

TaylorWessing

Impact Report 2025

Acting sustainably together
as a responsible business



About this report

Being a responsible business is central to who we are, and it's a role we take seriously. We're committed to delivering an inclusive culture and progressive environment, creating social value in our local communities, and reducing our environmental footprint.

Taylor Wessing is a global law firm that serves the world's most innovative people and businesses. Working across sectors, we deliver a range of legal services that help our clients solve complex problems, collaborating to challenge expectations and achieve extraordinary results.

We are pleased to present our Impact Report 2025, which summarises our latest progress on our responsible business goals. In preparing this report, we gathered insights from our key stakeholders – clients, employees, and community partners – as outlined in our [stakeholder engagement section](#).

The content of this report focuses on our London, Liverpool, Cambridge, and Dublin offices. Where we have data available, we also include information about our Dubai office. The data included covers the period between May 2024–April 2025 unless stated otherwise, while the narrative covers an extended period, up to the end of 2025.

Our carbon data reflects the operational control of Taylor Wessing UK LLP and is prepared in line with the Greenhouse Gas (GHG) Protocol and Science Based Targets initiative (SBTi) guidance.



We also align with the World Economic Forum (WEF), CDP (formerly Carbon Disclosure Project), and Sustainability Accounting Standards Board (SASB) metrics. As a proud participant of the UN Global Compact, we also align with their 10 key principles and this report forms part of our annual communication of progress.

Our Responsible Business Board has reviewed and approved this report. Our **carbon data** has also been **assured by an independent consultant**. Further reporting and key policies are available on our website, which we update regularly with information about our recent activities.

We welcome your feedback on this report. If you have any suggestions or questions, please contact responsiblebusiness@taylorwessing.com.

A letter from our leadership



Shane Gleghorn
UKIME Managing Partner



Nick Warr
UKIME Senior Partner

2025 was a year of noteworthy progress on our Responsible Business agenda. As a firm built on purpose and values, we're proud of the collective efforts of everyone across the firm to reduce environmental impacts, create societal benefits, and deliver exceptional services to clients.

This year, we took significant steps to address our environmental footprint by receiving Science Based Targets initiative (SBTi) validation for our near-term emissions targets and by signing up to The Climate Pledge, which aims for net zero by 2040.

The renovation of our London office has been another vital step, as we consciously worked to reduce embodied carbon and waste and enhance energy efficiency. At every phase of the renovation process, we considered how we could best serve our people and communities. Whether it was carefully designing collaborative spaces or donating preloved furniture to local schools and charities, we used the refurbishment as an opportunity to create valuable social impact.

We also aim to create positive social and climate impact by teaming up with other law firms. This year, through the Legal Charter 1.5, we invested in an agroforestry project with other firms and Save the Children Global Ventures (SCGV) that will enhance local livelihoods, promote sustainable agriculture, protect children's rights, and support effective climate action.

We continued creating positive impact for communities in other ways too. Through more than 3,000 hours of pro bono legal work, our lawyers have continued to close the gap in access to justice, providing aid to a variety of people and organisations.

Throughout 2025, we also continued working with our clients to solve complex problems and achieve extraordinary outcomes. As a leading AI-enabled law firm, we continuously advance our technology capabilities, responsibly integrating AI solutions into operations and services to enhance our capabilities.

We are committed to delivering an inclusive culture and a progressive environment, where we empower all our people to lead, learn, and grow. Looking inward, over the last year we have continued to focus on our inclusion programme across our key focus areas: Gender, Race and Ethnicity, LGBTQ+, Social Mobility, Disability, and Wellbeing.

While we're committed to being a responsible business because we believe it is the right thing to do, it is always appreciated when it is externally recognised. In 2025, we were honoured to be recognised as the industry leader by Lamp House for our responsible business activities. Similarly, we were proud to achieve a Silver ranking from EcoVadis, reflecting our steadfast commitment to strong sustainability performance.

Looking ahead, on Friday 30 January 2026, Taylor Wessing's offices in the UK, Ireland, Middle East, Netherlands, and Belgium announced they would be coming together with Winston & Strawn to create Winston Taylor, a new transatlantic law firm.

We are excited about the opportunities that Winston Taylor will provide for our clients, our people, and the communities we are a part of. As we work towards the launch of the new firm, we'd like to take this moment to thank our people for their ongoing dedication to delivery.

Throughout this report, we celebrate the achievements we have made to date and look forward to what's next on our continuous journey of helping to create positive impact for our society and planet. We hope you enjoy reading it.

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Our commitment in action

LAMP HOUSE STRATEGY

Landmark Lamp House recognition

In an industry-leading achievement, we were recognised as the overall leader in Lamp House's prestigious annual global review of law firms' responsible business activity. Not only did we achieve the highest score of any firm assessed by Lamp House, but we also had the biggest year-on-year increase in score.



This recognition by Lamp House is a fantastic achievement that reflects the dedication of our entire firm. As a member of the Executive Board overseeing Responsible Business, I am particularly delighted that our deep integration of responsible practices – from our inclusive culture to our planet-friendly initiatives – is delivering demonstrable value. For Taylor Wessing, being a responsible business is not merely an initiative; it is a strategic pillar that underpins our long-term success and our commitment to our clients and communities.



Kirstie McGuigan
Partner and Executive Board
Responsible Business Representative



Being a responsible business is an ongoing and dynamic commitment – one that supports long-term value creation for Taylor Wessing. While we are encouraged by the tangible strides we've made, we maintain a realistic perspective on the magnitude of the task ahead, recognising the need to drive ongoing change across the organisation and to keep improving.



Claire Rainsford
Head of Sustainability

Taking a responsible approach to AI

AI is reshaping how we live and transforming the legal landscape.

While it can introduce risks, including environmental impacts, security concerns, and ethical challenges, it also has the potential to revolutionise how we operate. We're embedding AI responsibly in how we work, deliver legal services, and innovate for the future.

Robust AI management

We are committed to using AI responsibly, guided by clear policies, stringent data controls, and strong governance. Our dedicated AI Strategic Board and task force oversee our approach and help to drive efficiency and improve client service. They're supported by a network of AI Champions – passionate employees who actively engage with new developments and drive practical implementation.

We also have a firmwide AI Policy which establishes guardrails for AI use, data handling, and third-party interactions and we have committed to renewably powering our AI systems to reduce our associated environmental impacts.

Employee engagement

Responsible AI requires collective commitment. We deliver firmwide training to ensure everyone understands how to use tools ethically and securely. For example, all our lawyers, from trainee upwards, complete training to ensure they can talk to clients about how they can navigate rapid AI advancements.

Listening to our people is key to evolving our AI approach. Using feedback from our employee View survey, we developed responsible AI principles and enhanced communications around how we address environmental and ethical challenges. We also draw on our people's expertise to use AI for good, innovating to boost efficiency and impact in pro bono projects.

Learn more about our [responsible AI principles](#) and ['AI for good' initiatives](#)

30+ AI workshops hosted

35+ AI Champions

150+ potential AI use cases identified

Innovation and service transformation

We harness AI as a catalyst for better lawyering and integrated teams, embedding advanced technology to unlock deeper insights and seamless client service. This approach enhances the quality and predictability of outcomes, enabling more accurate advice and improved client experiences. Every interaction reflects our commitment to excellence – driven by people, enabled by technology.

We build proprietary tools, such as LitiumTW – our secure AI platform for drafting, research, and task management – and use leading third-party solutions like Legora for advanced legal research and client engagement. All systems are connected through shared workflows and oversight, making AI a seamless part of our everyday work.

Learn more about our [AI expertise](#)

Refurbishing for sustainability and social value

With most office emissions coming from our London office, reimagining the space was a great opportunity to reduce our carbon footprint. When faced with the choice to move or refurbish, we chose to stay – and emissions were part of that decision. Refurbishing our existing space would result in over 55% less embodied carbon than a new build, equivalent to 5,500 London–New York flights, and helping to reduce costs.

For us, this refurbishment isn't just about a new look; it's about creating a healthier, more inclusive, and sustainable workplace. From improved air and water quality to supporting local communities and reducing waste, every choice was made with people and the planet in mind.

We created open-plan spaces with glass partitions to foster greater connection and collaboration, incorporated wellbeing rooms, and rehomed preloved items to community organisations that could truly benefit from them.

During design, we achieved the highest BREEAM¹ rating possible, and we're not stopping there. We're working to deliver the highest standards of WELL² and BREEAM during operation too, ensuring we uphold best practice standards for environmental performance, employee health, and wellbeing.

¹ Building Research Establishment Environmental Assessment Method.

² WELL is a rating scheme for sustainable and healthy buildings that measures and certifies features that impact human health and wellbeing.



Thanks to upgraded heating, cooling, and lighting systems, the building is now around **50% more energy efficient, which will lower operating costs** and save as much energy as over 30 UK homes use annually.



We installed **leak detection** to better manage water resources and fitted **microplastics filters** on drinking water taps.



We've replaced gas boilers with heat pumps and now run on **100% renewable electricity**.



Increasing airflow by 60% and integrating new filtration systems to remove allergens helped improve building air quality.



We reused and recycled wherever possible – from raised access flooring to carpets – **diverting over 98% of waste from landfill**.



Our fresh salad farm wall **reduces food miles and water use by up to 95%**.



Choosing recycled glass for meeting room glazing **reduced carbon intensity by 35%**, saving 75 tonnes of CO₂e.



Plastic-free, seaweed-based Notpla food takeaway boxes go in the food waste for anaerobic digestion and **use up to 70% less CO₂e** than traditional takeaway boxes.



Our roof features plants that support pollinators and we're working with local charities to help **create pollinator pathways** across Central London.



£5 million in net social value was created and 2000+ items were donated to local charities and schools.

Our year in review

The sustainability landscape is constantly evolving, and we're keeping pace.

Throughout 2025, we continued to make progress on our [Responsible Business strategy](#).

We were also honoured to have our efforts recognised by various external organisations.



Enhancing our culture

We're creating an inclusive culture where every individual is empowered to lead, learn, and grow.

Launched a new Race and Ethnicity strategy

to advance inclusion for underrepresented, racially and ethnically diverse employees.

8.1

Employee engagement score up from 8.0 in 2024.

10

interns welcomed into our 10,000 Black Interns Programme, our fourth and largest cohort to date.



Investing in our community

We're working together to help reduce inequality, expand opportunities, and improve access to justice.

3,198

pro bono hours delivered across the UK and Ireland.

£200,000

donated to charitable causes, with employees contributing through payroll and matched giving, donations, and fundraising events.

650+

hours volunteered with causes that ranged from conservation days to mental health support.



Protecting our environment

We're taking action to reduce our environmental impact, cutting emissions on a path to net zero, finding ways to preserve resources, and working to support biodiversity.

Climate impact investing

with Save the Children Global Ventures and other law firms on a project to foster climate resilience and support children's welfare in vulnerable communities.

100%

renewable electricity in our offices.

99%

of waste is diverted from landfill through robust recycling and reuse efforts.

Awards and recognition 2025



10,000 Interns Foundation

- Shortlisted for Alexander Paul Award finalist – Maurice Quartey, future trainee solicitor



European Diversity Awards

- Shortlisted for Outstanding LGBTQIA Network of the Year: equaliTW
- Shortlisted for Diversity Champion of the Year



Rainbow Honours

- Winner – LGBTQIA network of the year (finance, legal and banking)



LawWorks Pro Bono Awards

- Shortlisted for Best New Pro Bono Activity: Roundhouse Legal Advice Clinic
- Highly Commended for Most Effective Pro Bono Partnership: Windrush Legal Initiative

Citywealth

Citywealth Brand & Marketing Awards

- Winner – Polina Ceron, BD Manager of the Year
- Winner – Marketing Initiative of the Year (Trophy Assets Guide)



Legal Cheek Awards

- Longlist – Sixth Formers’ Choice Award for Solicitor Apprenticeships
- Longlist – Most Admired Law Firm
- Longlist – Best Law Firm for Peer Support



Legal 500 UK ESG Awards

- Shortlisted for Best Law Firm Advisory Team: Sustainable Finance – TASC carbon credit project
- Shortlisted for Environmental/Sustainability: Champion of the Year – Clare Harman Clark



The UK Social Mobility Awards

- Finalist for Progression Programme: Amplify
- Finalist for Recruitment Programme of the Year: Limitless



City Century Awards

- Shortlisted for Senior Law Firm Champion of the Year – Paul Leamy
- Shortlisted for City Century Hero of the Year – Paul Leamy
- Shortlisted for Apprentice of the Year – Junior – Luke Harrison
- Shortlisted for City Century Moment of the Year – Meshah Kuevi

Our Responsible Business strategy

We strive to operate as a responsible business, collaborating with our employees, clients, and community partners to reduce environmental impacts and deliver societal benefits.

We follow a defined Responsible Business strategy which is embedded in our wider business approach. To develop our strategy, we started by assessing and identifying the most important issues for our business and stakeholders. This included actively engaging different stakeholder groups to understand their needs and priorities.

Learn more about our [stakeholder engagement and material issues](#)



Responsible business isn't a standalone initiative for us; it's part of who we are and central to what our people and clients expect. It is also increasingly fundamental to how we attract, develop, and retain exceptional talent. People want to work for a firm that acts with purpose, invests in its communities, and takes a thoughtful, long-term approach to environmental and social responsibility.

I'm proud that our progress this year shows we're delivering on those expectations, and I'm excited about the impact we will continue to make together.



Wendy Tomlinson
Chief People Officer

Our guiding values

Excellence

Excellence is everything; we never compromise on it or settle for less. We set high expectations of our people around commercial decision making and client service, which enables us to invest in their future. This makes us an exceptional firm to work for and with.

Responsible

We have a positive, uplifting impact on our clients, our sectors, our society, and our environment. We think and act sustainably.

Integrity

We believe in doing the right thing and take pride in the work we produce. We are open and honest, building trusting relationships with clients and colleagues by doing what we say.

Creative

We challenge ourselves to find the best solutions to legal and business issues. We're self-starters, and are always questioning, innovating, and learning. Our curiosity, passion, and insight drive us to find new ideas and inspire others to achieve them.

Team

We're not just colleagues, we're a community. We empower others and work together to achieve our shared goals for the long-term success of our business. We recognise each other's achievements. We support and motivate.

Respect

We embrace individuality; we understand it and appreciate it. We bring diverse teams together to create an impact in an inclusive and meaningful way.

Aligning with a global agenda

To ensure our strategy contributes to wider global action, we have aligned it to the UN Sustainable Development Goals (SDGs).

By doing so, we believe we can amplify our responsible business impact and contribute to a more peaceful and prosperous world.



Supporting our clients and markets

We are committed to being a leading law firm, delivering impactful services, and supporting clients to navigate complex challenges. We empower our people to engage clients in our Responsible Business programme, creating long-term value by helping them build sustainability into their own businesses.



Delivering best-in-class client services

Our efforts to be a responsible business cover our own social and environmental impacts, but they also extend to advising our clients on relevant environmental, social, and governance (ESG) matters.

Our approach to client support

Our Clients and Markets Steering Group oversees our drive to be a successful and responsible firm. This group guides efforts to achieve revenue growth that aligns with our sustainability aspirations, addresses market trends, and meets client needs.

To ensure alignment between our internal goals and external commitments, the group collaborates closely with our Environment Steering Group, Inclusion Board, and Community Steering Group.

Tailored ESG services

We are proud to support clients in addressing ESG challenges and creating a positive impact through their business. We deliver a range of ESG-related legal services, including sustainable finance, energy transition advice, and ESG-driven deals. Our clients are increasingly seeking to navigate continuously changing ESG legislation. To help them do so, we created an **ESG Timeline** that provides a high-level overview of key upcoming developments, enabling businesses to anticipate and adapt to regulatory changes.

If you are a current or potential client and would like to discuss how we can help you to navigate ESG issues, please get in touch with a **member of our ESG team** or your usual Taylor Wessing contact.

Learn more about our **ESG services** and the clients we've helped

Our ESG Forum

Our ESG Forum brings together client-facing representatives from across our legal service areas to promote collaboration on ESG services and engagement with clients on our Responsible Business performance and ESG services.



As ESG requirements evolve and carbon ambitions rise across all sectors, we continue to work with clients to embed sustainability at every stage of their business journey. Through our ESG legal services and practical resources such as our ESG Timeline, we help clients navigate their specific ESG challenges and priorities to build resilient businesses that both deliver returns for stakeholders and make a positive contribution to the wider community.



Emma Tait
Partner leading our Clients and Markets Steering Group

Understanding client carbon ambitions

We are seeing an upward trend in client activity and engagement on carbon. To achieve their carbon targets, clients need to work with suppliers, like Taylor Wessing, who share their commitment to emissions reductions. We have been engaging directly with key clients to understand more about their carbon ambitions and supplier expectations, integrating these insights into our efforts to minimise our emissions footprint.

Our client services progress

Our lawyers are privileged to work with clients who are building new businesses to support the transition to a low-carbon economy. With a market-leading Technology practice, we advise climate tech clients throughout their business lifecycle; we also deliver support to the funds, venture capital firms, corporate investors, and family offices that invest in them.

During 2025, this included advising Emitwise on the sale of its supply chain climate solution. Through the sale, this developer of automated carbon tracking and accounting software integrated with Green Project Technologies – part of the wider ACT Group – to expand the global reach and impact of their solutions. Similarly, at the beginning of the year, we advised Wild, the UK's number one refillable, natural deodorant brand, on its acquisition by Unilever. The acquisition marked an exciting new step for Wild, helping it extend the reach of its portfolio while continuing to offer consumers a sustainable, modern personal care option.

Spotlight

Securing funding for carbon ratings

BeZero Carbon is a carbon ratings agency that provides ratings and risk products to organisations, empowering them with the knowledge, tools, and confidence to make better climate decisions. In 2025, to scale its ratings coverage and advance process automation, BeZero Carbon engaged us to advise on its \$32 million Series C funding. The funding round was led by decarbonisation-focused investment firm, GenZero, with additional investment from the Japan Airlines and TransLink Innovation Fund.



We're delighted to be able to help BeZero Carbon reach this funding milestone. Transparent and trustworthy carbon markets are an important part of the toolkit required to tackle climate change, and the work that BeZero Carbon is doing in this space is both exciting and essential. We look forward to seeing BeZero Carbon's next stage of growth as it continues its vital and innovative work.

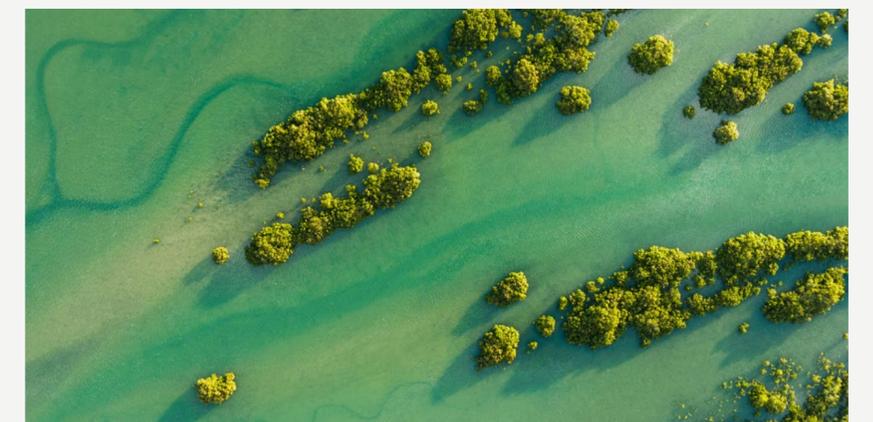


Alexandra Richardson
M&A Partner

Partnering on climate action

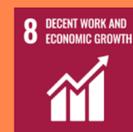
We are extremely proud to partner with organisations such as **Fin-Erth**, a community of women in finance, investment, policy, law, innovation, and operations focused on driving the climate transition from within. In 2025, we signed on to sponsor the Real Estate & Built Environment category for the Fin-Erth Women in Climate Awards. The awards celebrate visionary women who lead by example to inspire change and unlock transformative climate solutions.

