and I have always committed to helping the communities within which we operate. Giving back is an integral part of our business operations.

”

Our approach is neither fashion nor fad. My fellow partners and I have always committed to helping the communities within which we operate. Giving back is an integral part of our business operations. We welcome it enthusiastically, an energy and commitment which I hope comes across in the following pages.

If you want to find out more or get involved, please do contact me directly.

Janis Math

July 2022



A man in a dark blue long-sleeved shirt and a headset is standing and holding several sheets of paper. He is looking to his left. In the background, a woman with long dark hair is sitting at a desk, looking down. The scene is dimly lit with warm, orange-toned lighting. Several sheets of paper are floating in the air around the man, suggesting movement or a breeze. The overall atmosphere is professional and focused.

**For our
communities**





Giving back to the communities in which we operate has always been, and will continue to be, a key priority for Ward Hadaway.

To help to improve lives, through charitable donations, physical time spent working on projects including volunteering and undertaking trusteeships, and through pro-bono legal work.

We have chosen two fundamental themes that help influence our choices when it comes to supporting charitable organisations:

- health and wellbeing
- young people.

This covers all sorts of areas of support – opportunity for all, food poverty, sport or social isolation for instance – but all structured around our core focus.





“
...we make an annual contribution
into our own Community Foundation
fund which invests into smaller
charities and community groups
across our three regions...
”

Our charitable giving is managed through a generous annual budget provided by the firm, with specific donations decided by our recently created Responsible Business Board, which comprises representatives from across the whole firm.

We support a range of initiatives. Some are long term, like our sponsorship of three Greggs Breakfast Clubs in schools across the North to ensure all children can start the day with a nutritious meal. Others are one-offs, like supporting a project to provide walking shoes for school children to encourage exploring the great outdoors.

In addition to this, we maintain our 15 year tradition of contributing to our own Community Foundation fund which invests into smaller charities and community groups across the North.

The firm's social committee also raise additional funds from initiatives such as the Legal Walks and Cake Bakes. Both of these focus on supporting access to justice for those who cannot otherwise afford legal representation.



“

Pro-bono legal work is a regular part of our ‘giving back’, to ensure that we can apply our legal skills for causes who need it most but can’t afford it. In the last five years, we have provided over £1m worth of legal work on a pro bono basis.

”

Pro-bono legal work is a regular part of our ‘giving back’, to ensure that we can apply our legal skills for causes who need it most but can’t afford it. In the last five years, we have provided over £1m worth of legal work on a pro bono basis.

Where possible we measure the impact of our investments to ensure a demonstrable social value is delivered through these activities, which in turn helps us with good decision making going forwards. We also collaborate with clients to help them help others too, whether via panels, frameworks or projects.







Ward Hadaway encourages its people to dedicate time to charitable causes, and is providing a 'volunteer day' for everyone. This is a paid day's leave to support a charity of their choice. Whilst we recognise that time is often the most valuable commodity for these charities, it also equates to a contribution of £125,000.



Supporting our people to become trustees, directors and advocates at charities and community interest companies, or to be governors of schools, colleges and universities is of real import to Ward Hadaway so we're extremely flexible in the time commitment which this involves.





Our objectives, commitments and headlines

For our
communities



Our objectives and commitments



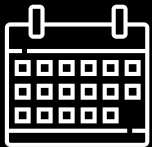
To focus on two core themes: health and wellbeing, and young people.



To donate at least £45,000 by way of cash donations to charitable causes during the financial year 2022/23.



To ensure our support reaches across all the regions of our three offices.



To give each person one day per year paid volunteering time, equivalent to a contribution of £125,000 per annum.



To deliver pro bono legal work worth £125,000 each financial year.



Headlines

£1 million +

Over £1m of pro bono work delivered in last five years.

50



Over 50 bodies are supported by our people as trustees, governors, CIC directors and public body board members.



