



# Ward Hadaway – our responsible business review 2023

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

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# An introduction from Steven Petrie



**Steven Petrie**

Chair of the Responsible Business Board,  
Ward Hadaway

At Ward Hadaway, we take our responsibilities very seriously:

- › To the communities within which we live and work.
- › Towards our people, the firm's most valuable asset.
- › And to the planet, the protection of which stands as the ultimate collective challenge.

Every day, we make great efforts to uphold these responsibilities in all aspects of our operations. We also recognise the significance of setting an example and using our approach to inspire our clients and suppliers to do the same.

## **Why?**

Building an inclusive and forward-looking organisation means we are best placed to understand the needs of our communities. It also means we are able to reduce our ecological footprint and help mitigate the effects of social isolation, the cost of living crisis, the pandemic and beyond.



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

”

Our Responsible Business review articulates our dedication to our people, our communities and the environment, alongside what it means to be a responsible business. In this year's edition, we provide an update on our environmental duties and performance, how we continue to prioritise the health and wellbeing of our staff and the difference we've made to many of the local charities we support.

Giving back is an integral part of the firm's culture; an ever-present commitment since Day 1.

I hope you agree that this resonates throughout this year's edition.

To find out more or get involved, please get in touch.

**Steven**

November 2023





For our  
communities





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

We're committed to improving lives through charitable donations, volunteering, undertaking trusteeships and pro-bono legal work. We continue to choose two fundamental themes that help influence our decision-making when it comes to supporting charitable organisations:

- › Health and wellbeing
- › Young people

They include many areas of support, such as providing opportunities for all, tackling food poverty, enabling change through sport and ending social isolation, all structured around our core focus.



“

**In addition, we maintain our long standing tradition of contributing to our own funds within some of the region's Community Foundations, which do an amazing job of investing into smaller charities and community groups across the North.**

”



Our charitable giving is managed through a generous annual budget provided by the firm, with specific donations made by our Responsible Business Board; comprising of representatives from across the whole firm.

We support a wide 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, and the Durham University Schools outreach programme. Others are one-offs, like

supporting the Whickham Fellside Girls Youth Football Club. In addition, we maintain our long standing tradition of contributing to our own funds within some of the region's Community Foundations, which do an amazing job of investing into smaller charities and community groups across the North.

The firm's social committees also raise further funds for initiatives, through events such as Legal Walks and Cake Bakes.

We remained focused on supporting access to justice for those who cannot otherwise afford legal representation and are an active member of a number of pro-bono groupings.



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**Pro-bono legal work is a regular part of our ‘giving back’, ensuring that we apply our legal skills for causes who need it most, but can’t afford it. In the last six years, we have provided over £1.1m worth of legal work on a pro-bono basis.**

”



Pro-bono legal work is a regular part of our ‘giving back’, ensuring that we apply our legal skills for causes who need it most, but can’t afford it. In the last six years, we have provided over £1.1m worth of legal work on a pro-bono basis.

Where possible, we measure the impact of our investments to confirm that a demonstrable social value is being 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. For example, we continue to support the Pit Howe Charity Clay Day, helping to raise funds for the Great North Air Ambulance, as well as the County Durham Community Foundation.









Ward Hadaway encourages its people to dedicate their time to charitable causes, and provides a 'volunteer day' for everyone.

This is a paid day's leave to support a charity of their choice. While we recognise that time is often the most valuable commodity for these charities, it also equates to a contribution of £125,000.

Encouraging our people to become trustees, directors and advocates at charities and community interest companies, or to be governors of schools, colleges and

universities is really important to Ward Hadaway; which is why we're extremely flexible in the time commitment this involves.

To assist our people in their volunteering choices, this year, we have established an Engagement portal on the firm's intranet to provide access to the vast choice of different volunteering opportunities that are available.





**Our objectives,  
commitments and  
headlines:**  
For our communities

# Our objectives and commitments

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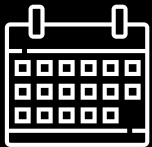
Maintain our focus on two core themes: health and wellbeing and young people.