We are also honoured to continue sponsoring **London GreenCity** (LGC), an accelerator for early-stage technology ventures focused on addressing climate-related causes and impacts. As well as providing guidance to LGC on a variety of matters, we offer support for LGC members on corporate structuring, intellectual property, and investment rounds.



Enhancing our culture

At the heart of our Responsible Business strategy is a clear commitment to creating an inclusive culture where every individual is empowered to lead, learn, and grow. This involves advancing fair, meaningful opportunities for people to develop professionally. It also means maintaining high standards of health, safety, and welfare, guided by a robust framework of policies and procedures that promote a safe, supportive working environment.



Inclusion

We embed inclusion into every aspect of our work, from how we attract talent to how we foster a culture of belonging. We know that the legal sector continues to face challenges and that we have a responsibility to be part of the solution. This is not just about meeting expectations; it's about setting new standards for what responsible business looks like.

Our approach to fostering belonging

When we embrace different perspectives and experiences, it strengthens our ability to solve problems, collaborate, and deliver exceptional results. Our ambition is to encourage an inclusive working environment and create opportunities for all. To achieve this, we maintain a Gender Plan to enhance representation of women across all business levels. We have also strengthened our Race and Ethnicity strategy to build inclusion for underrepresented racially and ethnically diverse employees. We are members of the Business Disability Forum (BDF) and have created a Disability Task Force which brings colleagues from

across the business together to improve experiences for people who are disabled, neurodivergent, or living with long-term health conditions.

Inclusive policies

We offer a comprehensive suite of policies to promote inclusion and wellbeing while enhancing our ability to attract and retain talented colleagues. It covers:

- maternity, paternity, and shared parental leave
- adoption leave and enhanced pay
- surrogacy leave
- supporting carers
- fertility treatment
- pregnancy loss
- menopause
- transitioning at work
- anti-bullying and harassment
- domestic abuse
- flexible public holidays
- career breaks
- retirement
- ways of working, including flexible working opportunities.



As a leadership team, we act on our commitment to inclusion and community impact every day. Through co-chairing equaliTW and contributing to our Inclusion and Responsible Business Boards, I've seen programmes like Amplify support underrepresented communities and create real change. I'm proud of how these initiatives help people feel seen and empowered, and of the impact we are making. Leading this work is a privilege and a reminder of our collective responsibility.



Robin Panrucker

Head of Talent Development
and Inclusion

Tailored development programmes

We maintain several programmes to advance inclusive opportunities for everyone. Our women's development programmes, curated and refined following feedback, are central to supporting women at every stage of their career journey. We have three main programmes: Elevate, Stepping Up, and International Women's Leadership. Similarly, our Amplify programme offers career coaching for lawyers of ethnically diverse, lower socioeconomic, disabled, and LGBTQ+ backgrounds.

Industry and business partnerships

To enhance our impact, we participate in industry and business networks and partnerships, including:

- Mansfield Rule
- NOTICED
- Black Counsel Forum
- 10,000 Interns Foundation
- Business Disability Forum.

Learn more about our partnership with the [10,000 Interns Foundation](#)

Our inclusive culture progress

We know that representation matters. Through our continued focus on gender, in 2025 we achieved 29% female representation at the partnership level. Racial diversity also remains a priority for us, both within the partnership and at Board level. We actively monitor diversity throughout our promotion processes and will continue to drive progress to fair and inclusive representation at every stage.

Creating space to support people from minority ethnic backgrounds

Based on employee feedback, we have taken concrete action to enhance representation of, and experiences for, members of the Black community and other minority ethnic backgrounds.

We have established a steering committee – comprising members of the Executive Board, Responsible Business team, partners, and senior leaders from Business Services – to drive accountability at every level.

We also refreshed our Race and Ethnicity strategy to ensure its efficacy across four key pillars:

- Representation and role models.
- Access and advocacy.
- Career development and sponsorship.
- Education and engagement.

Throughout 2025, we placed a particular focus on education and engagement, raising awareness across the firm and laying the groundwork for greater progress in the years to come. To ensure our leaders are equipped to nurture an inclusive culture, we rolled out mandatory leadership training.

During the two-hour session, leaders explored real-life, anonymised case studies from Taylor Wessing, gaining valuable insight into some of the issues our people face.

To explore our data in more detail, see our [Diversity Monitoring Report](#)

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The Inclusive Leadership sessions were sensitively carried out and very powerful. Discussions were facilitated in response to witnessing actors recreating experiences that some of our people have had at Taylor Wessing. It became clear that while our intentions are strong, there is still important work to do to ensure everyone feels they truly belong and have an equal opportunity to thrive. My personal takeaway was the importance of stepping up as a more active ally in support of our firm's inclusive aspirations.



Penny Lloyd
Business Transformation
and Operations Director

Investing in women's development

The Elevate programme, for junior to mid-level associates, focuses on personal and professional growth through networking and peer-group coaching with senior leaders and external subject matter experts. Across 2024 and 2025, 40 women took part³ and, since its inception, there has been a notable improvement in retention rates among participants, with several reporting accelerated career progression following the programme.

Stepping Up targets mid-level and senior associates poised to take on more responsibilities. It includes career planning workshops, one-to-one sponsor/sponsee sessions, and cross-departmental collaboration opportunities.

Feedback has indicated a significant improvement in strategic thinking and leadership capabilities among participants. While this programme was paused in 2025, we are planning a new iteration in line with our global strategy and the needs of our people.

Aimed at senior lawyers, the International Women's Leadership programme is our longest-running women's development programme which addresses the unique challenges women face in top leadership positions. This programme will be redesigned in 2026 based on feedback from the last cohort, and our Elevate cohorts, to ensure it continues meeting the needs of our people and our firm.

³Inclusive of participants across all UK offices, Dublin, and Dubai.

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I have come away feeling so much more empowered and equipped with the tools to really drive my career forward now in an authentic way and have established a network of phenomenal women.

Elevate participant

Raising disability awareness

In 2025, we established a Disability Task Force to enhance experiences for all colleagues. A subgroup was formed to explore how we can better support our neurodivergent colleagues. This group assessed process workflows and building developments to ensure the right resources are in place to meet neurodiversity needs. Based on feedback from our people's quarterly satisfaction survey (View survey), we also leveraged various occasions during the year, such as the International Day of Persons with Disabilities, to raise awareness of invisible disabilities.

Our Inclusion networks

Our Inclusion networks inspire a sense of belonging, support, allyship, and collaboration across the firm. Open to all, they connect individuals with shared identities, values, and a commitment to promoting inclusion for everyone. They also act as a valuable feedback loop, helping us hear directly from colleagues on how we're doing and where we can improve our inclusion efforts.

We have six main Inclusion networks that have continued their work over the year.

We also have several additional subgroups, including our Black Heritage network, our Multifaith network, and our Menopause Café. Launched in 2024, the Black Heritage network was born from the voices of our people, who expressed a clear need for a space that celebrates and supports colleagues from Black heritage backgrounds. Since then, over 40 colleagues of Black heritage and allies have come together to create meaningful impact across the firm. To reinforce the importance of this network, we were excited to have our UK Managing Partner and Global Co-Chair of our Executive Board, Shane Gleghorn, step into the role of sponsor for the network.

We supported 10 colleagues from Black heritage backgrounds to attend the Business Counsel Forum (BCF), a leading organisation for legal professionals to learn, share, and network with influential role models who drive impact across the legal sector. This initiative provided an invaluable opportunity for our colleagues to connect with senior legal professionals who reflect their heritage, fostering inspiration, confidence, and a sense of belonging within the profession.

Our Multifaith network hosted informal gatherings to bring colleagues together across practice areas to boost feelings of connection. One highlight was the formation of a Christian Fellowship, where colleagues meet regularly to share reflections and support one another.



Our Family Matters network partnered with Fertility in the Workplace to host a panel on navigating fertility challenges. As a result, we were honoured to receive accreditation as a fertility-friendly employer. The network also collaborated with the Internet Watch Foundation to deliver a webinar on online safety and family life in the digital age.



Our Balance in Business network strengthened its commitment to promoting health and wellbeing for women and men, for example, by exploring the impact of conditions like breast and prostate cancer on colleague performance and how our people can prioritise their health in a high-performance environment.



Our Cultural Diversity network shone a spotlight on our Asian community, working with a recruitment agency to host an event during South Asian Heritage Month. The network also hosted an intersectional and educational webinar in April in collaboration with the equaliTW network and myGwork and, throughout the year, celebrated religious and cultural occasions like Ramadan, Easter, Vaisakhi, Jewish New Year, Diwali, and Black History Month.



Our equaliTW network worked with our inclusion partner, myGwork, to deliver trainings on topics like inclusive interviewing, trans and non-binary inclusion, and LGBTQ+ allyship. They also hosted campaigns on topics ranging from bisexual visibility to World AIDS Day. The firm heard from MindOut, the national mental health charity for the LGBTQ+ community, on the importance of mental health support and safe spaces while writer, Emily Garside, delivered 'A History of LGBTQ+ Activism and what it teaches us' sessions in our London and Liverpool offices. To drive impact beyond Taylor Wessing, the network also sponsored various local Pride events.



Our Social Mobility network teamed up with Uptree, an organisation that supports young people from socially mobile and minority ethnic backgrounds. Together, they launched a bespoke mentoring programme to help participants build confidence, develop skills, and gain valuable insights into the world of work.



Our Wellbeing network continued to unite colleagues in meaningful conversations and initiatives that support wellbeing. [Find out more here](#)

Spotlight

Championing social mobility

Building on our Social Mobility Pledge, we took our commitment to new heights in 2025. Through school outreach initiatives, including Insight Days and our partnership with Uptree, we engaged students from socially mobile and diverse backgrounds. In doing so, we strengthened our pipeline of future talent by providing early exposure to careers in law and professional services.

We proudly launched our in-house mentoring scheme, welcoming 20 students into a tailored experience designed to build confidence and career readiness. We followed this with our Liverpool Insight Day and a national virtual Insight Day, ensuring students across the UK could access opportunities regardless of location. These initiatives will culminate in our flagship Tomorrow's Talent work experience programme in 2026, offering hands-on experience and deeper engagement for aspiring professionals.

We continue hosting our Limitless programme to inspire Year 12 students to explore careers in law. This programme provides students with early exposure to the legal profession and helps demystify the legal career path (through both apprenticeships and university). Through workshops, mentoring, and real-world insights, our year-long programme empowers participants to imagine their future in a profession they might have previously seen as inaccessible.

This year, our efforts were recognised externally as Amplify achieved finalist status for Progression Programme of the Year at the UK Social Mobility Awards 2025 and at the Leadership, Influence and Inclusivity in Law Awards. Limitless was named a finalist for Recruitment Programme of the Year – underscoring the impact of our approach and the dedication of our teams.

[Learn more about our social mobility programmes](#)

Enhancing family leave policies

We have strengthened our family leave policies, undertaking a comprehensive 2025 review to ensure our provisions are progressive and aligned with diverse family structures. As part of this, we expanded our policy to include surrogacy arrangements so employees who become parents through surrogacy receive the same level of support as other parents.

Additionally, we reviewed our Supporting Carers Policy, extending the support available to those who have caring responsibilities. Employees are entitled to five days of carer's leave to provide or arrange care for a dependent. Our inclusive policy is available regardless of role, hours of work, age, gender identity, sexual orientation, marital, or parental status.

Closing the pay gap

We remain dedicated to closing the gender pay gap and, while our mean pay gap has increased slightly by 0.1%, the median gap has decreased by 1.3%. When we consider ethnicity, the pay gap is marginal or negative at junior levels, as we continue to recruit more diverse talent; this is reversed at the more senior levels. We are investing in closing this gap and are monitoring the impact of strategic interventions.

[Learn more about our latest pay gap findings](#)

What's next

We're proud of the progress we've made but know there is still more to be done. Looking ahead to 2026, we aim to continue making progress on our Race and Ethnicity strategy. We will also expand the leadership training we launched this year to more employees, helping everyone play an active role in advancing an inclusive culture.

Our Disability Task Force will continue to enhance understanding of, and support for, neurodivergent employees while broadening their focus to encompass more disability-related topics. Additionally, through our Family Matters network, we will deliver additional resources on parenting in the digital age and helping families navigate digital security.



Nurturing our talent

From those just starting out to people who have built long-standing careers, we want to empower everyone to reach their full potential in a high-performance environment.



Our approach to talent management

Recruiting the right people

Our talent management approach starts with acquisition, and we maintain processes for identifying promising candidates with a diverse range of perspectives, skills, and experiences. By doing so, we can foster a more innovative, dynamic workplace environment that reflects the diverse clients we serve. All Early Talent interviewers are provided with unconscious bias training. To further level the playing field for applicants, we no longer share application forms with interviewers ahead of time to prevent unconscious bias during interviews.

As proud signatories of the Sustainable Recruitment Alliance, we're mindful about reducing the amount of merchandise, travel, food, and onboarding materials used during Early Talent processes.

Social mobility programmes

We take several actions to support young talent from minority ethnic and socially mobile backgrounds. For example, we use Rare Recruitment's Contextual Recruitment System and its Vantage platform to consider every student's achievements in context, helping us to connect with candidates who meet our criteria and share our values. By tailoring searches and communications, we can speak directly to individuals from diverse backgrounds and encourage them to apply for our schemes.

To ensure talented students and graduates from every background can access our opportunities, we support industry initiatives, including:

- **MyPlus Consulting**, to make disability confidence part of our recruitment strategy.
- **Aspiring Solicitors**, to provide support and guidance to students from underrepresented groups from offer to qualification.
- **myGwork** careers fair, to interact with LGBTQ+ individuals interested in a career in law.

All future trainees are offered a maintenance grant of up to £17,000 to support them while they study for the Solicitors Qualifying Exam (SQE) prior to training contracts. We also have a Funding Policy for students from socially mobile backgrounds who can access up to £4,000 in extra funding if the maintenance grant doesn't cover basic living costs. Additionally, all solicitor apprentices and trainee solicitors can apply for an interest-free loan to help with set-up costs as they start their training contract/apprenticeship.

Developing our people

By providing clear career pathways, we ensure people feel valued and supported in their professional development. This not only enhances morale but also contributes to the firm's long-term growth by retaining top talent, encouraging innovation, and maintaining high standards of client service. We invest in employee development through our Always Learning portal and bespoke programmes.

All new joiners complete mandatory induction training while ongoing access to e-learning modules, webinars, and career development programmes ensures people can continue to grow.

As well as recruiting externally, promotions are key to our talent development approach and play a crucial role in fostering a motivated, engaged workforce. They recognise and reward the dedication, expertise, and growth of our employees, encouraging a culture of excellence and continuous improvement. We have a structured approach to promotion, with promotions effective as of 1 May each year to coincide with our financial year.

Engaging employees

We encourage people to speak up and raise issues or suggestions within their teams. We also have feedback mechanisms, including our Associates' Council and Business Services Council. These councils act as liaisons between senior management and their respective groups, facilitating regular engagement to share ideas, address concerns, and propose innovations. By gathering colleague feedback, both councils ensure diverse voices are represented and that actionable responses are communicated to teams. Our View survey is sent to all employees regularly to capture their insights, allowing us to better understand and respond to their needs.

Awards and recognition play a crucial role in promoting appreciation, motivation, and engagement. Our People Awards celebrate the significant contributions of colleagues in driving firm performance, developing business, delivering excellence, and investing in people. We celebrate people and teams at all levels in our People of the Year Awards while Long Service Awards and the Staff Recognition scheme recognise those who have gone the extra mile to ensure the firm's success.

Our talent progress

Continuously enhancing Early Talent acquisition

Throughout 2025, we continued developing our Early Talent acquisition approach and, as a result, are proud that 38% of trainees were from minority ethnic backgrounds. To reach an even more diverse pool of potential early talent, we continued to collaborate with the 93% Club, reaching state-educated young people through the organisation's flagship Social Mobility Factory event and engaging with 93% Club university chapters and societies.

Of our 2025 trainee solicitor intake:

24%

are the first generation in their family to attend university.

38%

are from minority ethnic backgrounds.

62%

are women.



Spotlight

The power of apprenticeships

Our solicitor apprentices continue to showcase why new routes to qualification are so vital. In November, they hosted a networking event for apprentices from other industries. With an impressive speaker line-up – including Andy Palmer, former apprentice and former CEO of Aston Martin, Kirsty Newman, UK Market Chair of Deloitte, and Emma Danks, Partner and UK Head of Corporate at Taylor Wessing – they motivated attendees to forge their own career paths through cross-industry networking.

This year marked the third year of our Solicitor apprenticeship programme. To maximise its impact, we continued to establish opportunities in Liverpool and London, creating more pathways for individuals in underserved regions to access careers in law and bridging geographical and socioeconomic divides.



As the first solicitor apprentice in Liverpool, I've gained skills, experience, and access to a meaningful career path. This apprenticeship has given me real responsibility and confidence, showing firsthand how this route can open doors for anyone.

Oliver Scragg, Solicitor Apprentice, Liverpool

Spotlight

The 10,000 Black Interns Programme

Our partnership with the 10,000 Black Interns (10KBI) Programme is a cornerstone of our efforts to build a more ethnically diverse legal profession and address underrepresentation of Black talent. This year marked our fourth and largest cohort to date, with 10 interns joining the firm. What made 2025 particularly special was the involvement of our Black Heritage network, which provided mentorship to help interns maximise their potential and thrive during their placements.

The impact of 10KBI is tangible; from this year's cohort, two individuals have stayed with us, with one securing a training contract and one a fixed-term contract. This means to date, 10 former interns have transitioned into long-term and fixed-term roles. To continue building on our partnership, we launched a six-month mentoring programme for 10KBI alumni who aspire to a career in law. The programme offers sustained access to our people, knowledge, and networks, helping to nurture early potential and proactively build a diverse talent pipeline. We also took a significant step forward by becoming premium members of 10KBI. This enhanced partnership will allow us to deepen our engagement, tap into its alumni network, and create even more opportunities for talented individuals to join and grow with us.



My first few months within the Patents team have been a great learning experience. I have enjoyed seeing the aspects of law that I have learned in theory be applied in practice. I have also had the opportunity to soak in the wealth of knowledge from such intelligent and experienced lawyers. While the learning curve at times has been steep, I have felt very supported by the team who have taken the time to explain the legal and commercial context behind matters.

Memunat Bakare, Trainee Solicitor



It feels amazing to be back two years later and I'm so excited to start my first seat in Patents which is the seat I was in during my scheme. It's been a thoroughly enjoyable first couple of months and I've loved getting stuck in with drafting, research, and analytical tasks that often allow me to employ the skills I used during my chemistry degree. The team is fantastic and no matter how busy your colleagues are, they're always there to support!

Nic Corion, Trainee Solicitor

Strengthening our experienced talent approach

We have long partnered with Diversity Lab as a Mansfield Rule UK participant to ensure fair, equal opportunities for all lawyers to advance into leadership. In 2025, we were honoured to achieve Certification Plus status for the fourth year running, reaffirming our dedication. By creating more equitable, transparent pathways for progression and broadening talent pools, we continue to see the positive outcomes of data-driven solutions while identifying areas for continued growth and focus.

Embedding diversity into our experienced hires processes was a key priority in 2025, and one we're proud to have achieved with the launch of our Preferred Supplier List (PSL) Scorecard. With around 70% of hires sourced via agencies, their role in attracting diverse talent and capturing meaningful data is critical. Diversity and inclusion accounts for 30% of our overall PSL score, with agencies assessed on candidate pool diversity (≥30% from underrepresented backgrounds), completion of our diversity questionnaire (≥60%), and a qualitative review of their broader inclusion commitment. Introductory and mid-year reviews provided a platform to share our priorities, hear agency perspectives, and assess their alignment with our expectations.