Donations, support, contributions and fund raising to the following over recent years:



- Access to Justice Foundation
- Bibbys Farm Scout Activity Centre
- British Red Cross Ukraine Appeal
- Community Foundation Tyne & Wear and Northumberland and Leeds Community Foundation
- County Durham and Darlington NHS FT – Charity Golf Day
- Cramlington Rockets RLFC
- Curious Monkey
- Golf in Society
- Great North Air Ambulance
- Leeds Cycling Campaign
- Leeds South and East Foodbank
- Lennox Children's Cancer Fund
- Manchester Community Meal Drive
- NE Youth
- Newcastle Rugby Foundation
- Newcastle West End Foodbank
- North East Legal Support Trust
- Northumbria Coalition Against Crime
- Oasis Community Housing
- Perry's Pantry
- Recycle Y'Bike
- Red Sky Foundation
- Scotswood Garden
- Seven Stories
- Smart Rugby TFRC Summer Camp
- The Big Life Company – magazine subscription
- The Big Smile
- Who Cares Campaign – LUNG
- Wideopen and District Juniors Football Club
- Various individual donations supporting clients and staff with charity activities through Just Giving, Go Fund Me and Virgin Money etc.





Spotlight:
In conversation
with Jamie Martin,
Chair of the
Responsible
Business Board
Community
Foundation fund

We have been closely involved with the Tyne and Wear and Northumberland Community Foundation Fund for over 15 years, since we started investing in our own endowment fund as well as making other donations and supporting initiatives. Personally, I also had the privilege of being the fund's Vice Chairman from 2011–2013.

A Community Foundation is a fantastic way for businesses and individuals to invest in charitable organisations based within their communities. The organisation sits at the heart of an incredibly diverse and populous network of charities, most of them very small. The fund provides them with



funding, support and mentoring, to help them fulfil their objectives and get investment into the real heart of a community where it has the most impact. As well as working with Tyne and Wear and Northumberland we work with the Leeds Community Foundation too.

We inform the Community Foundation of our particular areas of emphasis to help them when choosing where to award donations from our endowment. For instance, health and wellbeing and youth initiatives are our two core focus areas which we ask them to consider. However, unusually for a regional community fund, we have asked for our fund to be invested not just in the North East, but in charities across the whole North aligned to our offices in Leeds, Manchester and Newcastle.

We take the time to remain wholly engaged in the process of selecting charities to receive support from our fund and seeing the impact it has on those charities, but we are at arm's length and therefore avoid the potential of introducing any unconscious bias or vested interest.

In excess of 25 charities have been supported from our fund over the past fifteen years - it is incredibly rewarding to reflect on the impact this will have had on people's lives, something which as senior partner I have long believed is our corporate and social duty.



We have also supported the Giving Network, a scheme to encourage budding philanthropists to get into the habit of giving. The scheme encouraged not just financial donations, but gifts of time as the donors were invited to presentations from various charities to decide where to direct their fund. Seeing some of those charities come together with the new donors was such a positive process, each learning from the experience. It also got talented, young people engaged with charities who needed their help and support in the long term, and will I am sure lead to trustees and advocates of the future.





Spotlight: Northern Stage

Opening children's minds to opportunities

The organisation

Northern Stage is a well-established Newcastle-based theatre delivering a year-round programme of activities across the North East. Prioritising economically deprived communities, it helps people from all walks of life to develop and fulfil their potential.

Our involvement

The Ward Hadaway team has supported Northern Stage's annual Christmas Pay It Forward initiative for 17 years. This long running scheme enables children from some of the most disadvantaged parts of the North East to experience a festive treat through the provision of free tickets to Northern Stage's Christmas show.

The impact

Our donations have provided tickets for hundreds of children from primary schools across the city to see performances for nearly two decades.

For many local children and young people Christmas Pay It Forward acts as an introduction to theatre and the performing arts. It also provides an opportunity for them to take a trip outside of the classroom into the wider community and to experience events they may not access in their daily lives.

Our continuous support of the scheme highlights our commitment to equal and fair opportunities for all.





“

It has been a joy to work with Ward Hadaway and we hope our relationship will continue for many years to come. Most importantly, on behalf of the many children who have benefited from Ward Hadaway's Christmas generosity, thank you!

