

Responsible Business Impact Report 2024

Acting sustainably together
as a responsible business





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Introduction

Taylor Wessing is a global law firm that serves the world's most innovative people and businesses.

2,000 people 28 offices 17 jurisdictions

We are pleased to present our Responsible Business Impact Report for 2024, which summarises our latest progress towards our Responsible Business goals.

Being a responsible business is a core part of who we are, and we take our responsibilities seriously. We are committed to delivering an inclusive culture and progressive environment, creating social value in the communities where we live and work, and reducing our environmental footprint towards Net Zero.

In preparing it, we gathered insights from our key stakeholders – clients, employees, and community partners. We plan to further formalise our stakeholder engagement and materiality processes in the coming years to ensure we continue to focus reporting on the issues that are most important to our business and our stakeholders.

The content of this report focuses on our London, Liverpool and Cambridge offices. Where we have data available, we also include information about our Dublin and Dubai offices.

The data included covers the period between May 2023-April 2024 unless stated otherwise. The narrative covers an extended period up to the end of 2024.

While we do not have independent assurance over our report, our Responsible Business Board has reviewed and approved it. Our carbon data has also been reviewed by an independent consultant as part of our preparations for setting a science-based target. Further reporting and key policies are available on our website, which we update regularly with information about our recent activities.

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

Foreword

from Nick Warr, UKIME Senior Partner

As we look back on another impactful year, I am proud to share our 2024 Responsible Business Impact Report. This report reflects not just the progress we've made but the steadfast commitment of everyone at Taylor Wessing to integrate responsible practices into all we do.

Being a responsible business is not simply a goal; it is woven into the fabric of our culture and purpose.

This year, we are particularly proud to have achieved Mansfield Certification Plus status for the third year running, contributed almost £200,000 to charities, and committed to setting a science-based target (SBT). Through the Legal Charter 1.5, we have collaborated with seven other law firms in a groundbreaking agreement with Save the Children Global Ventures to support climate impact investing.

We have also sharpened our approach to aligning with global priorities, such as the Sustainable Development Goals, while continuing to champion ethical and sustainable practices across our operations. By fostering innovation and collaboration, we have empowered our people to deliver extraordinary outcomes for our clients, our communities, and the environment.

I invite you to explore the stories, achievements, and milestones captured within this report. They represent the collective efforts of our people, driven by a shared vision of a better, more sustainable future.

Thank you all for your contributions on this journey.





Our strategy and governance structures

We strive to have a positive impact and deliver for our clients, our people, society, and the planet. The following values shape what we do and how we do it.

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.

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.





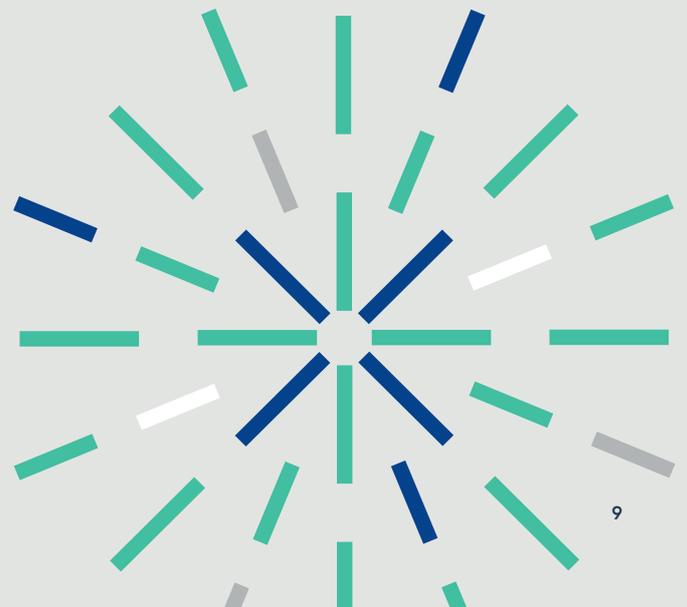
Integrity

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.



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.



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

grow opportunities and share insights with our clients and markets.