Meaningful career development

Throughout 2025, we continued to prioritise internal promotions of talented, passionate people.

	2025	2024	2023
Partner promotions	6	7	7
Senior counsel promotions	10	7	12
Senior associate promotions	22	26	25
Business Services promotions	31	24	15

In 2024, we introduced our revised performance management approach – designed to align employee development with our ambitious growth strategy and high-performance culture. One year on, feedback has been overwhelmingly positive, highlighting the strengthened connection between performance management and employee engagement. Encouraged by this, in 2025, we extended the approach to trainee solicitors and solicitor apprentices, implementing moderation meetings with supervisors and graduate partners for appraisals.

Impactful training opportunities

We offered various training opportunities this year, including our refreshed Accelerate programme. Aimed at early-stage colleagues, the programme helps people build strong career foundations through tailored sessions on topics that are relevant to them and their role. In 2025, this included change readiness and fearless feedback; looking forward, we will also deliver sessions on confidence and courage, presentation skills, and articulating your value.

We delivered Leadership Essentials for new managers and Leadership Edge for senior managers – two training sessions which, together, form an update to our previous Leadership Academy.

These sessions are designed to upskill Business Services leaders, encourage ownership for creating a high-performance culture, and advance an inclusive environment where learning is embedded in our DNA. We also developed Aspiring Leaders, a programme for people considering their first steps into management. Though topics like creating a feedback culture and developing a leader's mindset, the training proactively prepares promising talent for leadership opportunities.

Understanding employee views

When it comes to our View survey, we maintain a consistently high engagement score year on year and, in 2025, it increased again, to 8.1. This achievement is the culmination of cross-business efforts to continue gathering, and acting on, employee feedback.

View survey scores	2025	2024	2023
Engagement score (out of 10)	8.1	8.0	7.8

Some of the actions we took as a direct result of feedback received included:

Work environment: Informed by our January 2024 survey, we made improvements to meeting room spaces, office temperature, and catering provisions in our Hill House office.

Personal development: Following feedback from the July 2024 survey, we improved our Always Learning portal, making it more accessible and intuitive.

Wellbeing: In the February 2025 survey, wellbeing scores improved notably due to the successful introduction of our **wellbeing fund**.

Environment: Following May 2025 survey feedback, we planted over 250 trees in Kenya in partnership with Ecologi and Eden Reforestation Projects.

What's next

In the coming year, we will be reviewing and refreshing our talent development programmes, updating our offering to ensure it remains aligned to our values and strategy.

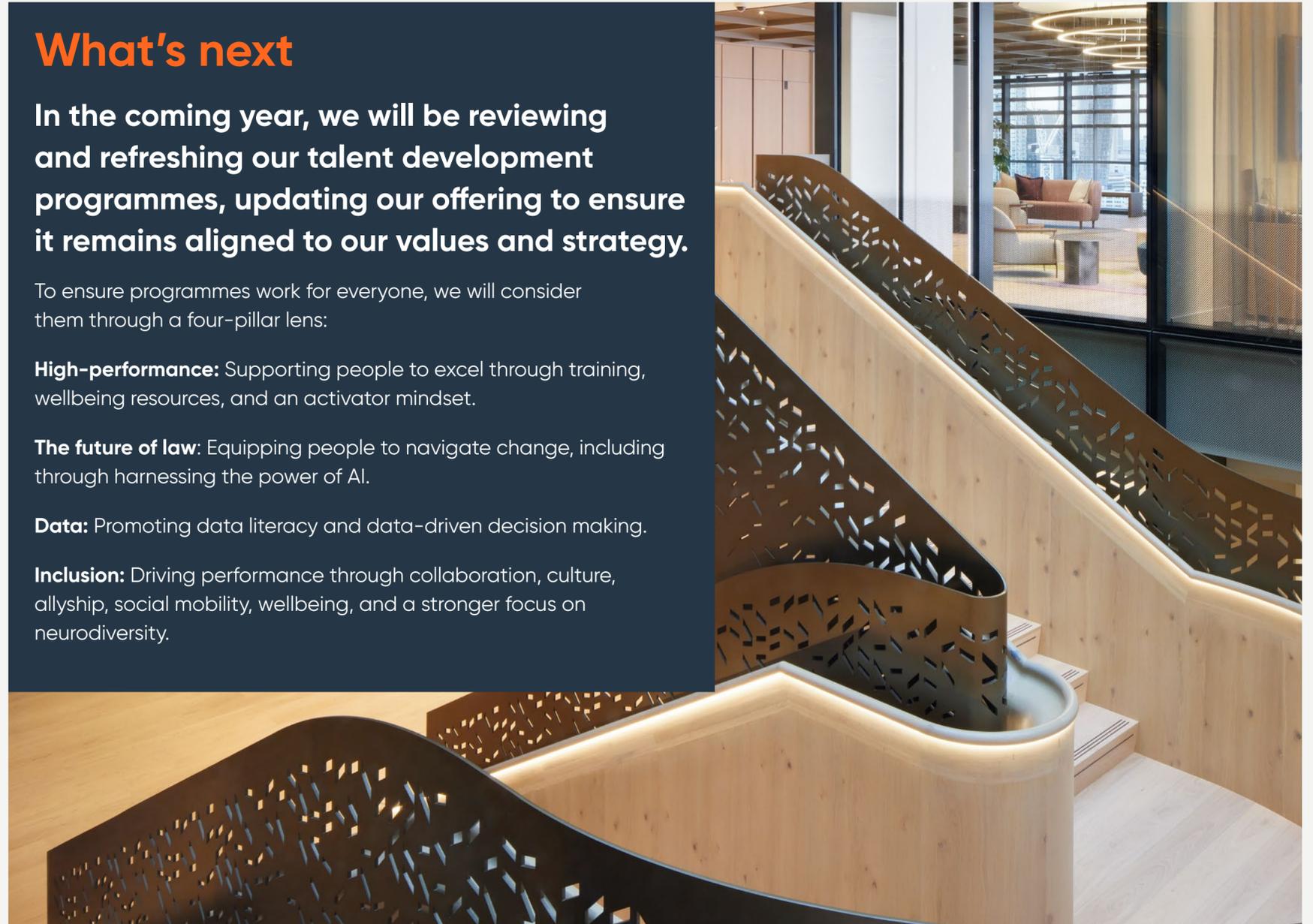
To ensure programmes work for everyone, we will consider them through a four-pillar lens:

High-performance: Supporting people to excel through training, wellbeing resources, and an activator mindset.

The future of law: Equipping people to navigate change, including through harnessing the power of AI.

Data: Promoting data literacy and data-driven decision making.

Inclusion: Driving performance through collaboration, culture, allyship, social mobility, wellbeing, and a stronger focus on neurodiversity.



Health and safety

We aim to foster a proactive, resilient, and compliant health and safety culture.

To achieve this, we:

Drive top-down commitment: Ensuring visible leadership from senior management to champion health and safety and strengthen our systems.

Adopt an integrated approach: Enhance occupational health processes through evidence-based practices.

Strengthen risk management and compliance: Proactively identify and address gaps to maintain regulatory compliance and operational safety.



Our approach to advancing a culture of health and safety

We're passionate about maintaining a safe working environment by continuously identifying hazards, implementing control measures, and reducing risks. Our Health and Safety Management System helps us plan, monitor, and review preventative measures for key work risks, primarily slips, trips, falls, and manual handling hazards.

We conduct weekly inspections, supported by first aiders, fire wardens, and our Health and Safety Committee. We also conduct internal audits and regular display screen equipment (DSE) assessments to ensure locations uphold robust standards.



Our health and safety progress

This year, we achieved a significant milestone, integrating our Health and Safety Management and Environmental Management Systems to drive a holistic approach to improving processes, reducing risks, and boosting sustainability.

The Health, Safety, and Environment Management System meets all required standards, ensuring effective safety planning, organisational control, and monitoring while optimising resource allocation.

During 2025, we have maintained a low workplace accident rate through enhanced training, accident investigations with corrective actions, and regular inspections and audits. We also noted increased near-miss reporting, thanks to greater employee awareness of what to report. This provides valuable insight into potential incident hotspots, enabling more proactive accident prevention.

Health and safety performance	2025	2024	2023
Work-related accidents (colleagues)	3	1	4
Work-related accidents (non-colleagues)	0	0	0
Near-miss reports	5	4	0

Pursuing continuous improvement

We've taken various steps to enhance occupational health and safety. Alongside incident prevention measures, we're developing personal emergency evacuation plans and risk assessments for employees with severe conditions or specific requirements. We're also implementing stress risk assessments for employees that may require stress management support.

Additionally, we've enhanced our contractor management approach, ensuring all contractors and suppliers undergo health and safety inductions. This includes all contractors and suppliers maintaining relevant risk assessments, method statements, and safe systems of work for all their activities.

Enhancing employee awareness

Throughout the year, we completed 10 internal audit trainings, supporting more employees to step into auditor roles. We're now developing a guide to promote a consistent audit approach across all locations. Additionally, as employees moved back into our refurbished London office, they were required to complete comprehensive health and safety training, including a DSE assessment. To date, approximately 600 people have completed this.

We delivered several internal campaigns during 2025. These covered topics like wellbeing, fire safety, emergency readiness, and the difference between incidents, accidents, and near misses.

As of 2025, we've trained:

7 DSE assessors

28 health and safety representatives

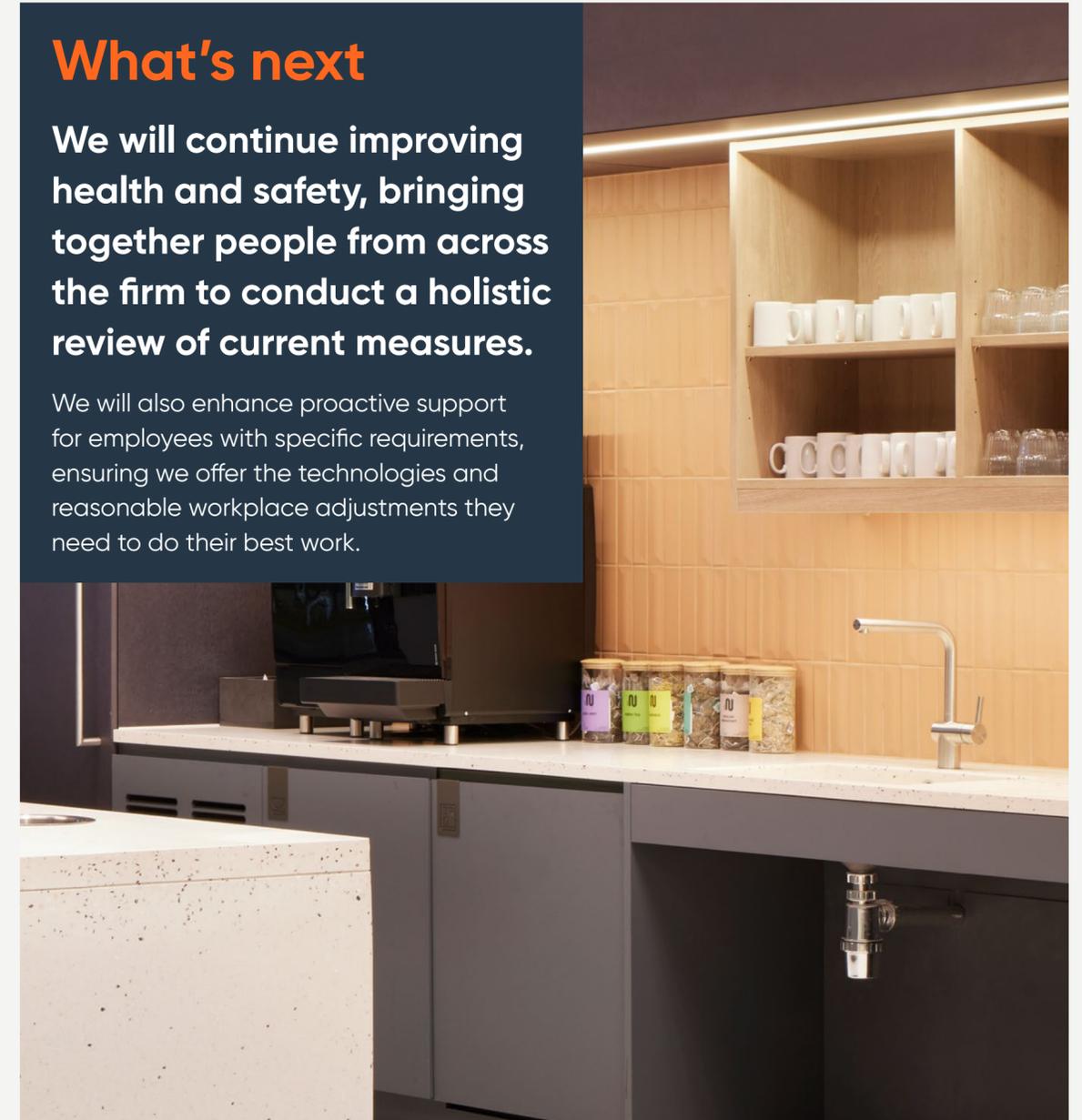
45 first aiders

55 fire wardens

What's next

We will continue improving health and safety, bringing together people from across the firm to conduct a holistic review of current measures.

We will also enhance proactive support for employees with specific requirements, ensuring we offer the technologies and reasonable workplace adjustments they need to do their best work.



Wellbeing

We're empowering people with the resources they need to support their own wellbeing. Our approach is to have proactive measures in place to prevent burnout and avoid ill health, ensuring wellbeing is not an afterthought but foundational to how we operate.

Through these actions, we can build an environment where our people feel energised, connected, and inspired to contribute to our shared success.



Our approach to holistic wellbeing

There is a growing awareness of the impact legal careers can have on mental health. As a business strongly committed to our people, we remain a signatory of the Mindful Business Charter (MBC), using the charter's principles to guide our approach to helping colleagues avoid stress in their roles and ways of working. We also have a team of mental health champions across all our offices who support their colleagues by:

- offering assistance in crisis situations and on a day-to-day basis
- spotting symptoms of common mental health conditions
- raising awareness of available resources
- ensuring everyone's safety.

A comprehensive benefits programme

We're fostering a thriving work environment through our Tailored Benefits programme, promoting employee wellbeing with a suite of benefits designed to meet diverse needs.

To facilitate flexibility, we also give everyone access to high-end technology, agile processes, and the freedom to work where, when, and how they want.



Pensions



Employee Assistance programme



On-site, funded counselling services



Mental health champions



On-site GP service



24/7 digital GP access



Menopause Cafés and support resources



Private Medical Policy, including support for gender dysphoria and assisted fertility



Salary sacrifice electric vehicle (EV) scheme



Wellbeing fund



Physical wellbeing

Our sports teams and clubs encourage participation in physical activity. The Taylor Wessing football team is involved in local leagues and charity matches, providing an excellent opportunity to positively impact the local community while getting moving. We also offer colleagues the opportunity to participate in the firm's international sporting events, charity runs, and wellbeing walks. We provide a cycle to work scheme for our people to make purchasing a bike more affordable which allows them to spread the cost of a new bike.

Our wellbeing progress

This year we have pushed for greater team engagement to maintain an open dialogue on wellbeing, encouraging people to break the stigma around mental health and further embed MBC principles in team culture. We have also acted on feedback to develop a comprehensive Wellbeing Framework built around three core priorities:

- Championing healthy, inclusive, and sustainable ways of working across all areas to support long-term resilience and balance.
- Strengthening morale, engagement, and loyalty by fostering a culture where our people feel valued, connected, and empowered.
- Embedding preventative measures to reduce burnout and ensuring proactive support for the wellbeing of our people.

The framework encompasses five pillars of wellbeing: mental, physical, social, financial, and digital. By integrating these principles in our practices, we aim to build a workplace that prioritises wellbeing, champions accessibility, and maintains high performance.

Space for wellbeing

Our new office has been designed with health, wellbeing, and collaboration in mind. This includes a wellness room to support people's mental, emotional, and physical wellbeing. The space has dedicated wellbeing resources and can be used for mindful activities such as guided meditation.

Spotlight

Supporting women on their menopause journey

We want to be there for colleagues at all stages of life which is why, in 2024, our Balance in Business network launched the Menopause Café, a group for women to discuss their experiences and find community. In 2025, the Café continued to deliver initiatives aimed at breaking the stigma and isolation.

This included releasing a menopause FAQ sheet, aligned with our Menopause Policy. We were also excited that one of our employees put themselves forward for a menopause coaching diploma. Now a fully qualified menopause coach, they are a valuable point of contact for people who may have questions or who want help in navigating the menopause journey.

Encouragingly, we've seen increased engagement from men, who are showing curiosity and actively supporting partners, family members, and colleagues experiencing menopause or perimenopause. This inclusive approach reflects the Balance in Business network's broader goal: fostering understanding and empathy across genders while promoting holistic health.

Driving engagement through the Wellbeing network

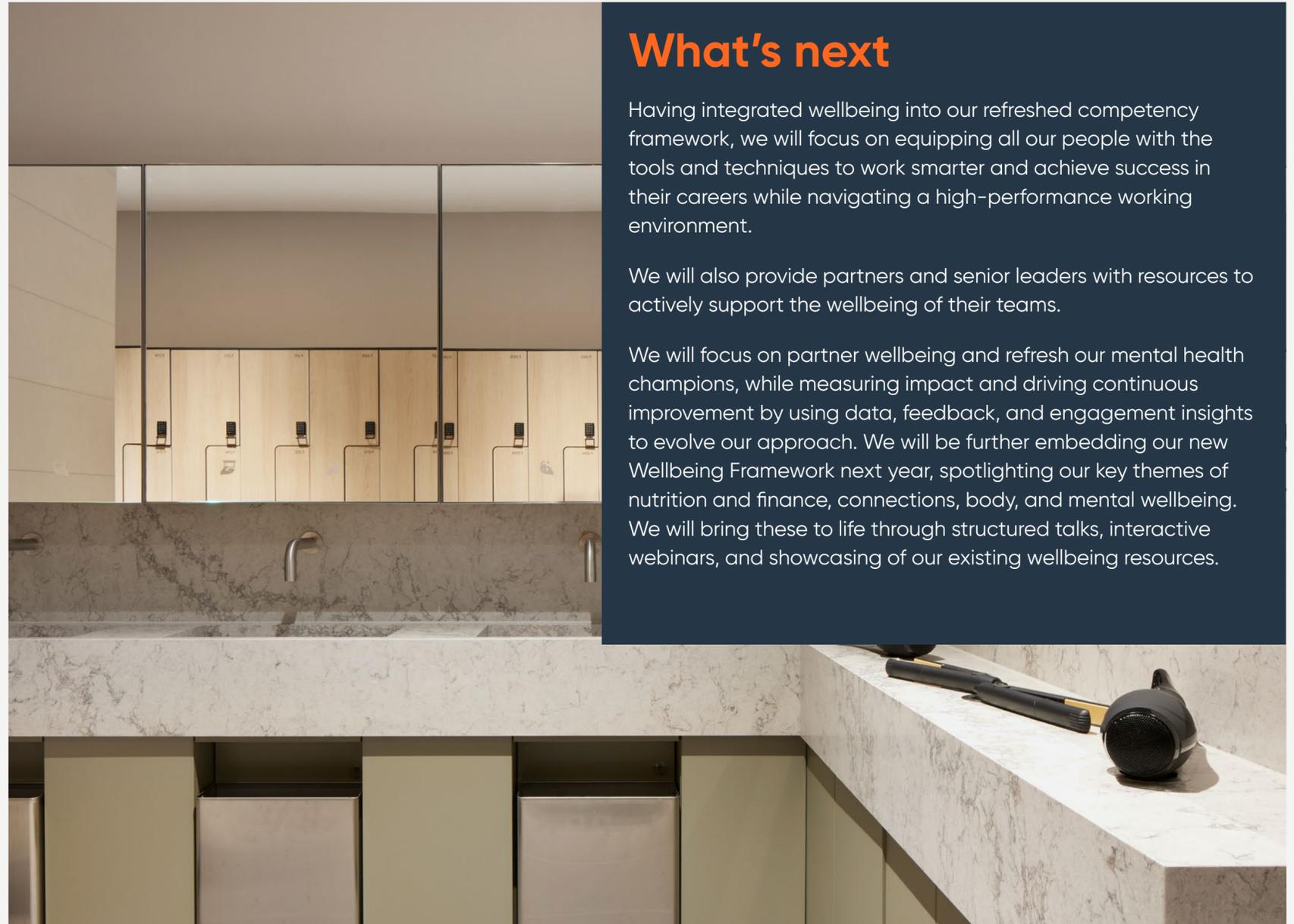
Our Wellbeing network continued to unite colleagues in meaningful conversations and initiatives that support wellbeing. In 2025, the network focused on building a sense of community within the wellbeing space, partnering with a men's coach to spotlight men's health and encourage open dialogue. We also remained committed to our annual Mental Health Awareness Week campaign, signposting the wide range of benefits and resources available to support colleagues' mental health and overall wellbeing.