”

Gillian Firth
Northern Stage



Spotlight: Greggs Breakfast Clubs

Nourishing school
children's stomachs
to feed their minds

Background

For nearly a decade we have supported the important work of Greggs Foundation, a grant making charity which improves the quality of life in local communities, distributing around £3million per year to charitable organisations across England, Scotland and Wales.

As part of its work, The Greggs Breakfast Club programme helps primary school children get a nutritious start to their school day. Every school involved is provided with fresh bread from their nearest Greggs shop, and a grant to support start-up and ongoing costs. The average club costs £2,000 to set up and run for a year.

What we did

Ward Hadaway supports three schools in Leeds, Manchester and Newcastle through the Breakfast Club. Currently 150 children have access to a free breakfast as a result of our support, ensuring they get the right start to their day of learning.

We're also hands on with our work with Greggs Foundation – visiting breakfast clubs to find out more about them and to meet the children they benefit. And our team continues to work together to create engaging fundraising ideas, so we can continue our annual support for children through Greggs Breakfast Club.





The impact

The schools that Greggs Breakfast Club funds are in areas of high need and the children supported are often the most vulnerable. Through our support we are able to help, ensuring young people are primed and ready to learn at the start of the day, and that no one has to go without.

“

We are delighted to work with such a wonderful company who have worked in partnership with us at the Greggs Foundation, supporting local Breakfast Clubs.

Thanks to the kindness and generosity of the team, the money raised helps ensure more breakfasts can be given free to support more children in need, some of whom may otherwise go without. Thank you so much – you are all superstars!

”

Lynne Hindmarch
Greggs Foundation Breakfast Club Manager





Spotlight: In conversation with Chrissie Kettlewell, Director

The fundraising power of fun

For a few years now I have been the lead within the Leeds office on charitable activities, sitting on what was the firm's CSR committee.

I am really proud of the dynamism shown by the team here over the years. They have a real "roll up your sleeves" approach, with so many people getting involved, and really throwing in their all.

We have taken part in the Great Legal Bake for the last few years, and in the last one we took part in we persuaded not just one, but two previous participants of the Great British Bake Off to come and judge our efforts.

We have held a number of very successful Macmillan Coffee Mornings. I was even involved with my colleague Helen Boyle in doing one virtually during lockdown.

We have done a few brilliant "fuddles" (I didn't know either! A Derbyshire or Yorkshire term defined as "a party or picnic where attendees bring food and wine; a kind of potluck"). The one that sticks in my mind is the World Cup series we did a few years ago, where teams would be allocated a football playing



country to support, and would have to prepare a lunch themed on the food of that region. The team from England was judged the winner, not emulated on the pitch unfortunately! The quality of food was quite surprisingly good in some cases (less so in others!), but everyone really got behind the efforts, dressing up in regional attire, and serving colleagues their home made delights! We managed to raise a total of £2,000 with the winning team choosing to donate the amount raised to Older Wiser Local Seniors (OWLS), a charity which supports older people across Yorkshire.

The pandemic has obviously made such gatherings extremely difficult, and so pushed us to the kind of virtual events described previously. In spring last year the real estate team (which I am a member of) took part in the Tour de Walkshire, where we collectively had to walk the equivalent of the perimeter of Yorkshire, raising money for the Yorkshire Cancer Trust. It was great to get outside, albeit not together because of the restrictions, but we were all still following each other on social media to keep us all going and achieve our target.

A good deal of money has been raised by these various initiatives for some extremely well-deserving charities, but an enormous amount of fun and positivity has been had along the way too. I am delighted to be back in the office, so we can get the wind behind the sails of these initiatives once again.





“

...maintaining an environment where people are recognised for their talent and contribution.

”



Our people are our most important asset. We have spent many years building a business and a team to be extremely proud of.

We work hard to ensure a progressive approach to our working lives. To help our people realise their potential and enable them to grow throughout their careers. To develop a culture of trusted leadership where our people feel safe, connected and supported. Where they are treated with respect and kindness in a manner consistent with our values. A place where they enjoy working.