To donate at least £45,000 by way of cash donations to charitable causes during the financial year 2023/24.



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

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In our report for 21/22, we set ourselves some challenging objectives for our investment into our communities. This is how we fared:

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

**Actual:** We were just shy of our investment target, but delighted with the extent of investments and breadth of organisations to which we were able to make donations.

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**Objective:**

**£45,000**

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**Actual:**

**£44,800**

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

**Actual:** A number of people informally took advantage of this opportunity, but we recognise there is room for improvement with regards to uptake. This year, we have agreed to take a more active approach to promoting the formal uptake of this opportunity, as well as telling the stories of those who have, to encourage the rest.

**Objective:** Maintain our focus on two core themes: health and wellbeing and young people.

**Actual:** We did ensure that the vast majority of donations made by the firm were based around these themes.

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

**Actual:** We did maintain a good balance across all three regions, but recognise there is more we can do to increase the commitments made within the North West region. To ensure an improved balance, we have nominated a Charity of the Year in each three office locations, and are independently working with these charities to help grow donations and engagement.

**Objective:** To deliver pro-bono legal work worth £125,000, each financial year.

**Actual:** We just missed our objective by recording time worth £111,000 during the financial year. We intend to further promote the firm's Engagement Portal, as well as adapting our processes to make it easier for our lawyers to undertake pro bono engagements.

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**Objective:**

**£125,000**

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**Actual:**

**£111,000**

# Headlines



## £1.1 million +

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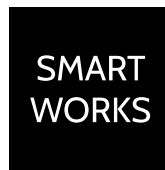
Over £1.1m of pro-bono work delivered during the last six years.

## 50 +

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Over 50 bodies are supported by the firm through pro-bono and our people as trustees, governors, CIC directors and public body board members.

Donations, support, fundraising and contributions made to the following:



- › Community Foundation Tyne & Wear and Northumberland
- › Leeds Children Heart Surgery Fund
- › Leeds Community Foundation
- › NE Youth
- › North East Legal Support Trust
- › Robert Harle Pit House Charity Clay Day
- › University of Durham North East Changemakers Programme
- › Wickham Fellside Youth Football Club sponsorship
- › LD:NorthEast
- › Patchwork Project
- › Holbeck Together
- › CATCH Leeds CIO
- › Hamara Healthy Living Centre
- › Bishop Monkton Village Hall and Playing Fields
- › Various individual donations supporting clients and staff through Just Giving, Go Fund Me and Virgin Money initiatives



## **Spotlight:** **In conversation** **with Jamie Martin**

Responsible for our  
relationship with the  
Community  
Foundation fund

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A Community Foundation is a tremendous way for businesses and individuals to invest in charitable organisations based within their communities. The organisation sits at the heart of a diverse and populous network of local charities, most being very small.

The fund provides these charities with support, training and mentoring, to help them fulfil their objectives and get investment into the real heart of a community where it has the most impact.

We have been closely involved with the Tyne and Wear and Northumberland Community Foundation fund for over 16 years, since Ward Hadaway



first started investing in our own endowment fund, as well as making other donations and supporting specific initiatives.

We have more recently extended our regional coverage by established funds with the Leeds Community Foundation and Durham Community Foundation too, and are exploring our options across the North West region too.

These are a myriad of charities with which each fund is linked, so by informing the Community Foundations of our particular areas of emphasis, we can better direct the donations made from our endowments. For instance, health and wellbeing and

youth initiatives are our two core focus areas which we ask to be considered. However, unusually for regional community funds, we have asked for our original fund in the North East to be invested not just in the direct locality, 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 funds and seeing the impact it has on those charities. In excess of 30 charities have been supported from our fund over the past 16 years - it is incredibly rewarding to reflect on the impact this will have had on people's lives.