Funding employee wellbeing

In 2025, we introduced a new wellbeing fund. All employees have an annual allowance for products and activities that support their physical and/or mental wellbeing. During the year, 69% of the firm drew on this resource, using their allowance to purchase fitness equipment, invest in music and language lessons, and fund hobbies such as pottery making. By empowering our employees with the flexibility to choose what best supports their needs, we reaffirm our commitment to supporting a holistic and inclusive workplace environment.

69%

of our employees drew on this resource.



What's next

Having integrated wellbeing into our refreshed competency framework, we will focus on equipping all our people with the tools and techniques to work smarter and achieve success in their careers while navigating a high-performance working environment.

We will also provide partners and senior leaders with resources to actively support the wellbeing of their teams.

We will focus on partner wellbeing and refresh our mental health champions, while measuring impact and driving continuous improvement by using data, feedback, and engagement insights to evolve our approach. We will be further embedding our new Wellbeing Framework next year, spotlighting our key themes of nutrition and finance, connections, body, and mental wellbeing. We will bring these to life through structured talks, interactive webinars, and showcasing of our existing wellbeing resources.

Investing in our community

The most meaningful outcomes come from our shared commitment – not only to excellence in law, but also to strengthening the communities around us. By working together, we help reduce inequality, expand opportunities, and improve access to justice. Through our pro bono work, we're breaking down barriers to legal support, ensuring justice is accessible to all regardless of financial means. At the same time, we encourage all our employees to show up in their communities, giving back to the causes they care about.



Pro bono

We use our legal expertise and resources to serve those who would otherwise be unable to access justice. Through our pro bono work, we aim to bridge the justice gap and ensure that people facing significant challenges have access to the legal support they need.

We highly value pro bono work, recognising the benefit it delivers to society and the sense of purpose it provides for our lawyers. The practice also provides multiple benefits to our people, such as the opportunity to develop new skills, supporting employee retention and attracting early talent. It also demonstrates our dedication to creating positive social impact to commercial clients.



Our approach to closing the justice gap

Alongside supporting vulnerable individuals through our access to justice projects, we're proud to support charities and non-governmental organisations (NGOs) whose missions align with our Responsible Business priorities:

- **Environment:** Protecting our planet for future generations.
- **Inclusion:** Promoting equality, diversity, and access to opportunity.
- **The arts:** Supporting cultural enrichment and creative expression.

We have set an aspirational target that all lawyers deliver 25 hours of pro bono work per year⁴. These contributions are reviewed during appraisal season to assess how they are contributing to our Responsible Business programme.

As of 2024, we also have a full-time senior pro bono lawyer to grow the breadth and impact of our programme.



To further reinforce our commitment, we are a signatory of the Law Society of England and Wales' Pro Bono Charter.

⁴Excluding trainees.



Leading our pro bono programme over the past year has been a privilege. The increase in firmwide engagement demonstrates our unwavering commitment to advancing access to justice for those who need it most. The testimonials within these pages illuminate the transformative impact of our work - changing lives and empowering organisations. We should take pride in our achievements and embrace the exciting opportunities ahead.



Jess Thomas
Senior Pro Bono Lawyer

Our pro bono progress

In 2025, we formed a Pro Bono Champions network across all UK practice areas.

This network aims to advertise upcoming opportunities, foster new ideas, and promote participation across our offices. We also launched a Responsible Business Committee for Taylor Wessing Ireland whose remit includes pro bono for our Irish lawyers.

In 2025, the Early Talent team sponsored pro bono societies at Bristol and Durham. The partnerships were created to increase links with these universities and support the great work these societies undertake. Many students want to continue undertaking pro bono work when they commence their training contracts, so this supports their journey and early experiences during their undergraduate years.



2025 performance

3,198 pro bono
 hours

across Taylor Wessing UK and Ireland⁵

Up 60%

compared to 2024 pro bono hours

43%
 engagement

237
 lawyers

108
 live matters

6 hours
 average per
 lawyer

43% engagement⁶ by lawyers in the UK and Ireland on live pro bono matters

PRO BONO
 RECOGNITION
 LIST
 ENGLAND & WALES

11 lawyers

included on the 2025 UK Pro Bono Recognition List

Most Effective Pro Bono Partnership

Highly commended for Most Effective Pro Bono Partnership for the Joint Windrush Initiative at the LawWorks 2025 Pro Bono Awards

Best New Pro Bono Activity

Shortlisted for Best New Pro Bono Activity for the Roundhouse Legal Advice Clinic at the LawWorks 2025 Pro Bono Awards

⁵Data compiled applying the TrustLaw definition of Qualifying Pro Bono and Qualifying lawyers.

⁶Based on total lawyer headcount in the UK and Ireland as at 30 April 2025.

Our projects and impact stories

Spotlight

Assisting vulnerable individuals with disability benefit appeals

Legal Advice Centre
University House

We work with University House Legal Advice Centre in Tower Hamlets to assist vulnerable individuals with disability benefit appeals. This project was launched by University House in response to the significant increase in individuals seeking help following UK government welfare reforms. In 2025, our volunteers helped **13 clients** with appeals, achieving an exceptional **100% success rate** and securing **£74,167** in backdated payments. This represents more than just a financial figure. For the individuals we've assisted, who are among the most vulnerable in our communities, our work has a profound and life-changing impact.

Access to the correct level of disability benefits often determines whether someone can afford essential care, maintain independence, or simply feel a sense of security and support in day-to-day life. The dedication of our lawyers has improved these clients' wellbeing, stability, and dignity, and ensured they felt heard and seen.



You made what seemed like such a scary process feel so much more manageable. The way you handled everything, from the preparation to the actual tribunal hearing, was just fantastic. Your kindness and understanding meant so much to us during this stressful time. The outcome will make such a difference in (our) life, and our whole family feels such relief and hope now. We can't express how grateful we are for everything you've done... You're all wonderful!

Client through our University House disability benefits appeals project

Spotlight

Delivering advice on social housing disrepair, miscarriages of justice, and civil legal issues



For many years, we've proudly partnered with City St George's, University of London through their award-winning City Community Legal Advice Centre (City CLAC). During 2025, our lawyers dedicated almost **1,500 pro bono hours** to provide advice, supervision, and general clinic support. We helped **26 clients** through the small business/general civil advice clinic and **16** via the social housing disrepair clinic. We also began working on The City Law School Innocence Project which provides free legal services for investigating potential miscarriages of criminal justice. With support from law students and our volunteers, the project helps clients draft applications to the Criminal Cases Review Commission. So far, **13 lawyers** have dedicated **130 hours** to potential victims of miscarriages of criminal justice.



I just wanted to send my deepest thanks to you all for the kind support and guidance you provided regarding my case with Companies House. The outcome means more to me than I can put into words. It represents the closing of a very difficult chapter in my life, and I am immensely grateful to have had your support during this process. Your incredible advice helped me with my next steps and gave me the confidence to persist in what at times felt like an overwhelming battle. Thank you for the work you do. It truly makes a difference.

Client through the City CLAC

Spotlight

Supporting victims of domestic abuse at risk of homelessness



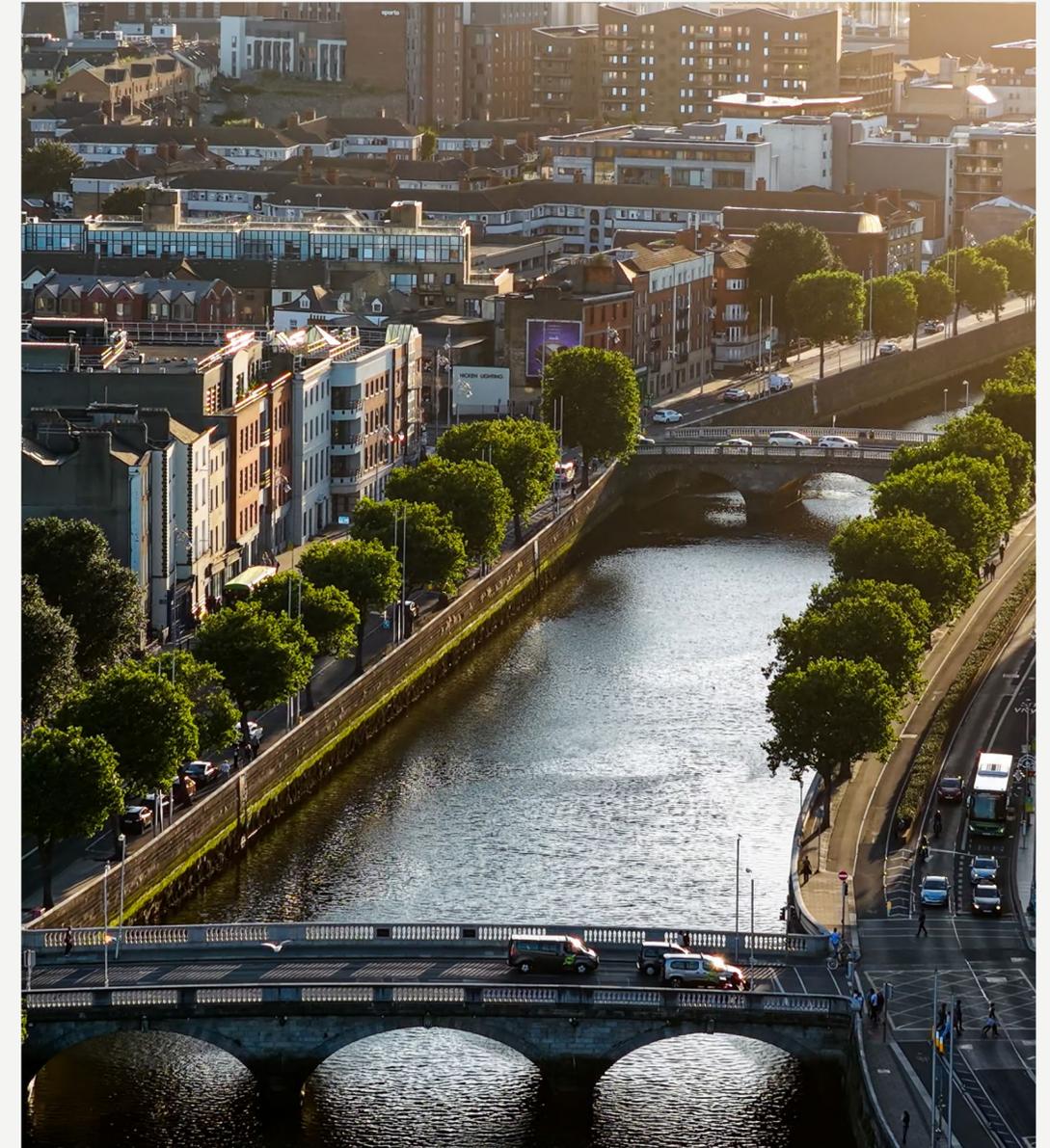
In 2025, we assisted Mercy Law Resource Centre (MLRC) to support people who are homeless or at risk of homelessness in Ireland. We contributed to a research project looking at housing access issues faced by victims of domestic violence. When domestic abuse victims in Ireland flee social housing, they're assumed to have surrendered their right to the home and are excluded from consideration for future social housing allocation. This forces victims to choose between homelessness or staying in a violent home.

We recently expanded our support to include ongoing quarterly know-how briefings on case law, practice directions, legislative developments, and case tracking. Our goal is to assist MLRC across several areas, to ensure they can continue supporting vulnerable individuals in Ireland.



The legal research carried out by Taylor Wessing Ireland's lawyers on domestic violence and homelessness greatly bolstered our policy work in this area. Without the support of Taylor Wessing Ireland lawyers, Mercy Law's small team of solicitors would simply not be able to explore these important legal issues in such depth. The research has allowed us to identify new potential solutions to some of the issues faced by homeless survivors of domestic violence.

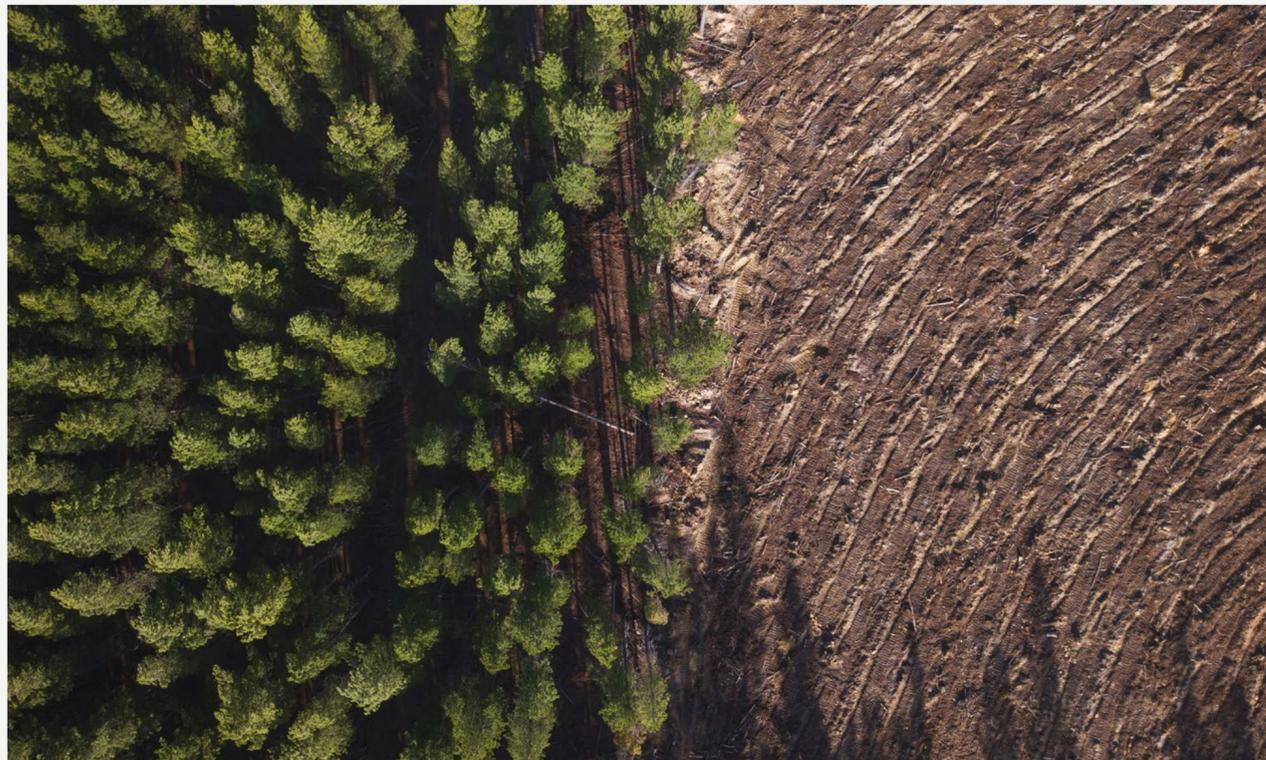
Kate Heffernan, Solicitor at Mercy Law Resource Centre



Spotlight

Advancing deforestation-free supply chains through commercial agreements

In 2025, lawyers across the UK and Germany participated in The Chancery Lane Project's working group on the EU Deforestation Regulation. This cross-sector collaboration produced a guide for small businesses on how to ensure deforestation-free supply chains – helping them navigate regulations, ensure products are deforestation-free, and use commercial agreements to advance climate action.



Spotlight

Levelling the playing field at climate negotiations

We provide pro bono support to Legal Response International (LRI), which delivers legal assistance to developing countries and civil society observer organisations in climate-related negotiations.

In 2025, under the supervision of LRI's legal team in the 'situation room', our volunteer lawyers undertook preliminary research and prepared draft answers to legal queries raised by delegates during the June climate meetings and at COP29. In doing so, they helped empower developing countries to shape international negotiations and advance their climate policies.

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I've always had a strong interest in environmental issues and wanted to understand how international climate negotiations work in practice. The situation room seemed like the perfect opportunity to contribute to something meaningful while also meeting other volunteers with similar interests in climate action... I was excited by the prospect of supporting developing countries during these critical negotiations.

Taylor Wessing volunteer

Spotlight

**Supporting climate-positive and
sustainability-focused start-ups**

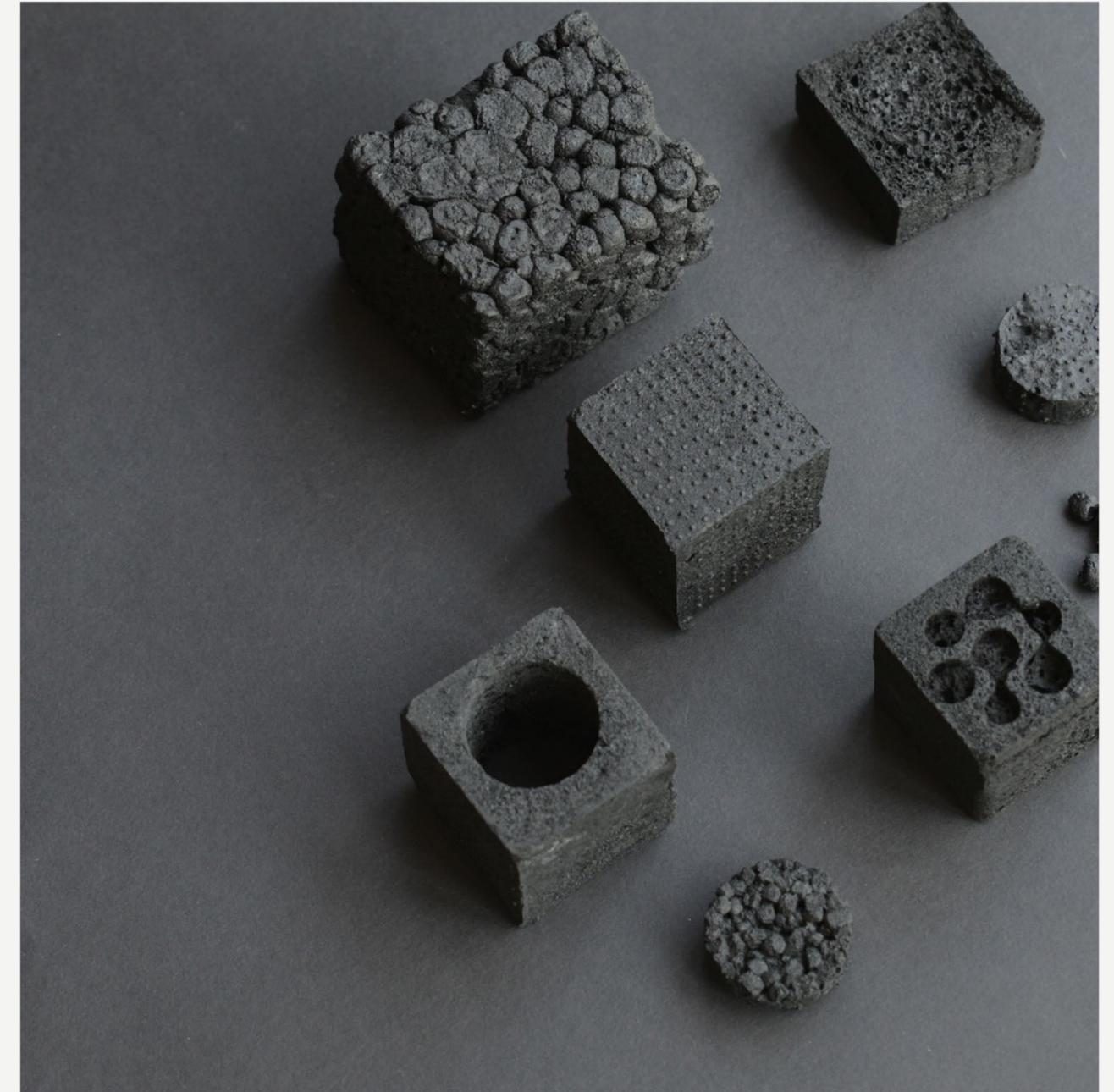
We announced our involvement in the Green Tech Legal Collaborative (GTLC) in 2025. The GTLC is a pioneering initiative with a mission to facilitate development and delivery of new ideas and technologies that address climate impact and promote sustainability.