We take our social and moral responsibility to eliminate discrimination very seriously, and promote equality, diversity and inclusion across the firm, recognising that individuality and difference brings strength to the teams we work in, to our firm, our clients and our communities. This is embedded in our approach to recruitment, promotion and development.

We are committed to maintaining an environment where people are recognised for their talent and contribution, regardless of ethnicity, religion, gender or sexual orientation.

We ensure we make an impact on social mobility under three common headings – outreach into local schools and colleges to harness ambition, accessibility through apprenticeship programmes to open up routes to qualification, and recruitment practices that ensure a level playing field for people from disadvantaged backgrounds or circumstances.



The health and wellbeing of our people has escalated to the top of the Firm's agenda over the last couple of years. We recognise the particular challenges posed by a fast evolving working and living environment, and have recently launched a comprehensive three-year health and wellbeing strategy across the firm.

We are committed to supporting our colleagues through change, promoting activities and healthier working practices which holistically improve their wellbeing and build resilience.

Our policies and procedures embed a culture of zero tolerance towards bullying, harassment and unnecessary stress, giving everyone a platform from which to achieve their potential and make positive contributions.

We support a range of different approaches to juggling work, family and life responsibilities, that help our people succeed in ways that work for them. This includes a supportive and flexible hybrid working policy.

We are increasing investment in professional development, providing support, guidance and encouragement for individuals to learn, gain confidence and fulfil their potential. Increasing our annual spend on training and development year on year helps our people deliver their best professionally, whilst living their best life personally.



And we have fun along the way, supporting and encouraging social activities, team building, fund raising and sports teams.

Supporting performance through investment in the our people was recognised in our latest liP review, and we are delighted to have achieved liP Gold status for the first time recently, making progress on our Silver Award which we first received in 2014.



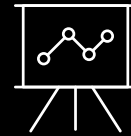


Our objectives, commitments and headlines

For our people



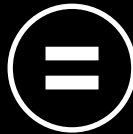
Our objectives and commitments



To implement our wellbeing strategy – a 3 year plan targeted towards positively improving the wellbeing of our people, using analytics to shape our ongoing activity.



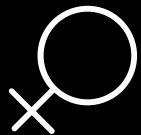
To increase our outreach into schools and colleges to talk to the workforce of the future about opportunities in a professional services firm.



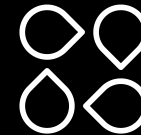
To focus on our broader EDI strategy, including regularly supporting our people through diversity and inclusive awareness sessions.



To implement affinity networks that provide opportunity for greater connection amongst diverse workforce groups.



To maintain our focus on improving gender balance across the firm, including maintaining the high percentage of female promotions, and employing initiatives that ultimately reduce the gender pay gap.

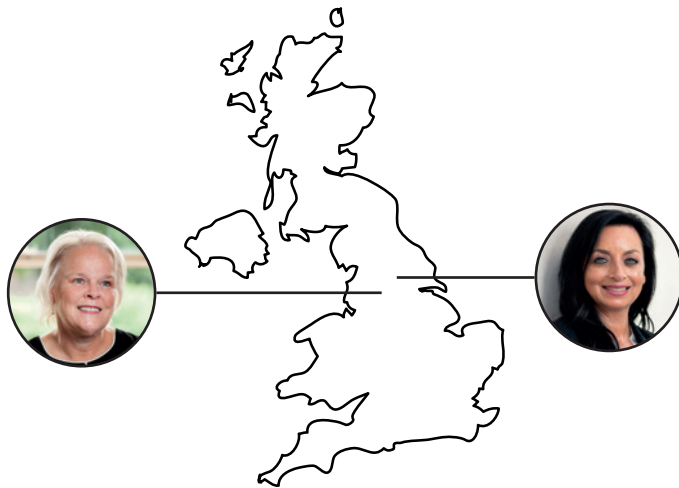


To increase engagement in responsible business through elected committees and firm-wide initiatives.



Headlines: Gender

25% of our Senior Management Team are female and 66% of our Business of Services Heads are also female.



Added to this, we have just appointed two new executive partners to the role in Leeds and Manchester – both female.