# Spotlight: Leeds Community Foundation

Helping  
communities to  
create positive  
change

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## The organisation

Leeds Community Foundation distributes vital grants and provides trusted advice to community organisations across Leeds and Bradford to influence positive social change. They are driven by creating meaningful social impact for thousands of local people every year. As the region's largest independent funder, Leeds Community Foundation is "the only organisation of its kind working to create opportunities for all; by investing funds, time and expertise to address inequalities and build a better future."

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## Our involvement

Ward Hadaway has been working with the Foundation for over a decade. Donating an amount every year enables the delivery of grants and expertise to community organisations, helping to create meaningful social impact for thousands of local people. We've also invested an additional £2,500 towards the Foundation's Leeds Fund Micro Grants programme, which supports volunteer-led activities in areas of high deprivation.

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## The impact

Our regular donations have enabled local community groups in Leeds and Bradford to experiment with ideas and initiatives that benefit communities, including working with refugees and asylum seekers to tell their stories through art and bringing together a local women's group for fun and friendship. Through Ward Hadaway's contributions to the Foundation's Micro Grants scheme, we've provided valuable support and made a difference to small local groups and hundreds of people.





“

The team at Ward Hadaway have been extremely helpful and approachable. We can't thank you enough for your ongoing support.

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Spokesperson at Leeds Community Foundation

# Spotlight: Greggs Breakfast Clubs

Providing a school-day breakfast to the children who need it most

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## The organisation

For nearly a decade, Ward Hadaway has supported the important work of the Greggs Foundation, a grant making charity which improves the quality of life in local communities by distributing around £3 million, 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 day. Every school involved is provided with fresh bread from their nearest Greggs bakery, and a grant to support start-up and ongoing costs. The average club costs £2,000 to set up and run, per year.

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## Our involvement

Ward Hadaway supports three schools in Leeds, Manchester and Newcastle through the Breakfast Club scheme. Currently, 135 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 in our work with the Greggs Foundation – visiting breakfast clubs to find out more about them and meet the children they benefit. Our team continues to work together to create engaging fundraising ideas, so we can continue our annual support for children through Greggs' Breakfast Club.





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## The impact

The schools that the Greggs Breakfast Club fund are in areas of high need and the children supported are often those most vulnerable. Through our support, we're able to ensure young people are primed and ready to learn from the very start of their day and that no one has to go without. Additionally, we've also supported the Greggs Foundation Hardship Fund to help people to manage the cost of living crisis. In the last year, Greggs provided 3822 loaves of bread to our nominated schools and helped pupils receive 26,325 free breakfasts thanks to the funding Ward Hadaway provided. The schools also fully utilised the holiday provision funding available to them, to the value of £1,800.

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**By supporting the Greggs Foundation you are helping children get the best start to the school day. Teacher feedback has shown breakfast clubs offer children a positive social environment and can help improve concentration through better adult engagement earlier in the day. Now more than ever, families in our local communities require our help and support. We want to thank Ward Hadaway for your commitment and continued support.**

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Greggs Foundation Breakfast Club







## **Spotlight:** **In conversation** **with Chrissie** **Kettlewell, Director** Our fundraising campaigns and 'Charity of the Year'

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I'm once again delighted to comment on the charitable activities that have and continue to take place within Ward Hadaway's Leeds office.

During 2022, for the first time ever, we set up our 'Charity of the Year' programme – an annual event held to focus all of our major fundraising efforts towards one specific charity. In its inaugural year, we've been raising money for the Leeds Children Heart Surgery Fund (LCHSF).

Activities included 'Steptember', where staff were challenged to record as many daily steps as possible, throughout the month of September. Not only did the Leeds office hit a grand total of 937.7 miles, (further than travelling from Leeds to Berlin) we also raised a significant amount of money.

Of course, making fundraising fun means that not only do we get to give back to our local communities and

those who need it most, we also get to enjoy ourselves while doing so. To celebrate Halloween and the 2022 Christmas holidays we held raffles, a pumpkin carving competition, Halloween fancy dress, a Christmas decorating competition and a Christmas jumper day. Every February, the LCHSF host their annual 'Wear Red Day' – and here at the Leeds office, we couldn't help but get involved with another now-trademark Ward Hadaway 'fuddle' (a party or picnic where attendees bring food and wine) in the kitchen, complete with a wide variety of red coloured food, and raffle.