So far, we've assisted four clients and dedicated **260 pro bono hours** to climate tech start-ups. One of those is Carbon Cell, a start-up working on sustainable alternatives to traditional polymer-based foams. While Styrofoam waste fills up to 30% of global landfills and can take more than 500 years to break down, Carbon Cell's product has a negative carbon footprint and is fully compostable.



The legal help provided by Taylor Wessing has been completely game changing for us. They've assisted in crucial aspects of our development over the last several months – helping us get into our new facility, protecting our brand with trade marks, and securing necessary visas, as well as in-depth reviews of commercial agreements and carefully steering us out of murky legal waters. Through the programme, we have felt 100% supported and legally empowered – an entirely new experience for us!

Eden Harrison, COO, Carbon Cell



Spotlight

Normalising conversations
about consent

In 2025, our lawyers began volunteering for the Schools Consent Project – a charity that trains lawyers to deliver workshops on the meaning of consent to secondary school students. The goal is to encourage safe, healthy interactions and reduce the likelihood of young people experiencing, or perpetrating, sexual harm.

By the end of 2025, we had delivered **20 workshops**, reaching **600 students**. To date, **10 lawyers** have passed their assessments, meaning we can deliver more workshops and reach many more students in the coming year.



Normalising conversations about consent is so important in targeting harmful attitudes... in educating young people about what the law says about sexual conduct (including new challenges posed by social media and AI), SCP are giving them the vocabulary and confidence to set their own boundaries and protect themselves and others from harm or any legal difficulties.

Taylor Wessing Associate and SCP volunteer

Spotlight

Help for survivors of
sexual assault and rape

Last year, volunteer lawyers in our Reputation Management team provided pre-publication defamation advice to the Phoenix Support Group, a regional organisation supporting survivors of sexual assault and rape. The referral came to us via a pre-existing commercial client relationship.

The group was self-publishing a book documenting members' healing journeys to support fellow survivors and raise funds. Our volunteer lawyers sensitively reviewed the manuscript and collaborated with the organisation's founders to mitigate legal risks while preserving survivors' voices. The book has since been printed and distributed to support centres throughout the country and sold online, providing hope and solidarity to survivors nationwide.



Working with Taylor Wessing has been a truly wonderful experience... They approached the work with exceptional professionalism, compassion, and patience, helping us navigate a highly sensitive subject with great care. Their guidance ensured we met all necessary legal standards while protecting those involved and preserving the authentic voices of the women who contributed. Without the support of Taylor Wessing, we would not have been able to bring our book to publication. Thanks to their dedication, this important work is now available to support other survivors and to amplify the voices of the women who so bravely shared their stories.

Clærwen Snell, Phoenix Support Group

Spotlight

Advising young creatives on IP and common contractual pitfalls



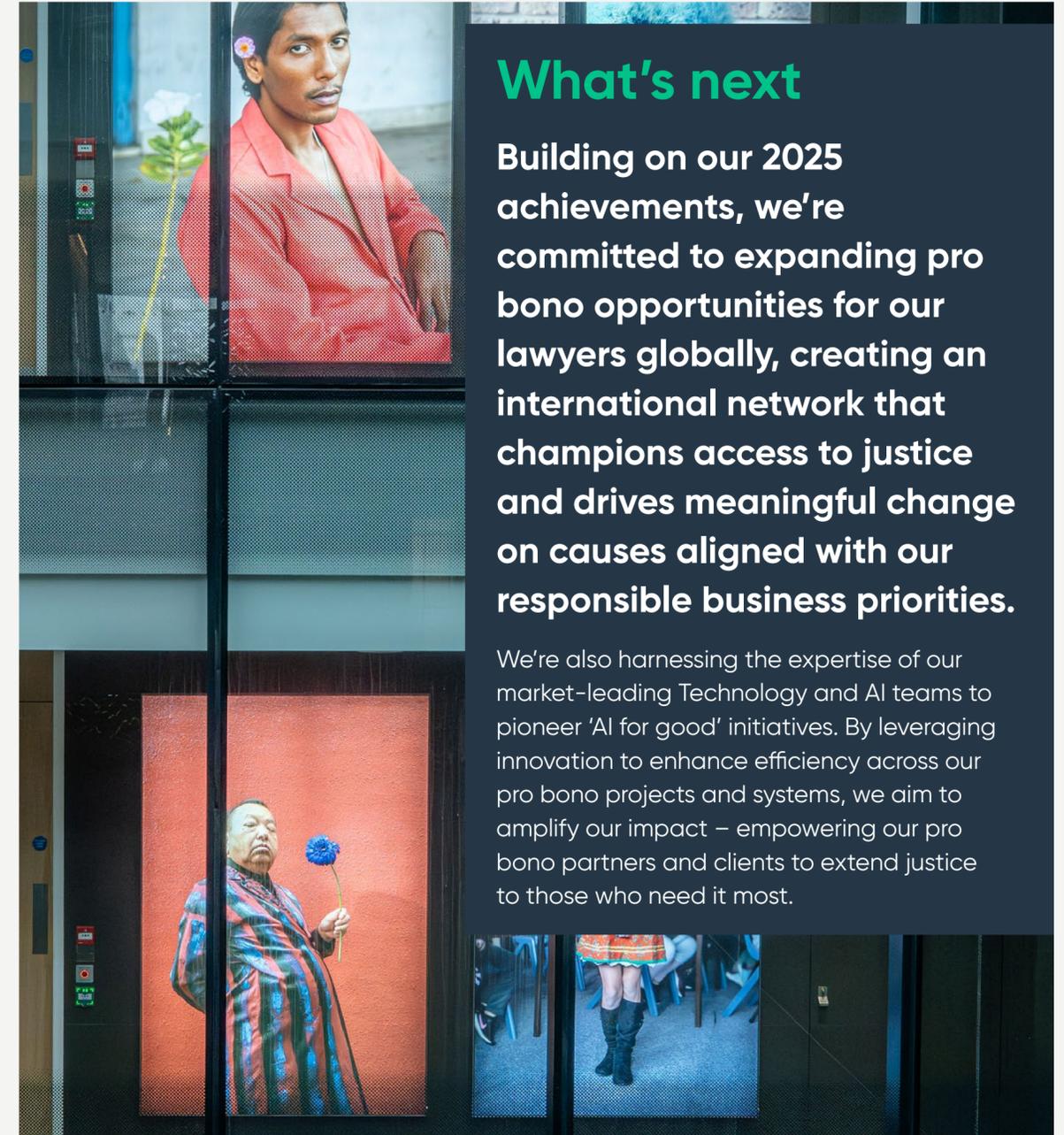
This year, we launched a free legal advice clinic with Roundhouse Trust to address the growing need for accessible legal support among creatives aged 18–30. Many face significant barriers due to funding cuts, the cost of living, and a lack of affordable professional guidance, leaving them exposed when dealing with contracts, intellectual property, and early-stage career development.

So far, we've hosted two clinics, with **32 lawyers** dedicating almost **200 pro bono hours** to assist members of Roundhouse Works in the early stages of their creative careers. Plans are now underway for the clinic to become a regular part of the Roundhouse Works offering.



Our partnership with Taylor Wessing is a shining example of how meaningful relationships and aligned values can drive long-term impact for young creatives. The legal clinic has been invaluable in providing our young people with access to free, high-quality legal advice, something which is a significant barrier to many young entrepreneurs. The clinic offers them the confidence and clarity needed to protect and grow their creative profession.

Michaela Greene, Partnerships & Impact Director at Roundhouse Trust



What's next

Building on our 2025 achievements, we're committed to expanding pro bono opportunities for our lawyers globally, creating an international network that champions access to justice and drives meaningful change on causes aligned with our responsible business priorities.

We're also harnessing the expertise of our market-leading Technology and AI teams to pioneer 'AI for good' initiatives. By leveraging innovation to enhance efficiency across our pro bono projects and systems, we aim to amplify our impact – empowering our pro bono partners and clients to extend justice to those who need it most.

Volunteering and giving

We're creating local social impact by backing organisations that resonate with our passion for inclusion, the arts, and environmental sustainability.

Our approach to giving back

Community engagement is overseen by our Responsible Business Board while Kirstie McGuigan, a partner in our Private Client team, is responsible for ensuring the firm operates in a socially and economically responsible way. Luke Callaghan, another Private Client team partner, leads on community activities and chairs our Giving and Volunteering Committee.

Everyone has two Make a Difference Days, during which they can volunteer with causes that matter to them. Conservation days, developed with The Conservation Volunteers, enable people to use their volunteer time to team up with colleagues on local environmental efforts. Throughout the year, we also raise funds through various targeted campaigns.

Long-standing partners

We maintain partnerships with several charitable organisations. For example, we are proud to work with the National Portrait Gallery to sponsor the Taylor Wessing Photo Portrait Prize – one of the world's most competitive photography awards. We have also worked with Roundhouse since 2019, building a relationship based on shared values of representation, accessibility, and social mobility.

Alongside these partnerships, we have identified two partner charities to support through annual donations and volunteering. In Liverpool, Evolving Mindset, an organisation that provides free mental health and wellbeing services, has been our employees' chosen charity for several years. As of 2025, we are also partnering with Barons Court Project in London, the only day centre in Hammersmith & Fulham dedicated to supporting people experiencing homelessness and social isolation.



Our community impact progress

During 2024/2025, charitable contributions totalled £200,000, with employees contributing through payroll and matched giving, donations, and fundraising events. Employees contributed over 650 volunteering hours, including through two conservation days: clean up and maintenance activities in Pex Hill, Liverpool and pond development, litter picking, and installation of an accessible bench in Ingestre Woods, London. 30 Legal Service colleagues also volunteered with The Conservation Volunteers over two days at Lavender Ponds.



// It was extremely cold but such a sunny day and everyone really enjoyed being outdoors. The work was very physical, including pushing wheelbarrows of gravel quite a distance from where the materials had been delivered to the pathway we were constructing. However, it was very rewarding and the group leaders from TCV were delighted with our progress. We managed to complete two whole sections of the path, one of which was up quite a steep incline!

Lavender Ponds volunteer

Volunteering hours

2026 (May–Nov)	2025	2024
600+ hours	650+ hours	800+ hours

The National Portrait Gallery

At the start of 2025, the Arts society hosted an internal ‘behind the scenes’ session on the Taylor Wessing Photo Portrait Prize. We were joined by the National Portrait Gallery’s Clare Freestone and the 2024 Taylor Wessing Photographic Commission winner, Jesse Navarre Vos. The session delved into the intricate selection and curation processes, as well as the story behind Jesse’s I’ll Come Following You series.



Evolving Mindset

The funds we allocated to Evolving Mindset this year will help provide vital initiatives like wellbeing clubs, drop-in clinics with mental health practitioners, and mental health programmes for young people, particularly men. Throughout 2025, colleagues got involved in fundraising through the Born Survivor obstacle course and on-site yoga classes. In June, thanks to our work with Evolving Mindset, our Liverpool office won the Corporate Social Responsibility Excellence Award at the inaugural Apollo Active and In Demand Radio Community Business Awards.



Last year, the Liverpool office smashed their goal of raising **£10,000** for Evolving Mindset, helping reach over **1,100 people** with free mental health support.



// Thank you, Taylor Wessing, for your truly life-changing support. Because of your generosity, we at Evolving Mindset have been able to stand beside people in our community during some of the most difficult moments of their lives. Your support has opened the door for individuals facing mental health challenges to receive the support, understanding, and empathy they deserve without fear of financial barriers or judgement. We are profoundly grateful. Without your belief in our mission, many people would still be struggling alone. Because of you, they are not.

Phil Noon, Director at Evolving Mindset

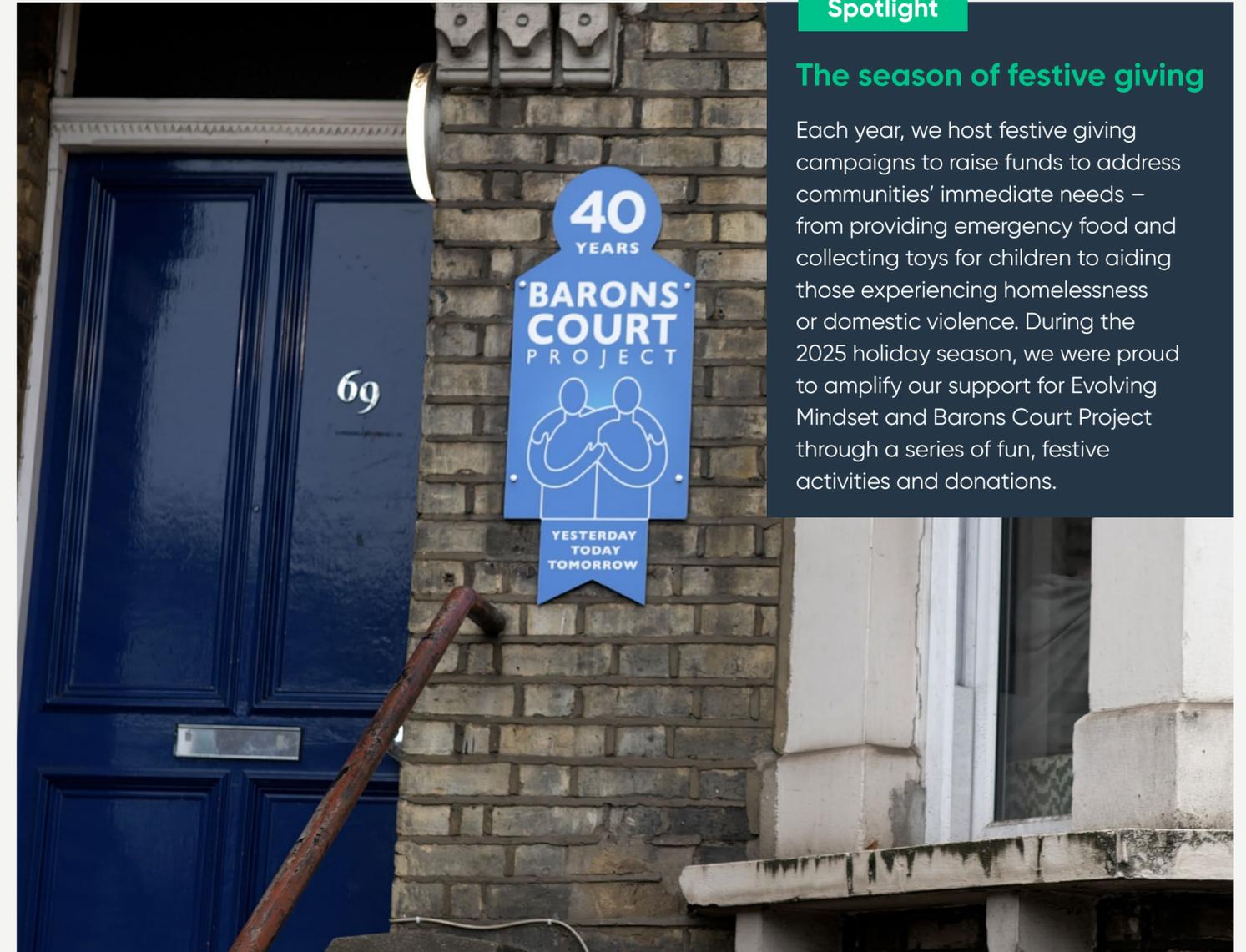
Barons Court Project

In 2025, we forged a new partnership with Barons Court Project. We invited the Project to raise awareness through an on-site visit, while colleagues raised funds by participating in charity runs.



Our partnership with Taylor Wessing means a great deal to us at Barons Court Project. The commitment to raising much-needed funds allows us to do more for our guests. The volunteering options that staff have taken up and will do in the future give us a chance to connect and offer more activities; for our guests (it's) an opportunity to meet people from circles they would not normally mix in and for your team to make a difference while getting an understanding of what being homeless really means to people.

Michael Angus, Director at Barons Court Project



Spotlight

The season of festive giving

Each year, we host festive giving campaigns to raise funds to address communities' immediate needs – from providing emergency food and collecting toys for children to aiding those experiencing homelessness or domestic violence. During the 2025 holiday season, we were proud to amplify our support for Evolving Mindset and Barons Court Project through a series of fun, festive activities and donations.

Roundhouse

We were honoured to support Roundhouse Trust's 20th Poetry Slam, part of the organisation's wider Three Sixty Festival – a celebration of music, the spoken word, theatre, and visual arts. As well as producing marketing materials to raise awareness of the event, we supported Roundhouse to expand the number of regional heats. Several colleagues attended the regional heats and final, and we held an engaging discussion with the winner, Aditya Narayan, to explore his work.

//

2025 was another highly successful year for our partnership, marking the historic 20th edition of our Poetry Slam. The national spoken word competition saw the most applications to date and the first winner from the Liverpool heats. This wouldn't have been possible without Taylor Wessing's funding, which allowed us to grow the Slam's reach on a national scale. We were also thrilled to establish our first formalised pro bono legal clinics, providing dedicated support, knowledge, and a welcoming space to ask questions for young creative entrepreneurs and freelancers. The success of these clinics reinforces the need for accessible legal support for young creatives and why partnerships like ours are so important.

We're immensely grateful for Taylor Wessing's continued support and look forward to building on our success together next year and beyond.

Michaela Greene, Partnerships & Impact Director at Roundhouse Trust

What's next

As we move into 2026, we will continue building our relationships with our long-term charity partners. We will also expand volunteering opportunities for our colleagues, including offering online, skills-based activities.



Protecting our environment

We're taking action to reduce our environmental impact, cutting emissions on a path to net zero, finding ways to preserve resources, and taking action to support biodiversity. At the same time, through our advice to clients and highly engaged supply chain relationships, we can support businesses in navigating climate risks and opportunities and steer the transition to a lower carbon economy.



Net zero

We're committed to reducing our carbon footprint, acting across our operations and value chain to minimise emissions in line with our 2030 science-based targets (SBTs).



Our climate approach

During 2025, we were proud to have our near-term emissions targets validated by the SBTi, committing us to:

- reduce absolute Scope 1 and 2 GHG emissions 42% by FY2030 from a 2024 base year
- reduce Scope 3 GHG emissions 52% per £ million value added within the same timeframe.

We also signed up to The Climate Pledge, a commitment to reach net zero carbon emissions by 2040.