70% of employees are women.

35% of partners are women.

70%

70% of partner recruits since January 2019 are female and all partner promotions in 2022 were female.



67% of Associates, Managing Associates and Directors are female.

71%

71% of trainees are female.

We have been working hard for a number of years on initiatives to ensure a gender balance and equality of opportunity, creating a rich talent pool on which to build the future of the firm. We think our figures bear testament to the success and ongoing commitment to this approach.



Headlines: Other



Signatories of Mindful Business Charter, embedding their four pillars - openness and respect, smart meetings and communications, respecting rest periods, and mindful delegation.



In early 2022, we were awarded iP Gold status, having been a Silver employer since 2014. This puts us amongst the top ranking employers UK-wide.





Spotlight: In conversation with Anna Brown, Head of People

Actively tackling the challenge of diversity and social mobility

A diverse workforce can have real tangible benefits to a business, to individuals and to society.

Although there are significant challenges to affect rapid change within a business like ours, we are committed to our wish to avoid discrimination of any kind, ensuring we recruit the best talent regardless of ethnicity, religion, gender or sexual orientation.

We are passionate about this and don't want to risk being non-inclusive by re-thinking our workforce in any way which doesn't have empowered and engaged people performing the work they enjoy.

It's easy to get distracted by the newest shiny thing however we are committed to building meaningful initiatives into our strategy that really drive sustainable and incremental change for the firm and for the people within it.

For example, whilst we understand that there isn't an instant solution to reducing our gender pay gap, addressing the imbalance remains an important focus for us and we know this also requires a combination of different approaches to overcoming perceived barriers.



We also know that to achieve change demands an active rather than passive approach.

Our purpose, therefore, is to use the responsible business strategy to drive positive change through our people to our clients, communities and environments. This is why we invest in and embed practices that improve EDI and wellbeing across the firm.

Disruption caused by the pandemic has enabled acceleration of change, whilst also proving a unique opportunity to do things differently and reconsider the role work plays in our lives.

We know that people joining us want an attractive salary that's reflective of their value but they also want to work for a business where there's a purpose they can align with. We can set ourselves apart by delivering that.

With regards to social mobility, we are committed to providing support and encouragement for future generations of lawyers from as wide a demographic as possible. Our Solicitor Apprentice programme, Link Days, mentoring schemes, prizes and scholarships are all activities we are really passionate about. They provide a good for us to extend the work we're doing by encouraging the next generation at an age where they can direct their studies towards a career in the legal sector.



Our six-year Solicitor Apprenticeship programme is something we are particularly proud of and I look forward to this becoming even bigger and better in the coming years.

We do challenging and stressful work sometimes and not only does involvement in these activities support social mobility, but it also helps different people within the business connect better and improves overall wellbeing.





Spotlight:
In conversation
with
Fameeda Shafiq,
Associate
Promoting diversity

I joined Ward Hadaway in 2016 with my colleague and supervising partner Rachel Birks. I have always admired and respected her for her commitment to supporting charitable organisations and campaigning causes.

With this inspiration and her support, I was keen to get involved in initiatives which are close to my own heart. I became involved with the British Pakistan Foundation, an organisation based in London and was a member of their steering committee.

This was designed to provide a platform for business professionals to connect across various sectors including legal, finance, technology and more. The main purpose was to ensure better representation and progression for Asian businesses and professionals in the UK.





I played a large part in the organisation's desire to expand into Manchester where I am based. The financial support and endorsement from Ward Hadaway during this process was much appreciated. I was very proud to become a finalist in the National Diversity Awards as a result of this work.

I am also on the steering group for the Asian Business Development Network at the Greater Manchester Chambers of Commerce, organising events and workshops to help promote businesses and professionals within the region. Most recently I arranged a virtual event on D&I all with the endorsement and backing of the firm.

“

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”





Environmental damage is one of the greatest challenges the world faces. And as a founding member of the Legal Sustainability Alliance and accredited to ISO14001, we are keen to play our part.

We are committed to achieving net zero status by 2030, twenty years before the Government's proposed 2050 deadline.