Alongside the LCHSF, we also once again held a very successful Macmillan 'Coffee Morning' to help raise money for cancer support. Hosting our very own 'Bake-Off' style competition, complete with Eccles cakes and handshakes, we raised a generous total to aid Macmillan and the crucial work they do.

Throughout the last year, we've also been involved in the 'World of Work Days' scheme – helping primary school children to learn more about work and the inspiring the next generation to choose a career in law. Taking place within three different schools, 91% of all children involved said they felt more motivated to work harder and succeed as a result of the programme.

Our trainee solicitors also spent time volunteering at CATCH (Community Action to Create Hope), a local charity in Leeds. CATCH empowers young people on their educational farm, and, beyond donating their time and effort, our trainees got to hang out and feed the centre's goats!

Most recently, we've chosen our Charity of the Year for 2023/24: Martin House Children's Hospice. Kicking off this year's initiative with a 'Lunch and Learn' event in May, Martin House came along to the office to share their story and why their work is so important in changing the lives of young-people with life limiting illnesses.

In addition to the Leeds office, both Manchester and Newcastle are supporting their own individual annual fundraising programmes, for The Cindy Appleyard Foundation and The People's Kitchen, respectively.

Not only are we hoping to smash last year's fundraising total, we already have plenty of fundraising events planned for later this year. Please keep your eyes peeled and do get in touch – it's incredibly rewarding to make a difference to the charities on our doorstep, as well as having a great time with our colleagues doing so.









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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.

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

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.

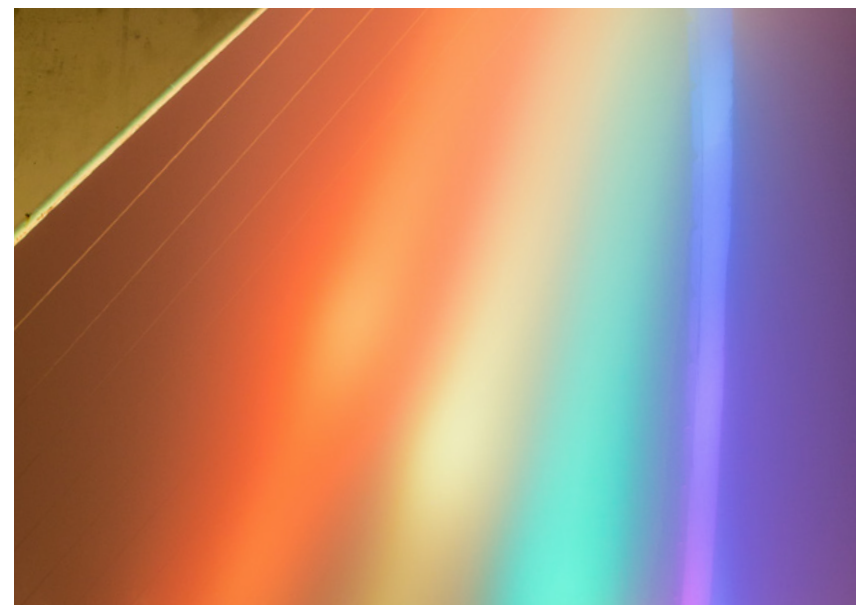
The health and wellbeing of our people remains at the very peak of the firm's agenda.

We continue to address the challenges posed by an ever-evolving working and living environment and are now well into the second phase of our comprehensive three-year strategy.

Part of this strategy involves creating and maintaining an environment and culture which attracts and retains the great talent we are proud to possess. We've taken huge strides to empower our people to maximise their potential. To go further, we're now collectively developing a values and behavioural framework to further enshrine our beliefs and approach.