Our carbon reduction roadmap

To achieve our SBTs and net zero by 2040, we follow a three-level carbon reduction roadmap:

- Reduce emissions from the supply chain.
- Reduce emissions from business travel.
- Reduce emissions from our office portfolio.

To enable this, we will continue to raise awareness and embed actions into annual business plans and personal goals.

Climate-related risks and opportunities

While our operational emissions are where we can most directly plan and implement improvements, we believe we also have a role to play in helping our suppliers and clients as they navigate climate risks and opportunities. The climate-related risks and opportunities across our business include physical risks to our IT infrastructure, offices, and supply chain, which may experience extreme heat or flooding; as well as transitional risks associated with market and stakeholder expectation changes. We are increasingly seeing interest from clients, our people, and prospective employees regarding our sustainability performance.

This year, we have begun to integrate sustainability risks, which include climate, into our enterprise risk management processes. Over the next year, we plan to further increase awareness and understanding of sustainability risks, mitigations, and opportunities across the firm. Our aim is to provide more detail on this, aligning to best practice, such as the ISSB, TCFD, and TNFD frameworks, in future reporting.

Cross-industry initiatives

We participate in sector groups focused on navigating climate and nature risks, including the LSA, NZLA, Sustainable Markets Initiative, and the Legal Charter 1.5. We are a founding member of the LSA, the leading sustainability network for law firms which enables members to address the climate emergency and net zero transition.



We're also a member of the NZLA steering group, aligning with their commitments to reducing operational emissions. Both alliances have proved invaluable, providing shared resources, generating crucial optimism, and fostering a drive to change the legal industry.

We have signed the CITMA Net Zero Pledge, teaming up with a coalition of champions to make the intellectual property profession more sustainable. We also signed the Green Pledge as part of the Campaign for Greener Arbitrations.



From reimagining our London office to validating our science-based targets, our progress reflects a firm that genuinely cares about its impact. Every person at Taylor Wessing plays a part in shaping a sustainable, more resilient future for our firm and the communities we serve.



Siân Skelton
Partner (Environmental Performance)

Our carbon progress

Last year we said our key priorities were to:

Priority and progress	Status
<p>Set SBTs</p> <p>Set SBTs and improved the quality of carbon data processes, receiving independent third-party validation for our data.</p>	
<p>Deliver on carbon and energy efficiency ambitions</p> <p>Delivered a reimagined office with 56% less embodied carbon than a London new build and modelled to be around 50% more energy efficient than before. Developed our approach to engaging with the supply chain, which we plan to expand.</p>	
<p>Encourage cross-business carbon awareness</p> <p>Continued to highlight sustainability across the business by creating a transition plan and increasing awareness of the three main levers we use to reduce our carbon footprint. We plan to publish more detail on our transition plan.</p>	
<p>Increase renewable energy</p> <p>Eliminated gas heating in our refurbished London office. We procured renewable electricity across our office portfolio.</p>	

Progress against our SBTs



Our 2025 carbon data has been assured by **Carbonology to ISO 14064 standard**. Carbonology is an independent CDP-accredited verification provider, and its assurance confirms that we have set science-based targets based on robust data.

Our overall footprint is 13,163 tCO₂e and, in 2025, total Scope 1 and 2 emissions were 187 tCO₂e (market-based) – a 33% decrease due to our move to a temporary London office. This temporary location has proved more energy efficient, and we were able to implement more operational controls as the only tenant. This means we are currently on track for our Scope 1 and 2 near-term SBT.

After investigating possible options for renewable electricity in our Dubai office, we have purchased Renewable Energy Certificates for electricity usage, in line with our commitment to the Legal Renewable Initiative. This means we now have 100% renewable electricity across our property portfolio. As of this year, we used 69% renewable energy (electricity and gas) across our offices. This is just 1% lower than last year, due to increased gas usage while we were running two London offices during our office relocation.

Scope 3 emissions remain the largest component of our emissions footprint, at 12,976 tCO₂e in 2025. We measure our Scope 3 SBT relative to operating profit, which considers growth. Due to high supply chain emissions with the London office refurbishment, Scope 3 emissions increased 19% by £m operating profit. However, without the refurbishment, our Scope 3 emissions decreased, due to supply chain improvements.

Emissions	tCO ₂ e
Scope 1	187
Scope 2 (market-based)	0
Scope 3	12,976
Total	13,163

Advancing our carbon reduction roadmap

Reducing emissions from the supply chain

This year, we collaborated closely with our supply chain to collect more accurate carbon data and support suppliers in unlocking their carbon reduction potential through targeted strategies. We contacted nearly 100 suppliers, achieving a 40% response rate. Of those responses, 38% were of acceptable quality to include in our data set; we hope to achieve higher supplier response rates next year.

For the first time, we integrated an ESG clause into supplier contracts and produced a Supplier Code of Conduct. Both have been well received and have supported increased supplier awareness of our carbon ambitions. We have also updated our internal Procurement Policy to reflect targeted supply chain sustainability efforts.

Following this update, we rolled out training for all employees involved in procurement. The sessions were well received, with 100% of required colleagues completing the training.

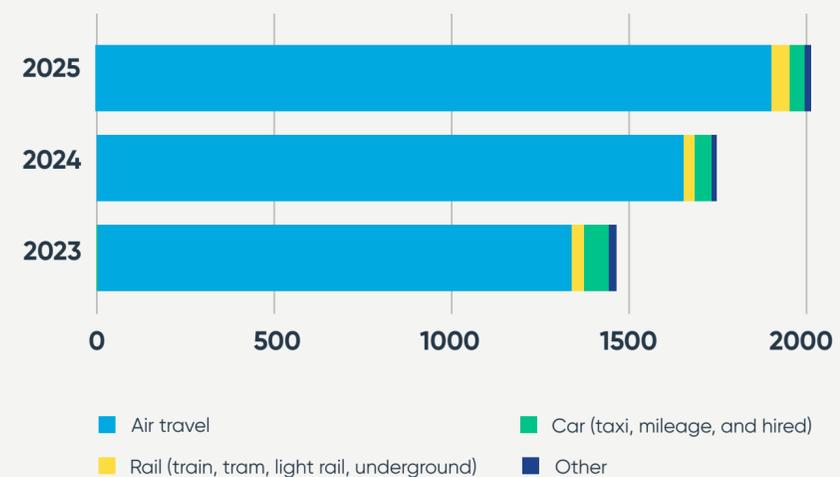
Reducing emissions from business travel

Business travel emissions increased 16% due to increased international air travel – the biggest contributor to our absolute emissions – for client and business development matters. However, travel emissions by revenue remained in line with 2024. As an essential element in our business growth, this is a uniquely challenging area but one where we continuously strive to do better.

In 2025, we released our travel dashboard, which enables our people to make informed choices that consider cost and carbon in line with our Sustainable Travel Policy. The dashboard has already enabled a 2.83% decrease in business class transactions, with economy and premium economy now forming over 85% of air travel trips. It has also been shortlisted for a British Legal Award. Along with the dashboard, we continue working with our Travel Agent and Events teams to factor carbon into hotel and event travel selection.

We offer e-bikes in our London office for use throughout the working day. While user numbers have grown slightly, usage remains limited, but we will continue to promote the scheme among our colleagues.

Business travel (tCO₂e)



Reducing emissions from our office portfolio

During 2025, we finished renovating our London office, which accounts for 97% of Scope 1 and 2 emissions. During the refurbishment, we moved into a more efficient temporary office space, which, combined with operational controls, decreased our energy use by 25%.

We anticipate further reductions having returned to our newly refurbished office, which is modelled to be around 50% more energy efficient than before via a combination of improvements like upgraded lighting and heating, ventilation, and cooling systems. With new submetering and smart controls, we will also have greater oversight and control of our consumption.

Gas boilers in the upgraded building have been replaced by heat pumps, a key step towards decarbonising our portfolio and vital to our near-term SBT. Our Liverpool, Cambridge, and Dublin offices already primarily use electric heating. Gas will still show in our carbon reports for 2025 and 2026, as we remained in the temporary office space until November 2025 and maintained minimal use in other offices.



The Legal Charter 1.5

We are a founding member of the Legal Charter 1.5, which is an ambitious initiative developed by law firms. It was established to shift thinking and drive transformational change to mitigate the climate crisis.

In 2025, progress included the following.

- Meaningful offsetting of carbon emissions via our collaboration with SCGV.
- Environmental **pro bono work**, which continues to grow as we look for more opportunities.
- Actively participating in the Legal Charter 1.5 working group on advised emissions – indirect emissions resulting from the advice and services provided by law firms to their clients – to develop a potential methodology.
- Supporting the matters and mandates working group, which considers how to better tag matters according to climate risks and opportunities. We have tested the methodology with a sample of matters and aim to trial a larger sample over the next year.
- Helping launch the Climate Change Legal Knowledge Hub. The Hub was developed by Legal Charter 1.5, in partnership with the LSA and NZLA, and curates training resources for those working in a law firm, covering topics like climate change science, sustainable business practices, and regulatory requirements.

Spotlight

Investing in climate action with Save the Children Global Ventures

In 2025, we took a different approach to carbon offsets, partnering with SCGV to foster climate resilience and support children's welfare in vulnerable communities while meaningfully offsetting our operational emissions. Through the Legal Charter 1.5, we pooled our climate action budgets with those of other law firms to invest over \$5 million over 10 years in Western Kenya's Nandi region, an area severely impacted by climate change, child poverty, malnutrition, and food insecurity. The project aims to support livelihoods impacted by climate change by establishing an ongoing revenue source.

This groundbreaking collaboration marks the first time SCGV has used carbon finance to invest in such a project. It will work with local community organisations and farmers to plant indigenous trees, advance sustainable farming practices, improve access to diverse food and income sources, and address child rights issues in tea value chains.

SCGV also plans to work with an indigenous, youth-led conservation NGO that restores degraded riparian lands and wetlands to native habitat, reducing farmer/wildlife conflict and improving the health of waterways. The organisation also plants fruit trees in schools. As a co-benefit, the scheme will generate high-integrity carbon removal credits for our firm. SCGV has already started pilot activities and preparations for scaling next year, including:

- employing a project manager and 11 local project staff
- upgrading five of 10 nurseries for avocado propagation and propagating about 6,000 avocado trees
- identifying indigenous trees from existing nurseries for transplanting
- engaging Terra Carbon, the authors of the VM0047 methodology, to support project monitoring, verification, and reporting.

This project exists due to the willingness of multiple law firms to come together to collectively achieve far greater impact than we could alone. Taylor Wessing, alongside the Legal Charter 1.5 and SCGV, are keen for this approach to scale; if your organisation or industry are interested in supporting a similar climate impact investing project, please get in touch at responsiblebusiness@taylorwessing.com.



Engaging employees

To embed sustainability awareness across the business, every new employee now undergoes a Responsible Business induction, which covers sustainability, inclusion, and community. Trainees attend a client- and lawyer-specific induction on why sustainability matters to clients, the Law Society's guidance on solicitors' duties, our approach to sustainability, and our client-facing sustainability services. We've also integrated ESG into broader, business-wide training and engagement programmes, such as our Associates' Council, whole firm Business Forum meetings, Hot Topics updates, and graduate open days.

Our ESG training programme blends mandatory live sessions and interactive training modules, which are updated continuously and accessed via our Always Learning portal. In 2025, we focused on delivering bespoke training to individuals and on a team-by-team basis, educating colleagues on sustainability topics that were relevant to their specific roles and activities.

We're always looking to gather feedback on what sustainability topics matter most to our people. Through our View surveys and open days, we've seen growing interest in sustainability and ethical issues regarding AI. As a result, we've shared details of our **responsible AI approach**. Similarly, in response to employee requests for an EV offering, we launched an EV salary sacrifice scheme – our only car scheme.

Enhancing external reporting

We've been working hard to enhance our environmental programmes and stakeholder reporting and are particularly excited to be ranked top out of 150 UK and US law firms by Lamp House. As part of our work to expand our external reporting, we have also reported to CDP – achieving a B grade, demonstrating our co-ordinated action on environmental issues. We also recently received a Silver award from EcoVadis – putting us in the top 15% of responders.

What's next

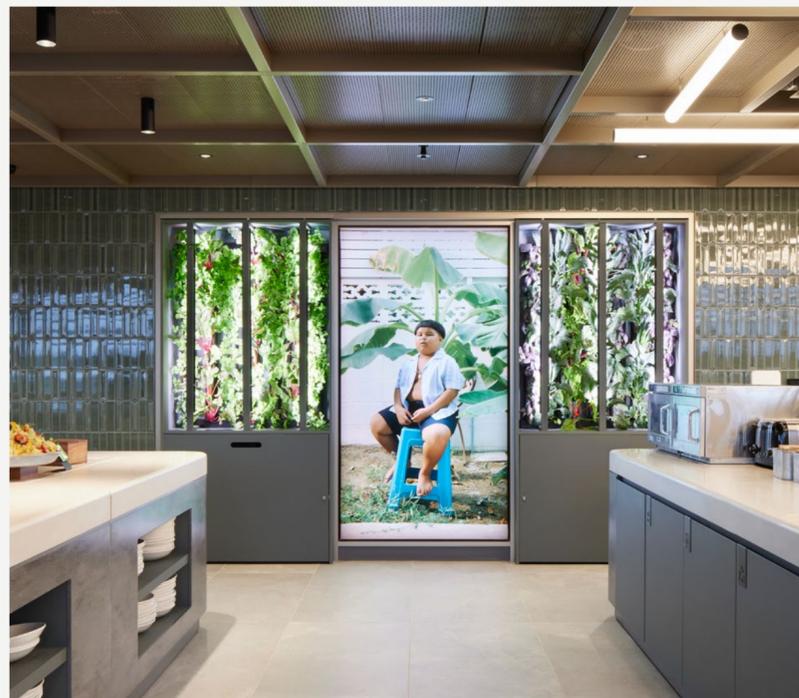
Looking to 2026, we will seek to expand business-wide sustainability training and engagement, encouraging further use of our resources and the Legal Charter 1.5's Climate Change Legal Knowledge Hub.

As we develop our internal processes and external reporting, we recognise there is a suite of best practice reporting frameworks, such as the Task Force on Climate-related Financial Disclosures, the Taskforce on Nature-related Financial Disclosures, and the Corporate Sustainability Reporting Directive. We will continue building our external reporting to provide a transparent overview of our ESG performance.



Waste, water, and biodiversity

We're acting to reduce our impacts on natural resources, minimising waste to landfill, and encouraging increased water efficiency. At the same time, we're collaborating internally and with external partners to support biodiversity and nature corridors around the spaces where we work.



Our approach to responsible resource use

We are strategically supporting office efficiency by building a portfolio of ISO-certified workplaces. Maintaining our ISO systems requires significant effort, with 69 internal audits and seven external third-party visits to retain certification that covers environmental management (ISO 14001) and energy management (ISO 50001).



We continuously look to enhance operating efficiency. When it comes to the effectiveness of our management systems, 2025 was another successful year with no major issues raised. We also extended our ISO 14001 and ISO 50001 certification to Dublin, meaning all UK and Ireland properties are now covered by ISO 14001 and ISO 50001.



Our waste, water, and biodiversity progress

Last year we said our key priorities were to:

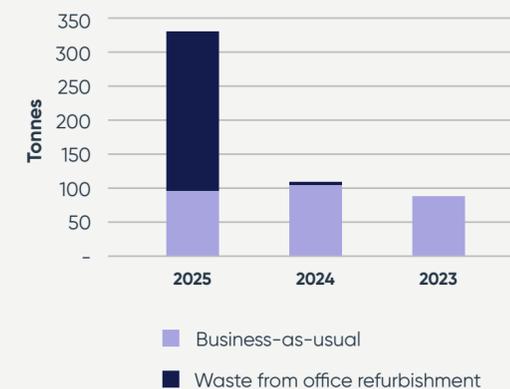
Priority and progress	Status
<p>Boost operational efficiency</p> <p>Improved operational efficiency across our sites and enhanced performance data.</p>	
<p>Reduce waste to landfill</p> <p>Rehomed furniture and electronic equipment we were unable to reuse in our refurbished building. However, the volume of waste generated by the project led to a significant increase in our total waste data.</p>	
<p>Encourage more sustainable choices</p> <p>Provided more sustainable choices across the office environment – from teabags to stationery – and better waste segregation.</p>	

Reducing operational waste

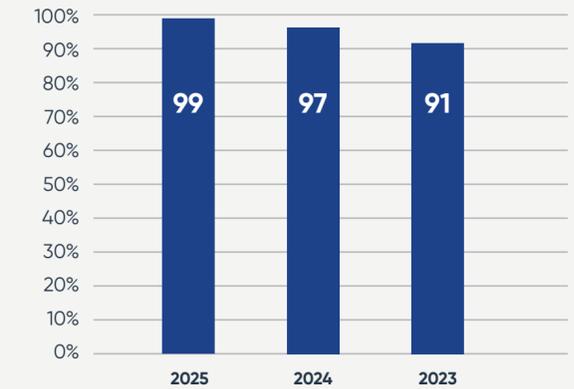
Office waste is an area where we can have significant direct impact. In most cases, waste is recycled or incinerated with energy recovery while some, including glass and paper, is remanufactured into new items. When it comes to food waste and surplus in our catering operations, we first look to donate safe items through apps like Olio. Any waste that is disposed of is sent for anaerobic digestion where the gas is captured. Additionally, all waste cooking oil is converted into biodiesel.

We focus additional efforts on reducing other key waste sources, including single-use plastics and electronic waste. For electrics and electronics, our first step is internal reuse before donation or recycling.

Total waste produced



Waste diverted from landfill



While we did see an increase in total waste due to our London refurbishment, business-as-usual waste (excluding the refurbishment) decreased 17%, compared to prior year. Our waste continues to be responsibly managed, with less than 1% sent to landfill and 99% managed by recovery operations.

Catering is a key area where we collaborate with suppliers to reduce waste and associated emissions. One supplier, Wilson Vale, recently received B Corp status, reinforcing its commitment to sustainability. Root-to-stem cooking is at the heart of what it does and, by working with Wilson Vale, we have effectively reduced food waste to the degree that we often don't have enough to donate.

Another step we've taken is partnering with Angry Monk to incorporate surplus vegetables into our menus. Where there are leftovers, we use them for options like fruit-infused water and smoothies. Our chef also creates tasting 'nibbles' to use up Angry Monk vegetables where there isn't enough for a complete meal. In February 2025 alone, this helped save around 461kg of CO₂e, prevented 391kg of produce waste, and conserved over 145,102 litres of water.

In our newly refurbished London office, we worked with Square Mile Farms to install two vertical farm walls which produce 12kg of lettuce a year. Our lettuce has a 43% lower carbon footprint, 90% less land use, and uses 96% less water (across total water use impacts) compared to an average UK-grown lettuce.

We're always looking for new ways to reduce our footprint. In 2025, we introduced Notpla takeaway boxes. These plastic-free food boxes are coated with seaweed, meaning they can go directly in the food waste for anaerobic digestion, diverting them from landfill or incineration. The boxes also produce up to 70% less CO₂e than traditional takeaway boxes, bringing us one step closer to our net zero ambition.

Reducing the impact of our offices

Wherever possible, we've integrated sustainability into everyday building operations. For example, in London, we've made 31 stationery product swaps to introduce more items with recycled content and more sustainable packaging. Some examples include 100% recycled notebooks and 86% recycled highlighters. Making a small change by choosing greener alternatives can deliver a big impact.

We also champion sustainable businesses. We support the Shetland Soap Company, which employs people with learning disabilities and autism to create handmade soaps. All ingredients are ethically sourced from UK-based suppliers, and every bottle is fully recyclable.

Additionally, we use Nemi, a London-based tea company that provides employment opportunities for refugees, helping them gain local work experience and job-readiness skills to integrate into UK society. Their teabags are plastic-free, packaging is biodegradable, and all products are organic-certified.