And we will publish our plans for how to achieve this during 2022.

The environment is high on a lot of people's agendas. However as we all well know, it is action, not words, which are required to make a difference. Our management team are keen to lead by example, and to reach beyond our obligations and so set a benchmark for others to follow. So:



We are reducing our paper usage substantially, already operating paper-lite throughout the firm and paperless in some departments, with targets to become virtually paperless across the board by 2025.



We have joined the Sustainable Recruitment Alliance to reduce the environmental impact on early talent recruitment, as described by Matt later.





We recycle all possible materials.



We encourage our teams to minimise travel, and have put in place the technology to make this possible.



We encourage and incentivise use of bikes to work, having doubled the amount available under the 'Cycle to Work' scheme to enable the purchase of electric bikes if desired.



We are working with our landlords to promote electric charging points in our car parks.



We have issued metal business cards which digitally transfer contact details to a recipient's phone, reducing paper business card wastage. We also use QR codes across all literature to reduce paper usage, and enable updates to be made to information without reprinting.



And we are ensuring that we learn from the recent past – a reduction in printing, travel, commuting and electricity use as a result of home working during the pandemic – to create an ongoing flexible working pattern which maintains and secures this into the future.







Our objectives, commitments and headlines

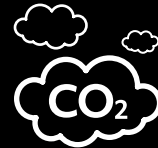
For our planet



Our objectives and commitments



To publish our carbon reduction plan by autumn 2022.



To achieve net zero status by 2030.



To maintain paper usage by 50% from historic levels.



To keep travel at under 50% of historic levels, and reduce the following year by a further 10%.



Headlines



In 2021, we cut CO₂ emissions as a result of paper usage by 54% compared to 2019.



Travel in 2021 was 15% of historic levels.



As a result of recycling, in 2021 we saved 415 trees, 56 m³ of landfill, 102,585 kWh, 11,714kg CO₂, and 781,600 litres of water.



In 2021, we doubled our contribution to the Cycle to Work Scheme to enable people to choose electric bikes



Due to the energy mix we have chosen, CO₂ emissions as a result of our power usage is zero, against the UK average equivalent of 9,000 kg CO₂.



Spotlight: In conversation with Matthew Cormack, Training Principal

A sustainable and
award-winning
approach to
recruitment of early
talent

In the summer of 2021,
Ward Hadaway joined the
Sustainable Recruitment
Alliance.

The Alliance was set up to encourage organisations to take a more eco-friendly approach to early talent recruitment. With over half a million graduate vacancies and apprenticeships annually, the impact across the industry promises to be significant.

As an early signatory of the pledge and one of a handful of law firms, we committed to review, reduce and report on its trainee and apprentice recruitment processes and as a result identify more sustainable alternatives.

Like everyone else, we have for many years handed out post-it notes, highlighter pens, stress balls and chargers at careers fairs. Our teams have travelled the country to attract the best talent to our firm. Whilst our aspirations remain the same, the way we do it is changing.

As part of our pledge to the Sustainable Recruitment Alliance, we commit to reduce our environmental impact and carbon footprint by not producing any 'freebies', and to cut our travel by taking advantage of the move to digital alternatives by many of the universities.





By doing so, we are leading by example in our sector, adding our voice to an impressive list of signatories including Clifford Chance, Aviva, Vodafone and Co-op who are encouraging businesses to reduce the environmental impact of their early talent recruitment.

As a result of which we were delighted to be recognised with a national award. We walked away with the Sustainability in Early Talent Recruitment Award 2022, at the targetjobs Awards, judged by industry professionals, seeing off the likes of PwC, L'Oréal and Johnson Matthey Plc.

“

The next generation of lawyers strongly influence our responsible business strategy, so it is essential that our early talent recruitment efforts are conducted in the most environmentally friendly fashion possible.

”

We look forward to seeing future applicants go through our new process, which we are confident strikes the right balance between sustainability and giving candidates a great experience and insight into Ward Hadaway and its culture. We will continue to ask candidates for feedback on our processes, to ensure that we are offering the best possible experience of the firm.