This framework will clearly define an overall set of values and behaviours that reflect the everyday activities we all undertake and, importantly, enable us to better adapt to changing market conditions and continue to grow.

The process of understanding the scope and shape of this framework is well underway; with almost 50% of the business involved in exploratory workshops and everyone else having the option of sharing their views via an online survey. We look forward to finalising this framework, sharing it with the wider firm, and using it to guide our practices going forward.



Fundamentally, we are committed to supporting our colleagues through change, while promoting activities and working practices which holistically improve their wellbeing and resilience. Our policies and procedures embed a culture of zero tolerance towards bullying, harassment and unnecessary stress, giving everyone a platform to achieve their potential and make positive contributions.

We support a range of different approaches to juggling work, family and life responsibilities, to help our people succeed in ways that work for them, and, last year, we were proud to be awarded Investors in People 'Gold' status for the very first time.

We remain steadfast in putting our people first.



**Our objectives,  
commitments and  
headlines:**  
For our people



# Our objectives and commitments

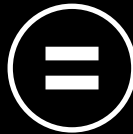
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To implement our wellbeing strategy – a three year plan targeted towards positively improving the wellbeing of our people, using analytics to shape our ongoing activity.



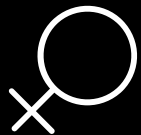
To increase our outreach into schools and colleges to talk to the workforce of the future about opportunities in a professional services firm.



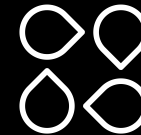
To focus on our broader EDI strategy, including regularly supporting our people through diversity and inclusive awareness sessions.



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



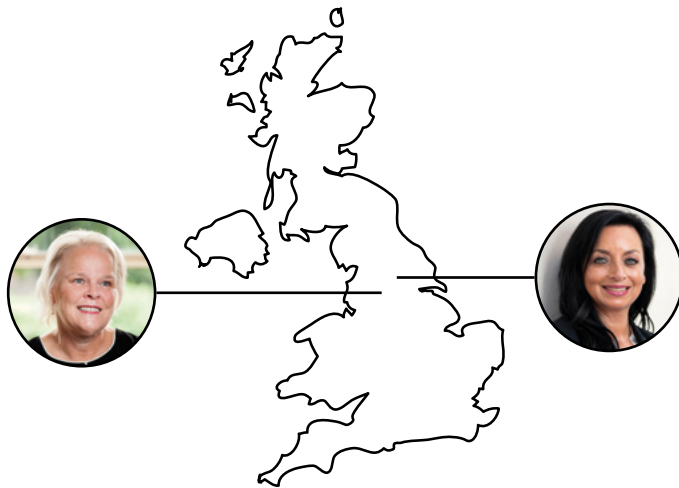
To maintain our focus on improving gender balance across the firm, including maintaining the high percentage of female promotions.



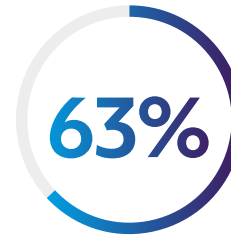
To increase engagement in responsible business through elected committees and firm-wide initiatives.

# Headlines: Gender

A third of our Senior Management Team and Business Services Heads are female.



Both Executive Partners in Leeds and Manchester are female.



63% of employees are women.



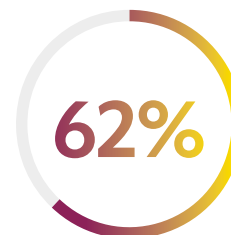
57% of partner recruits since 2022 are female and 100% of all partner promotions in 2023 were female.



68% of Trainees are female



38% of Partners are women, up from 35% last year.



62% of Associates, Managing Associates and Directors are female.

As you can see within these statistics, we have been working hard to make a positive difference to the gender balance within the talent pool on which the future of the firm is built. These figures bear testament to the success of this approach, and to a strong future.