Where we refurbish properties, we maximise the lifespan of items. A great example of this is where 270 items were reused from London in our Liverpool office expansion, including lockers, desks, chairs, and furnishings.

Over 2000+ items of surplus pre-loved office furnishings were donated to local schools and charities nominated by our employees.



Spotlight

Plastic Free July

To celebrate Plastic Free July 2025, we encouraged people to get involved in identifying ways to improve our office space – from increasing recycling to replacing single-use plastics. We were also pleased to see around 20 people sign up to the Plastic Free July pledge, committing to reducing their plastic impacts both in the office and at home.



Some plastic-free alternatives take more effort from the consumer. Obviously, using and then throwing away is much more convenient and time efficient than washing or disassembling then reassembling. It's about changing the mindset – time and effort is an investment into helping preserve our planet and future.

Julie Chiu, Senior Counsel and Plastic Free July participant

Giving tech a second life

Where possible, we reuse items that would otherwise go to landfill. However, in 2025, our waste electrical and electronic equipment (WEEE) increased slightly due to our office move and clear out. In response, we onboarded an electrical waste reuse specialist to strengthen our approach.

Today, items are securely wiped using Blanco software. Often, they are refurbished and resold, extending their lifecycle and reducing waste. For equipment beyond repair, we ensure full data erasure before dismantling for recycling. This helps minimise landfill impact and maximise resource recovery.

Cutting our water use

While we saw a decrease in water consumption in 2025, we continue working towards reducing use and improving data quality. Recent improvements include upgraded water metering in our London office, along with reduced shower flow rates and leak detection equipment.

While our water consumption is relatively low, where possible, we install office features that reduce use, for example low-flow showers and toilets. Where building conditions and landlord agreements allow, we also install filters on drinking water taps to remove microplastics.

Creating space for biodiversity

Biodiversity and natural capital play a vital role in helping us develop resilience against climate change. In 2025, we supported biodiversity in several ways, including the below.

- Improving the condition of natural sites in partnership with The Conservation Volunteers. We held several **conservation days** in London and Liverpool and attended others to support suppliers' ESG programmes.
- Planting over 500 native trees. Working in partnership with Ecologi and OneTreePlanted across the UK and Tanzania, we've helped plant more than 1,600 trees since 2024.
- Assessing office locations for water stress using the World Resources Institute's water risk tool. This indicated that our Dubai office is within an area of extremely high water stress, and our London office is within an area of high water stress. We will continue to monitor this.
- Assessing our sites against the Key Biodiversity Areas database and determining that none of our offices are in the immediate vicinity of Key Biodiversity Areas.

Spotlight

Planning for nature

When refurbishing the London office, we designed the rooftop to support pollinators all year round, with climate-resilient planting and evergreen coverage. We adapted our plans in line with the 2024 City of London Pollinator Report, which highlighted an overabundance of honeybees in Greater London. Rather than installing honeybee hives, we focused on wild pollinators, especially solitary bees, through habitat creation and planting. The rooftop biodiversity garden, developed in partnership with our landlord, includes sand mounds, gabions, and wildflowers like Rudbeckia and Scabious. We are also now involved in the Clerkenwell Pollinator Path project to connect green spaces across London and support biodiversity in nature-deprived boroughs.



What's next

Conserving natural resources requires collective effort and, moving forward, we will continue to grow awareness and provide expanded sustainability training opportunities across the business.



Building on our foundation of governance

One of the cornerstones of being a responsible law firm is that we maintain high levels of professional integrity, which builds trust with our clients, business partners, and people. Guided by our values, we maintain a governance approach that reinforces our dedication to ethical business practices that benefit society and the environment.

Responsible Business management and oversight

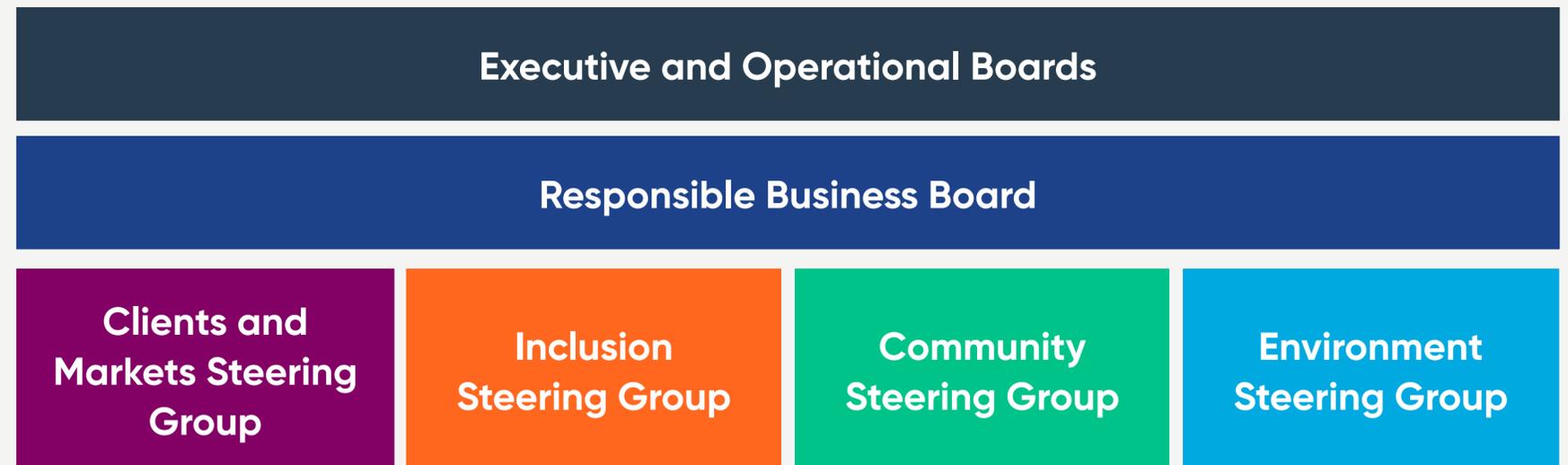
Being a responsible business is fundamental to how we operate and a key focus of our wider business planning processes.

Our Responsible Business strategy is overseen by our Executive Board, which ensures we have the right governance and operations in place to achieve our targets and key metrics.

Guiding our efforts to create positive impact are four Steering Groups (Inclusion, Community, Environment, and Clients and Markets). These Steering Groups are chaired by a range of stakeholders, including partners from across the business, our Head of Talent Development and Inclusion, and our Head of Sustainability.

This ensures a combination of deep subject matter knowledge and business leadership experience in each of the Steering Groups.

The Steering Groups report to the Responsible Business Board, which regularly reports to both our Operational and Executive Boards. It is chaired by Kirstie McGuigan, our Responsible Business Partner, who, alongside our Chief People Officer Wendy Tomlinson, represents Responsible Business at the Executive Board. Kirstie works closely with the Executive Board, our Environmental Performance Partner Siân Skelton, and our wider Responsible Business team to lead and steer delivery of our Responsible Business strategy.



Ensuring shared accountability

We have incorporated Responsible Business strategy objectives into our competency framework. This ensures everyone across the firm is held accountable for the continued progression and integration of ESG objectives into individual and team KPIs.

Key members of our Executive, Operational, and Responsible Business Boards have Responsible Business included within their annual performance objectives, which can range from diversity to environmental performance. Achievement of performance goals has a direct impact on individual remuneration.

During our work with clients, or at the end of engagements, we contact clients to ask for feedback as part of our Client Listening Programme. We involve partners that are independent of the client advice and members of our Executive Board to ensure a proactive response to any issues raised.

Our guiding policies

We are regulated by the relevant regulator in the UK, Ireland, and Dubai, and in each of the other jurisdictions where we operate we comply with all applicable laws and regulations, including professional rules.

Our teams must abide by our policies, including our Business Code of Conduct, and our risk processes to prevent conflicts of interest and manage potential bribery, corruption, and money laundering risks. We undertake rigorous checks on all employees before they start work with us and ask for yearly confirmations regarding compliance with our policies from our lawyer community. We also require staff to complete extensive regulatory and ethical training when they start with us and throughout their employment at the firm.

As well as our Business Code of Conduct, we have various other policies which establish our ESG and business expectations for our colleagues, including our:

- Anti-Bullying and Harassment Policy
- Ways of Working Policy
- Environmental Policy
- Energy Policy
- Health and Safety Policy

- Sustainable Travel Policy
- Pro Bono Policy
- Anti-Money Laundering Policy
- Anti-Bribery and Corruption Policy
- Anti-Slavery and Human Trafficking Policy
- Data Protection and Privacy Policy
- Whistleblowing Policy.

Engaging suppliers

We are committed to respecting the human rights of our employees and suppliers and upholding high working standards wherever we operate. To ensure we are working with partners who share our Responsible Business values, we request ESG information from our suppliers before onboarding. We include ESG performance requirements in key contracts and regular supplier performance reviews.

We have also created a Supplier Code of Conduct which highlights key elements of these policies that we expect our suppliers to align with and which we are in the process of rolling out across our supply network.

Data protection

Personal data is a key asset for our clients and people and, to maintain their trust, we must always treat the information they share with us with respect.

We comply with all applicable laws and regulations, including data protection laws. Our data governance structures incorporate accountability (including concerns about third parties like suppliers), individual rights, international transfers, data security, and training, among other principles.

Our business acceptance procedures systematically consider risks, such as environmental, human rights, and reputational risks. Should it be necessary, we raise matters with our Reputational Committee for consideration on a matter-by-matter basis.

Our four pillars of responsible AI

Taylor Wessing is at the forefront of the AI revolution, advising across the AI landscape and developing solutions that help advance our operations and client services. We are committed to using AI responsibly and follow a four-pillar approach to ensure that the tools we use are ethical, secure, responsible and fair, and sustainability focused.

Ethical AI

- **Clear policies:** Robust guidelines ensure responsible, compliant use of AI across the firm.
- **Human oversight:** Experienced lawyers review all AI outputs – AI supports judgement, never replaces it.
- **Firmwide training:** Ongoing education ensures everyone understands ethical and secure AI practices.
- **AI for good:** We harness AI to empower pro bono partners and widen access to technology.
- **Championing diversity:** Actively monitoring and promoting diversity among our AI specialists.

Responsible and fair AI

- **Strong governance:** Dedicated boards oversee risk management and compliance in all AI activities.
- **Bias detection & mitigation:** Tools actively monitor diversity metrics to support fairness in recruitment and pay decisions.
- **Transparency with clients:** Clients are informed where significant or novel uses of AI arise.
- **Traceability:** Every use of AI is logged and auditable; shadow use is monitored.

Secure AI

- **Stringent controls:** Encryption, access restrictions, and thorough audit trails protect client data.
- **Authorised products only:** Only approved platforms are used with client information – no excuses.
- **Private systems:** Our core tools run in secure, ISO-certified environments; no public GenAI for sensitive data.
- **Diligent vendor checks:** All providers meet strict security and privacy standards.
- **Regulatory vigilance:** We proactively adapt to evolving laws and regulations.

Sustainability-focused operations

- **Dynamic infrastructure:** Scale cloud resources up and down, saving energy and cost.
- **Renewable energy leadership:** Our AI runs in Sweden Central – powered by renewable hydroelectric energy – reducing our Scope 2 emissions and supports Microsoft's carbon negative by 2030 goal.
- **Operations efficiency:** Model rightsizing and optimisation cut our environmental footprint further.
- **Productivity & skills:** Automating repetitive work boosts productivity and lowers system energy.

Stakeholder engagement and materiality

Our Responsible Business strategy is underpinned by our purpose and values and brought to life with the activities and actions we take.

Through engaging our key stakeholders, we are constantly developing a clearer understanding of our most material topics and key sustainability impacts, risks, and opportunities. This helps us align our strategy, ambitions, and activities to deliver the greatest impact for our stakeholders.

This table provides an overview of the main stakeholder engagement processes we undertake across the business to ensure we understand, and are aligned with, the expectations of our key stakeholders.

Key stakeholder group

Purpose of the engagement

The main ways we engage

Our clients

To better understand our clients and the challenges they're facing, and to identify opportunities to improve our services, delivery, and client satisfaction.

- Client relationship management
- Client Listening Programme
- Client questions through RFPs and questionnaires
- Client-led reporting disclosures (eg EcoVadis)

Our people

To inform our people management strategy and employee value proposition, and to understand which sustainability issues are most important to them.

- Recruitment events and interviews with early talent
- Induction events
- Whole firm annual meeting
- Managing Partner weekly updates
- Regular View feedback survey
- Associates' and Business Services Councils
- Weekly team and Talent Partner meetings
- Biannual career management and development meetings
- Internal sustainability networks

Key stakeholder group	Purpose of the engagement	The main ways we engage
Our regulator and regulatory environment	To understand existing and future expectations and ensure we are best aligned to regulatory and professional standards.	<ul style="list-style-type: none"> ■ Horizon scanning and benchmarking ■ Attending seminars organised by Taylor Wessing, other law firms, regulators, or suppliers ■ Annual declaration process
Our business partners and key suppliers	To build relationships with our key suppliers and business partners to better manage risk and opportunities. To identify areas where we can better align on sustainability initiatives/ambitions.	<ul style="list-style-type: none"> ■ Regular update meetings ■ Tender processes ■ Ongoing supplier relationship management ■ Annual supplier reviews
Our communities	To build strong community relationships to understand their challenges and opportunities and look for ways we can best connect and have positive impact.	<ul style="list-style-type: none"> ■ Participation in industry forums, working groups, and roundtable events ■ Responses to public consultations ■ Providing pro bono advice ■ Volunteering, charity fundraising, and engagement

Our most material topics

Material topic	Description
High-performing culture	Championing the purpose, values, and Code of Conduct – as well as the fundamentals of ethical and regulatory compliance – that shape the working environment and practices, in turn, creating a high-performing culture to deliver excellence to clients.
Data protection	Ensuring the protection of personal and sensitive data and maintaining robust information security practices.
Health and safety, labour, and human rights	Upholding international standards of health and safety, labour, and human rights throughout our operations and supply chain.
Responsible AI	Developing and implementing AI solutions responsibly within Taylor Wessing.
Employee benefits and flexibility	Offering a range of benefits and flexible working arrangements to support the varied needs of our employees.
Employee wellbeing	Developing and maintaining programmes and initiatives that focus on the physical and mental health of our people.
Inclusive culture	Promoting equity and opportunities for all employees, regardless of their background or experience. This ensures our workplace is accessible to those with disabilities and promotes fair compensation practices and ways of working.
Nurturing our talent	Devising strategies, programmes, and procedures to attract, retain, and develop talent within Taylor Wessing. Providing opportunities for continuous learning, professional development, and career growth.
Employee engagement	Measuring and improving employee morale, productivity, and job satisfaction.
Pro bono	Providing legal support to members of our society that struggle to access the justice system to address their legal problems. As lawyers we are in a unique position to assist them.

Material topic

Description

Volunteering, giving, and community impact

Launching initiatives and projects – including thought leadership, client projects, and partnerships on social and sustainability matters – that create positive social change and address societal challenges.

Climate change

Managing climate risks and opportunities, reducing emissions, and unlocking value through cost savings, resilience, and new market access in our client work and in our own climate commitments.

Sustainable supply chain

Promoting environmentally and socially responsible purchasing through procurement policies and practices.

Advised emissions

GHG emissions arising from client work.

Nature and biodiversity

Understanding and mitigating environmental impacts on ecosystems and water resources across our operations and supply chain.

Circular economy/Operational efficiency

Minimising environmental impacts by reducing waste, reusing resources, and improving operational efficiency across our business (and supply chain).

Supporting our clients for impact

Client work on climate matters and embedding climate risk and opportunity into client matters.

Appendices

Appendix 1: ESG metrics

This year, we are disclosing, for the first time, metrics that link to internationally recognised reporting standards such as the Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosures (TCFD), and Sustainability Accounting Standards Board (SASB), where we have determined them to be relevant to our business. To compile this table, we have referenced the World Economic Forum (WEF) standards, a foundational component of the International Financial Reporting Standards (IFRS) S1 and S2 standards, which we are also working to align with.

Governance

Metrics and disclosures

2025 response

Setting purpose – The company’s stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders.

(WEF, The British Academy and Colin Mayer, GRI (102-26))

Taylor Wessing is a global law firm that serves the world’s most innovative people and businesses. Deeply embedded within our sectors, we work closely with our clients to crack complex problems, enabling ideas and aspirations to thrive. Together we challenge expectation and create extraordinary results.

Our Code of Business Conduct serves as a guide for our people and outlines the standards we expect regarding their conduct towards each other, our clients, suppliers, and the communities within which we operate.

Governance

Metrics and disclosures

2025 response

Governance body composition – Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of underrepresented social groups; stakeholder representation.

(WEF, GRI (102-22), GRI (405-1a), IR (4B))

Taylor Wessing's Executive Board is the firm's top decision-making body, responsible for setting our strategy and overseeing its implementation across all our offices. The Executive Board is chaired by our Managing Partner and includes senior partners representing key practice areas and regions, supported by experienced business professionals who lead core operational functions.

Our governance structure ensures strategic decisions are informed by both legal expertise and operational insight. The Executive Board is complemented by the Operational Board, which focuses on day-to-day management and delivery of our business plan. Our Chief People Officer represents the Responsible Business agenda at the Operational and Executive Board level.

Responsible Business governance

The development and oversight of our Responsible Business strategy – including governance, risk management, and delivery of our environmental and social commitments – is delegated to the Responsible Business Board. This Board is chaired by our Responsible Business Partner and includes senior leaders from across the firm, alongside subject matter experts like our Head of Sustainability and Head of Talent Development and Inclusion. The Head of the Responsible Business Board also sits on our Executive Board.

To drive progress across our Responsible Business pillars, we have four dedicated Steering Groups:

- Inclusion Steering Group.
- Community Steering Group.
- Environment Steering Group.
- Clients and Markets Steering Group.

Each Steering Group is chaired by a partner and supported by senior business professionals, ensuring a blend of leadership experience and specialist knowledge. These groups report into the Responsible Business Board, which reports regularly to the Executive and Operational Boards.

Our Responsible Business strategy is embedded in our business strategy and means that we will endeavour to:

- protect our culture of inclusion
- actively invest in our community
- have a more positive impact on the environment
- identify growth and share insights with our clients and markets.

To keep Executive and Operational Board meetings up to date on our Responsible Business strategy, there are monthly reporting updates and, where necessary, presentations on particular topics. Our strategy aligns with several SDGs, that serve as a shared blueprint for peace and prosperity for people and planet.

Governance

Metrics and disclosures

2025 response

Governance body composition (continued)

One of the cornerstones of being a responsible law firm is that we maintain high levels of professional integrity, which builds trust with our clients, our business partners, and our people. As an organisation we are regulated, and it is essential our teams abide by our risk processes to prevent any conflicts of interest, and manage potential risks of bribery, corruption, and money laundering.

To this end, we undertake rigorous checks on all employees prior to their starting work with us and ask for yearly confirmations regarding compliance with our policies from our lawyer community. We also ask all staff to complete an extensive suite of regulatory and ethical training when they start with us and throughout the year.

Personal data is a key asset for our clients and people and, to maintain their trust, we must always treat the information they share with us with respect. We comply with all applicable laws and regulations, including data protection laws. Our data governance structures incorporate accountability (including concerns about third parties like suppliers), individual rights, international transfers, data security, and training, among other principles. We are also committed to respecting the human rights of our employees and suppliers and upholding high working standards wherever we operate. More information can be found on our website (eg our Modern Slavery Statement).

The Environment Steering Group has delegated authority from the Responsible Business Board to drive environmental sustainability within the firm and its strategy, including ensuring the firm remains on the path to achieving net zero by 2040. The Environment Steering Group reports to the Responsible Business Board and will apply sustainable principles to all activities. The Steering Group is authorised by the Responsible Business Board to obtain any outside professional advice necessary to fulfil its duties within the budget agreed with the Responsible Business Board.