This is just one of many environmental initiatives that Ward Hadaway is undertaking. The next generation of lawyers strongly influence our responsible business strategy, so it is essential that our early talent recruitment efforts are conducted in the most environmentally friendly fashion possible.





Listening, learning, and putting into action

In the summer of 2021, we conducted a survey of staff around their priorities and suggestions with regards to progressing the firm's environmental agenda.

Our Environment committee was delighted with the positive responses and creative suggestions.

These included:

- Including an overview of our environmental initiatives in the new starter induction
- Reducing unnecessary use of power, such as PCs at night and stairwell lighting
- Increasing uptake of e-signatures to reduce paper
- Increasing cycle scheme limits to enable the purchase of reasonable e-bikes
- Increase number of cycle locking points
- Increase e-charging points in car parks

The first four of these have all been put into action since, and we are working with our landlords to apply pressure on the other two, where the decisions are out of our control.

We have also appointed an environmental consultant to work with us to chart our journey towards net zero, and to ensure our objectives are met.





**Building a good
and sustainable
business**



We recognise the importance of actively being a good corporate citizenship and an ethical business ourselves. But we also take very seriously our responsibility to lead by example, and to apply our influence in making the world a more sustainable and ethically responsible world.

As such, we wish to work with organisations – clients as well as suppliers – who take a similar approach to operating responsibly towards community, people and the planet.

We have therefore set up policies and procedures to review the responsible approach of the clients and suppliers with whom we work. We have established a client and matter take on committee to help us to review the organisations we work with, and





collaborate to improve the positive impact of our businesses together.

We are all on a journey. For instance we don't expect that all clients and suppliers will be imminently carbon neutral - many sectors are by their very nature significant contributors of CO2 at this time, and have they have as much right as any to the best legal representation. But we do wish those we work with to be looking forwards, to be exploring how to achieve carbon neutral, and putting the requisite investment of time and resource to achieve this in an acceptable and achievable timescale.

And with our suppliers, we will look to work with those that share our values and for those that currently fall short we will work with them to help them improve in all areas of responsible business.



Don't just take our word for it

We commissioned research organisation EcoVardis – “The World’s Most Trusted Business Sustainability Ratings” - to conduct their sustainability benchmarking review on Ward Hadaway.

On first time of asking, we were delighted to achieve their Silver rating, with the following scores:



Don't just take our word for it



As we have mentioned we are working across all four areas to improve what we do and its effect but are especially focussed on improving our approach to sustainable procurement. We have already revised our questioning of our suppliers in relation to their approach to sustainability and expanded the range of suppliers covered by our requirements. We are working towards achieving a Gold rating within two years.

But for now, we are delighted and extremely proud to be in the top 10% of organisations in our sector, and the top 25% of all businesses benchmarked by EcoVadis.



Conclusion from Martin Hulls



Martin Hulls
Managing Partner,
Ward Hadaway

I hope the preceding pages have given you a flavour of what we as a firm are committed to, and the importance which we place on being a responsible business, as well as giving you a flavour of what the firm and our people have been doing and involved in recently.

As Jamie said in the introduction, this isn't fashion or fad. But an approach that has, in one way or another, been in our DNA throughout the firm's existence.

Over time priorities change, but the essence of being a good citizen is constant. We can always do more and become an even better citizen, something that is now more important than ever.

I really hope you are inspired and encouraged by what you have read in this document. I know I was when I first read it, so please do get involved if you aren't already. And a big thank you to all of you that have asked to support our ambitions by putting yourselves forward to join the Responsible Business Board or one of the relevant committees, as well as those that have raised funds, volunteered, made great suggestions or helped in any way.

I think we can be proud of what we have done, but equally proud of what we are looking to achieve. As always we want, need and welcome your feedback, and your ideas as to what we could do better, so please do let us have your thoughts.

We could not achieve what we do without you, the support of our clients, and the collaboration of the incredible organisations that operate in this space, some of whom are detailed over the preceding pages.

So thank you all for your help, commitment and enthusiasm and for taking the time to read this document.



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