## Headlines: Other

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This year, we signed up to the Mental Health at Work Commitment (MHAWC). It provides a framework to help businesses achieve better mental health outcomes for their people. Developed and curated by Mind, with the knowledge and expertise of mental health charities, leading employers and trade organisations, it demonstrates our ongoing commitment to the wellbeing of our people.



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As signatories of Mindful Business Charter, we embed and encourage their four pillars, openness and respect, smart meetings and communications, respecting rest periods, and mindful delegation, into our daily operations.



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Last year, we were awarded Investors in People Gold status, having been a Silver employer since 2014. This puts us amongst the top ranking employers UK-wide.





## Spotlight: In conversation with Matthew Cormack, Training Principal Emerging Talent: Diversity; our commitment, approach and progress

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Diversity is a fundamental part of our Emerging Talent recruitment strategy.

A diverse workforce promotes a range of perspectives, experiences, skills, and fosters innovation and creativity. Getting diversity right within our Trainee and Apprentice programme not only promotes social progress and fairness, but enhances our ability to adapt to a rapidly changing market and to serve the needs of our diverse client base.

### **Recent highlights and successes:**

- › Aligning with the Responsible Business Committee's core theme of improving accessibility, we have made great strides in developing our Apprenticeship programme. As of September 2023, we will have four Solicitor Apprentices across the business; a 50% increase over the last two years.
- › Creating a plan to empower paralegals and other non-qualified lawyers to work with their departments and line managers to take advantage of the new SQE route to qualification.



### **Encouraging change through partnerships**

To encourage diversity within our feeder Universities, the Emerging Talent team has developed a strategy of creating commercial and academic partnerships across Leeds, Manchester and Newcastle. These partnerships aim to encourage diversity, to encourage our competitors in the market to follow our lead, and to lobby our University partners to do more.

#### **In the last 12 months, we have:**

- Undertaken a schools outreach programmes with Upstart Enterprise, a seven week business challenge at Walker Riverside Academy.
- Partnered with Gateshead College (via Newcastle Gateshead Initiative) on the Gateshead College Mentoring Scheme, with the aim of supporting seven students who are interested in working in law.
- Partnered with RedSTART Educate to deliver a 'Money Counts' session for Year 6 pupils, helping the next generation to achieve between financial futures. We supported approximately 50 students across a two day programme.

The key strategic partnership which we have formed over the course of the last year has been with IntoUniversity, and we are really excited about the long term change we can deliver via this collaboration.

IntoUniversity is a UK charity that aims to address educational inequality and empower young people from disadvantaged backgrounds to reach their full potential.

Their mission is to provide intensive academic support, mentoring and enrichment programmes that inspire and equip young people to attain higher education.

We have supported IntoUniversity in hosting, at Ward Hadaway's offices, students on two programmes during the year:

- In our Leeds office, our volunteers supported 40 young people with a BusinessInFOCUS day. This involved our team of volunteers working with students on an immersive day-long business simulation.
- In our Manchester office, our volunteers supported 25 people from The Albion Academy in Salford with a CareersInFOCUS workshop, introducing the students to themselves and their careers and working interactively to inspire the students.

### **What's next?**

We will continue our involvement with IntoUniversity throughout 2024, ensuring that we balance our work across all of our geographies.

One project that we are particular excited about is a new initiative which has been developed in conjunction with Durham Law School. This partnership is designed to introduce school pupils from less-advantaged backgrounds in the North East, Yorkshire and the North West to consider the study and practice of law.

This will include some in-bound work at Durham University, but also at least two outreach days at our offices in Leeds and Manchester to support all of our regions.

We will be actively looking for volunteers for these initiatives in due course and will provide further updates in next year's report.





For our planet

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# Environmental damage is one of the greatest challenges the world faces. 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, 20 years before the Government's proposed 2050 deadline, and will maintain our plans for how to achieve this throughout the intervening years.

The environment features highly on many agendas. However, it is action, not words, which is required to make a difference. Our management team are keen to lead by example and reach beyond our obligations by setting a benchmark for others to follow.