The Head of Sustainability's role is focused on setting up the SBT targets and carbon transition plan. They report directly into the Chief People Officer who is also on the Operational and Executive Boards. The carbon agenda is sponsored by the Managing Partner.

Material issues impacting stakeholders – A list of the topics that are material to key stakeholders and the company, how the topics were identified, and how the stakeholders were engaged.

We have published our materiality analysis in our 2025 Impact Report on [page 62](#).

(WEF, GRI (102-21), GRI (102-43), GRI (102-47))

Governance

Metrics and disclosures

2025 response

Anti-corruption – Total percentage of governance body members, employees, and business partners who have received training on the organisation’s anti-corruption policies and procedures, broken down by region.

Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption. Total number and nature of incidents of corruption confirmed during the current year but related to previous years/this year.

(WEF, GRI (205-2) and GRI (205-3))

Taylor Wessing operates a zero-tolerance policy towards bribery and corruption. We expressly prohibit the giving or receiving of any form of bribe and are committed to full compliance with all applicable anti-corruption laws in all jurisdictions where we operate.

We provide guidance and training to help our people identify situations of heightened risk relating to bribery and corruption. All our partners and employees across the UK, Ireland, and Dubai are required to complete our anti-bribery and corruption training. In addition, all UK regulated lawyers must complete an annual declaration confirming their understanding of, and compliance with, key firm policies, including anti-bribery and corruption, failure to prevent tax evasion, and anti-money laundering.

We also expect our suppliers to adhere to our Supplier Code of Conduct, published in 2025, which outlines the minimum standards our suppliers must uphold. These include a zero-tolerance approach to bribery and corruption, robust compliance training, and effective whistleblowing mechanisms. Further details on our Code of Business Conduct and Supplier Code of Conduct can be found on our website.

Protected ethics advice and reporting mechanisms – Seeking advice about ethical and lawful behaviour and organisational integrity.

Reporting concerns about unethical or unlawful behaviour and organisational integrity.

(WEF, GRI (102-17))

Taylor Wessing is committed to acting with honesty and integrity in all its business dealings and always operating to the highest professional and ethical standards. We comply with all applicable whistleblowing requirements in the UK, Ireland, Dubai and everywhere we operate, and have implemented our Whistleblowing Policy, which includes clear guidance on raising concerns.

In addition, we have implemented a Code of Business Conduct and a Supplier Code of Conduct that reflect these principles and values central to our firm, including treating others with dignity, fairness, and respect. Our policies are reviewed by our Risk Management team and legal professionals to ensure compliance with all applicable laws, regulations, and professional obligations, including our whistleblowing obligations.

We have a Speak Up approach, and our Whistleblowing Policy provides clear internal channels for reporting concerns about unethical or unlawful behaviour. Our people can raise issues confidentially and without fear of retaliation. There were no whistleblowing reports made in the reporting year.

Externally, our complaints procedure is published on our website.

Governance

Metrics and disclosures

2025 response

Integrating risk and opportunity into business process – Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time, and the response to those changes.

These opportunities and risks should integrate material economic, environmental, and social issues, including climate change and data stewardship.

(WEF, EPIC, GRI (102-15), IR (4D))

Taylor Wessing follows an enterprise risk framework. Recognising risk management is as much about maximising opportunities as it is about preventing potential threats, we are committed to managing the uncertainty of risks in a transparent and consistent manner to position the firm for all opportunities that may arise.

Our framework includes principal risks and opportunities, and risk appetite. Economic, environmental, and social issues, including climate change and data stewardship, form part of this framework. Changes in risk and opportunity severity are monitored.

The framework is continuously under development, to improve it and ensure it remains relevant.

People

Metrics and disclosures

2025 response

Pay equality – The ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men; minor to major ethnic groups; and other relevant equality areas.

(WEF, GRI 202-1, UK Companies (Misc. reporting) Regulations 2018, Dodd-Frank Act)

A breakdown of our pay data can be found in our [Annual Pay Gap Report](#).

Wage level – Ratios of standard entry-level wage by gender compared to local minimum wage. Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO).

(WEF, GRI 408-1 (b), GRI 409)

We are committed to treating all colleagues and job applicants fairly and with respect. Our approach to remuneration is led by our Reward Philosophy, which is grounded in equity and transparency, and applies consistently across all levels of the firm, including early career roles.

We do not currently publish data comparing entry-level pay by gender against local minimum wage, nor do we disclose the remuneration of our Managing Partner.

Risk for incidents of child, forced, or compulsory labour – An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced, or compulsory labour. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk.

(WEF, GRI 408-1 (b), GRI 409)

Taylor Wessing's direct operations in the UK, Ireland, and Dubai are considered low risk for incidents of child labour or forced labour due to robust regulatory frameworks and internal compliance measures, including adherence to the UK Modern Slavery Act 2015 and equivalent legislation in Ireland and Dubai. However, potential risks exist within certain supplier categories, notably:

- facilities management
- catering
- office supplies
- IT equipment

- construction services, where global sourcing may involve regions with weaker labour protections.

These risks are heightened in supply chains linked to sectors such as agriculture, textiles, and electronics, and in geographic areas identified internationally as having elevated vulnerability to labour exploitation. To mitigate these risks, Taylor Wessing enforces a zero-tolerance policy on modern slavery and child labour.

This is set out in our Supplier Code of Conduct, which requires suppliers to comply with international labour standards, prohibit forced or involuntary labour, and ensure fair wages and safe working conditions. The firm applies structured procurement processes and contractual obligations.

People

Metrics and disclosures

2025 response

Health and safety – The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked GRI:2018 403 – 6 (a). Health and Safety (%) – An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers.

(WEF, GRI:2018 403 – 9 (a & b))

Taylor Wessing has implemented an integrated Health and Safety Management System that aligns with its ISO-certified Environmental Management Standards, ensuring a holistic approach to workplace wellbeing and sustainability. The firm achieved zero RIDDOR-reportable incidents and zero high-severity work-related injuries during the reporting period, reflecting its strong safety culture. The most common hazards identified – such as slips, trips, and manual handling – are proactively mitigated through mandatory health and safety training for all employees, supplemented by advanced training for roles with elevated risk exposure. Additionally, ergonomic workstation assessments are conducted for every employee to minimise musculoskeletal risks and promote healthy working practices.

To reinforce preparedness and compliance, all employees complete training modules covering:

- fire safety protocols
- access to first aid resources
- incident and risk reporting procedures.

Taylor Wessing maintains robust occupational health measures to safeguard employee wellbeing. The firm facilitates health surveillance assessments, enabling early identification of risks and the implementation of tailored control measures to support individual needs.

Beyond occupational health, we provide a comprehensive healthcare benefits programme that extends support beyond the workplace. This includes:

- private medical insurance
- 24/7 digital GP access
- on-site GP services
- menopause support
- mental health counselling
- an Employee Assistance Programme (EAP).

These services are available to all employees and, under certain policies, extend to family members, ensuring holistic support for both physical and mental wellbeing.

People

Metrics and disclosures

2025 response

Training provided – Average hours of training per person that the organisation’s employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees).

Average training and development expenditure per full-time employee.

(WEF, GRI 404-1, SASB HC0101-15)

During the reporting period (May 2024–April 2025), Taylor Wessing employees completed approximately 5,060 hours of e-learning, equating to an average of 4.7 hours of training per employee across all categories. In addition, 644 hours of live development sessions were delivered through 354 individual sessions, attended by 804 employees (around 79% of the UK workforce), representing an additional 1.6 hours per employee. Combined, this results in an estimated 6.3 hours of training per person on average. Training covered technical skills, compliance, diversity and inclusion, health and safety, and sustainability. While gender-specific data is not reported, participation was firmwide and inclusive to all our people.

Taylor Wessing invests significantly in professional development through its Always Learning portal and bespoke programmes, though specific expenditure per full-time employee is not disclosed in this report. The firm provides mandatory induction training for all new joiners and ongoing access to e-learning modules, webinars, and career development programmes, ensuring continuous learning opportunities aligned with regulatory and professional standards.

Prosperity

Metrics and disclosures

2025 response

Absolute number and rate of employment – Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity, and region.

(WEF, GRI 401)

In 2025, we hired 171 lawyers and business professionals across the UKI LLP. We report demographic data in our Diversity Monitoring Report; however, we do not yet report on recruitment data segmented by demographic. We plan to do this in future years.

Prosperity

Metrics and disclosures

2025 response

Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organisation's global operations, ideally split out by:

- revenues
- operating costs
- employee wages and benefits
- payments to providers of capital
- payments to government
- community investment.

Financial assistance received from the government: total monetary value of financial assistance received by the organisation from any government during the reporting period.

For the year ended 30 April 2025, Taylor Wessing generated and distributed direct economic value as follows.

Revenue: £283.7m from the provision of legal services.

Operating costs: £170.4m, consisting of staff costs (£102.4m), depreciation (£4.9m) and other operating expenses (£63.1m)

Employee wages and benefits: £102.4m, including social security contributions (£7.6m), pension costs (£4.1m) and other costs (£10.4m)

Payments to providers of capital: £102.8m distributed to members and £1.5m in capital repayments.

Members capital received: £3.7m.

Payments to the government: £960,000 in corporate taxes on subsidiary undertakings, plus employer social security contributions included above.

Community investment: Approximately £200,000 contributed to charitable and community initiatives during the reporting period.

Financial assistance from the government: Taylor Wessing did not receive any financial assistance from the government during the reporting period.

Prosperity

Metrics and disclosures

2025 response

Financial investment contribution disclosure –

Total capital expenditures (CapEx) – Depreciation supported by narrative to describe the company's investment strategy.

Share buybacks + dividend payments supported by narrative to describe the company's strategy for returns of capital to shareholders.

(WEF, IAS7, ASC230)

For the year ended 30 April 2025, Taylor Wessing invested £17.9m in CapEx, primarily related to leasehold improvements and office equipment as part of the refurbishment of our London headquarters and workplace infrastructure upgrades. This investment reflects the firm's strategy to enhance operational efficiency, improve sustainability performance, and create a modern, collaborative environment for clients and employees.

Depreciation for the same period totalled £4.9m, consistent with the useful life of assets such as leasehold improvements and furniture. These investments are aligned with Taylor Wessing's long-term commitment to responsible growth, embedding environmental considerations through energy-efficient design and WELL/BREEAM standards in office projects.

Total R&D expenses – Total costs related to research and development.

(WEF, ASC730)

Driving innovation in how we design, develop, and deliver legal services is central to Taylor Wessing's approach. Rather than treating innovation as a standalone initiative, it is embedded across our knowledge sharing, technology adoption, and client solutions. Because these efforts span multiple teams and processes, and are integrated into everyday practice, it is not possible to isolate or quantify a specific cost for research and development.

Total tax paid – The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.

(WEF, GRI 201-1 (2016))

For the year ended 30 April 2025, Taylor Wessing LLP and its consolidated entities bore a total tax charge of £960k, comprising UK corporation tax on subsidiary undertakings and adjustments for prior periods. The LLP itself does not incur corporate income tax on profits, as these are taxed personally at the member level; however, the firm retains amounts from members' profit shares to cover estimated income tax and social security contributions.

In addition to corporate tax, the group incurred employer-paid payroll taxes and social security contributions of £7.6m, alongside other statutory obligations embedded within operating costs. Property-related taxes and non-creditable VAT are included within other operating expenses of £63.1m, which primarily cover property, IT, and personnel-related costs. While a detailed breakdown of property taxes and VAT is not separately disclosed, these costs represent a material component of the firm's operating expenditure.

Prosperity

Metrics and disclosures

2025 response

Diversity and inclusion – Percentage of employees per employee category, by age group, gender, and other indicators of diversity (eg ethnicity).

A breakdown of our people data can be found in our [Diversity Monitoring Report](#) and [Annual Pay Gap Report](#).

Planet

Metrics and disclosures

2025 response

GHG emissions – For all relevant GHGs (eg carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO₂e) GHG Protocol Scope 1 and Scope 2 emissions.

Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.

(WEF, GRI 305:1-3, GHG Protocol)

Location-based emissions

Scope 1 = 187 tCO₂e

Scope 2 = 499 tCO₂e

Scope 1&2 = 686 tCO₂e

Market-based emissions

Scope 1 = 187 tCO₂e

Scope 2 = 0 tCO₂e

Scope 1&2 = 187 tCO₂e

Scope 3 emissions

Purchased goods and services = 7,490 tCO₂e

Capital goods = 2,819 tCO₂e

Fuel- and energy-related activities = 188 tCO₂e

Upstream transportation and distribution = 26 tCO₂e

Waste generated in operations = 6 tCO₂e

Business travel = 2,008 tCO₂e

Employee commuting = 414 tCO₂e

Upstream leased assets = 0 tCO₂e

Downstream leased assets = 25 tCO₂e

Total = 12,976 tCO₂e

Planet

Metrics and disclosures

2025 response

TCFD implementation – Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation.

Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net zero emissions before 2050.

(WEF, TCFD, CDSB R01, R02, R03, R04 and R06; SASB 110)

Land use and ecological sensitivity – Report the number and area (in hectares) of sites owned, leased, or managed in or adjacent to protected areas and/or Key Biodiversity Areas (KBA).

(WEF, GRI (304-1))

Taylor Wessing LLP has not yet conducted a full TCFD assessment, as this is not a legal obligation for us. However, we are working towards this, and elements of the requirements can be found on [page 48](#). We have set near-term science-based targets, which align with the Paris Agreement. We are also aiming to achieve net zero by 2040, as per our commitment to The Climate Pledge. Please see further details on [page 48](#).

Using the Key Biodiversity Areas database, there are no Taylor Wessing LLP offices in or adjacent to Key Biodiversity Areas.

Planet

Metrics and disclosures

2025 response

Water consumption and withdrawal in water-stressed areas – Report for operations where material, mega litres of water withdrawn, mega litres of water consumed, and the percentage of each in regions with high or extremely high baseline water stress according to the WRI Aqueduct water risk atlas tool.

Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.

(WEF, SASB (CG-HP-140a.1.))

Using the WRI Aqueduct water risk atlas tool for the Taylor Wessing LLP offices, only our Dubai office is in an area of extremely high water stress. This accounts for 5.3% of our offices' water consumption. 2025 water consumption details:

- London = High (40%–80%), estimated consumption = 9.77 mega litres
- Liverpool = Low (<10%), estimated consumption = 0.34 mega litres
- Cambridge = Low-medium (10%–20%), estimated consumption = 0.28 mega litres
- Dublin = Low-medium (10%–20%), estimated consumption = 0.30 mega litres
- Dubai = Extremely high (>80%), estimated consumption = 0.45 mega litres

Abbreviations key

World Economic Forum (WEF)

Sustainability Accounting Standards Board (SASB)

Global Reporting Initiative (GRI)

Climate Disclosure Standards Board (CDSB)

Green House Gas Protocol (GHG Protocol)

International Accounting Standards (IAS)

Accounting Standards Codification (ASC)

Integrated Reporting (IR)

Appendix 2: ESG Data tables

Inclusion data

Diversity data ⁷	2025	2024	2023
UK Board⁸			
Women	36%	35%	35%
Minority ethnic	4%	5%	5%
Partnership			
Women	29%	31%	30%
Minority ethnic	7%	8%	7%

Community data

Pro bono metrics ⁹	2025	2024
Total pro bono hours ¹⁰	3,198	1,994
% engagement ¹¹	43%	35%
Average hours per Lawyer	6	4

Training data

Hours of training	2025	2024	2023
Average hours training per employee (hr./employee) NB: e-learning only, not including in-person training.	4.7	5.5	2.4

Waste data

Waste	2025	2024	2023
Waste (kg)	328,799	108,512	86,812
Hazardous waste (kg)	130	3,227	1,365
Hazardous waste (%)	0%	3%	2%
Non-hazardous waste (kg)	328,669	105,285	85,447
Non-hazardous waste (%)	100%	97%	98%
Waste per person (kg/FTE)	337	118	98
Waste disposed of via recovery operation (kg)	325,027	104,862	79,288
Waste disposed of via recovery operation (%)	99%	97%	91%
Waste recycled (kg)	286,267	77,082	51,948
Waste recycled (%)	87%	71%	60%
Waste disposed of via landfill (kg)	376	3,623	7,474
Waste disposed of via landfill (%)	1%	3%	9%

⁷Data as of 1 May.

⁸UK Board includes UK Executive Board, Supervisory Board, and Operational Board.

⁹Pro bono data for UK and Ireland.

¹⁰Data compiled applying the TrustLaw definition for Qualifying Work and Qualifying lawyer.

¹¹Based on total lawyer headcount for UK and Ireland as at 30 April.

¹²Based on total lawyer headcount for UK and Ireland as at 30 April.

Energy data

Energy consumption	2025	2024	2023
Electricity (kWh)	2,315,198	3,162,690	2,980,969
Gas (kWh)	1,021,510	1,314,094	950,765
Total from buildings (kWh)	3,336,708	4,476,784	3,931,734
Renewable energy (kWh)	2,315,198	3,162,690	,980,969
Renewable energy (%)	69%	71%	76%
Renewable electricity (%)	100%	98%	97%
Vehicles (owned and fuel)	64,087	67,005	97,557
Total	3,400,795	4,543,790	4,029,291

Carbon data

GHG emissions (tCO ₂ e)	2025	2024	2023
Scope 1	187	245	180
Scope 2 (location-based)	499	676	613
Scope 2 (market-based)	0	35	35
Scope 3	12,976	8,943	6,708
Purchased goods and services	7,490	4,400	4,109
Capital goods	2,819	2,173	354
Fuel- and energy-related activities	188	261	238
Upstream transportation and distribution	26	37	41
Waste generated in operations	6	8	8
Business travel	2,008	1,729	1,445
Employee commuting	414	279	272
Upstream leased assets	0	1	4
Downstream leased assets	25	55	237
Total emissions (market-based)	13,163	9,223	6,924
Emissions by revenue (£m)	46.4	37.4	30.5
Emissions by value add (£m)	111.4	93.2	81.8
Emissions by partner	97.5	75.6	59.7

Other environmental data

Metric	2025	2024	2023
Travel emissions per person (tCO ₂ e/FTE)	2.1	1.9	1.6
Offices covered by ISO 14001 and ISO 50001	80%	60%	60%
Carbon offset (tCO ₂ e)	260	2310	2065
Water (m ³)	11,136	21,604	10,764

2700+ people **1250+ lawyers** **350+ partners** **26 offices** **16 jurisdictions**

Argentina*	Buenos Aires	Italy**	Milan Rome
Austria	Vienna	Mexico*	Mexico City
Belgium	Brussels	Netherlands	Amsterdam Eindhoven
Brazil*	Belo Horizonte Brasilia Rio de Janeiro São Paulo	Nicaragua*	Managua
Chile*	Santiago de Chile	Panama*	Panama City
China	Beijing Shanghai	Peru*	Lima
Colombia*	Bogotá Bogotá, main office	Poland	Warsaw
Costa Rica*	Guanacaste San José	Portugal*	Braga Lisbon Porto
Czech Republic	Brno Prague	Puerto Rico*	San Juan
Dominican Republic*	Santo Domingo	Slovakia	Bratislava
Ecuador*	Cuenca Guayaquil Manta Quito	South Korea***	Seoul
El Salvador*	San Salvador	Spain*	Barcelona Canary Islands Madrid Pamplona Seville Valencia Vitoria Zaragoza
France	Paris	UAE	Dubai
Germany	Berlin Düsseldorf Frankfurt Hamburg Munich	Ukraine	Kyiv
Guatemala*	Guatemala	United Kingdom	Cambridge Liverpool London
Honduras*	San Pedro Sula Tegucigalpa	Uruguay*	Uruguay
Hungary	Budapest	USA	New York San Francisco
Ireland	Dublin		

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