Alongside our newly formed active environment committee, we are now calculating our annual emissions to monitor progress. As a result of capturing this data, year-on-year, we can maintain our Carbon Reduction plan.



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We are continuing to reduce our paper usage substantially, with paper-lite and paperless operations already present in some departments.



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We are members of the Sustainable Recruitment Alliance, with goals to reduce the environmental impact on early talent recruitment.



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We recycle all possible materials.



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We encourage our teams to minimise travel, and have put in place the technology to make this possible. Our travel policy encourages the uptake of means of travel with the lowest environmental impact.



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



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



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



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We continue to learn from the past; such as reductions in printing, travel, commuting and electricity, to create ongoing flexible working patterns.









## **Our objectives, commitments and headlines:** For our planet

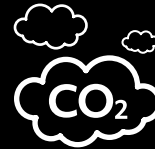
# Our objectives and commitments

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To publish and maintain an up-to-date Carbon Reduction plan.



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To achieve net zero status by 2030.



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To continue to keep paper usage at under 50% of historic levels.



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To benchmark our travel usage in 2022/23, and maintain these significantly reduced levels for the coming year.



# Headlines

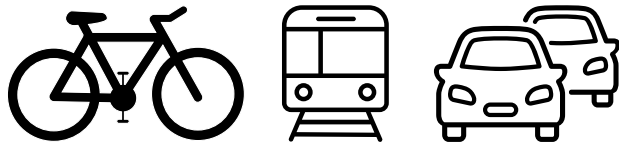
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In 22/23, we kept CO<sub>2</sub> emissions as a result of printer usage at 49% of historic levels recorded during 2019.



As a result of recycling, we saved 558 trees, 39m<sup>3</sup> of landfill, 138000kWh, 19,698kg of CO<sub>2</sub> and 1,050,560L of water.



We have put in systems to record travel at a much more granular level, enabling us to determine our impact, and in so doing help inform effective decision making. We are looking to introduce systems to better understand the environmental impact of our people's commuting.



**Building a good  
and sustainable  
business**



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We recognise the importance of actively being a good corporate citizen and an ethical business. 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 place.

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.







Our client and matter take on committee helps us to review the organisations we work and collaborate with, to improve the positive impact of our businesses together.

We are all on a journey, and accept that a number of organisations face significant challenges in evolving their practices to improve their impact on the environment, communities and people. We wish to work with those who recognise this, who are looking forwards and exploring how to be better responsible corporate citizens, and are ambitious in their approach.

With our suppliers, we continue to look to work with those who share our values and, for those that currently fall short, we will cooperate where we can to support them.

# Don't just take our word for it

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

For the second year running, we were delighted to achieve their Silver rating, with the following scores:



# Don't just take our word for it



As mentioned, we are working across all four areas reviewed by EcoVadis to improve what we do and its effect. That being said, we are especially focused on improving our approach to sustainable procurement.

We have already revised our questioning of 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.

For now, we are delighted and extremely proud to be in the top 11% of all organisations in our sector.



# Conclusion from Martin Hulls



Thank you for reading this year's edition of our Responsible Business Review.

As Steven highlighted in the introduction, a commitment to responsible business practice is woven into the very DNA of Ward Hadaway. Priorities may change, but the fundamental essence of our responsibilities does not. More than a trend, this is our culture.

That being said, we can always do more. It's why this review exists; to celebrate our successes and to highlight the road ahead. As a firm and as individuals, I encourage your active engagement towards making positive change.

To everyone who has volunteered for the Responsible Business Board and its related committees, and to those who have contributed funds, volunteered their time, shared insightful suggestions, or offered assistance through various capacities and means; thank you.

We are privileged in the sense that we have the ability to enable positive change. We welcome your feedback and ideas, both of which are essential to our growth. On behalf of myself, Steven and the overall firm, I profoundly encourage your perspective on how we can continue to improve and excel.

Lastly, to all of you, thank you for your dedication and unwavering commitment in continuing to ensure that Ward Hadaway remains a responsible business.

**Martin Hulls**

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