Our Responsible Business strategy guides our operations and interactions, ensuring that we contribute positively to what matters to society, including environmental sustainability.

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.

We are regulated by the Solicitors Regulation Authority (SRA) and abide by their Standards and Regulations, including Codes of Conduct.

Our teams must abide by 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.

By upholding our values, we reinforce our dedication to ethical business practices that benefit society and the environment.

We have four Steering Groups across our Responsible Business agenda (Inclusion, Community, Environment, and Clients and Markets). Each is chaired by partners from across the business, our Head of Talent Development and Inclusion, and our Head of Sustainability, respectively, who are full-time subject matter professionals.

This ensures we have 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.

Our Responsible Business Board is chaired by Kirstie McGuigan, our Responsible Business Partner, who, alongside Wendy Tomlinson, our Talent Director, represents Responsible Business at the Executive Board.

Kirstie works closely with the Executive Board, Siân Skelton, our partner focused on our environmental performance, and our wider Responsible Business team to help lead and steer the delivery of our Responsible Business strategy internally and externally.

Our Executive Board oversees our Responsible Business strategy, ensuring we have the governance and operations in place to achieve our targets and key metrics. Responsible Business is discussed as part of our business planning process. We have incorporated our Responsible

Business strategy objectives into our competency framework. This ensures that everyone in 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.

Executive and Operational Boards

Responsible Business Board

**Inclusion
Steering
Group**

**Community
Steering
Group**

**Environment
Steering
Group**

**Clients and
Markets
Steering
Group**

We have policies which set out our expectations of our people on key ESG topic areas.

These include 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 Policy
- Whistleblowing Policy.

Our ESG training programme is a mixture of mandatory live training sessions and interactive training modules accessed via our Always Learning portal. More than 450 people from our Business Services and practice teams attended the mandatory climate change training we developed and rolled out in 2023.

We reinforced this training in 2024 with team updates. In 2025 we plan to develop this training further to better equip our staff to have informed conversations with clients and key stakeholders.

Personal data is a key asset for our clients and people. It must always be treated with respect, so our clients and staff confidently trust us with their data. We process personal data in our control in compliance with all applicable data protection and cyber security laws and practices. Our data governance structures incorporate accountability (including concerns about third parties such as 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. In this reporting period, we have not had to decline to act for any clients.

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.

We are 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. To ensure we are working with suppliers who share our Responsible Business values, we request ESG information from our suppliers before onboarding. We also include ESG performance requirements in key contracts and regular supplier performance reviews.

Aligning to the Sustainable Development Goals

Our business strategy aligns with several Sustainable Development Goals (SDGs) that serve as a shared blueprint for peace and prosperity for people and the planet. We believe we can contribute most to supporting action in the areas of:

**Peace, justice and
strong institutions**

**Climate
action**

**Gender
equality**

**Reduced
inequalities**

**Good health
and wellbeing**

**Decent work and
economic growth**

We are exploring how we can further support and report in alignment with SDGs.



At Taylor Wessing, living our values of integrity, respect, responsibility, teamwork, creativity, and excellence is paramount. These principles not only define our internal culture but also align seamlessly with the Sustainable Development Goals, reinforcing our commitment to sustainable and ethical practices.

As we look ahead to the upcoming year, we are excited to introduce a comprehensive Code of Conduct that will extend these values to encompass both our staff and suppliers, ensuring a consistent dedication to ethical standards across every aspect of our practice.

Wendy Tomlinson, Talent Director





Culture

Inclusion

Why this matters

We're committed to delivering an inclusive culture and progressive environment where we empower all of our people to lead, learn, and grow. We recognise that the legal sector has much to do to improve diversity and that we are responsible for making progress for our people, aspiring legal professionals, and the wider legal community.

By introducing new experiences and perspectives to the firm, we can enhance teamwork, provide more innovative solutions, and improve problem-solving capabilities, leading to extraordinary results for our broad client base.

Our ambition

We continue to hold an ambition to encourage an inclusive working environment which offers equal opportunities for all.

We aim to ensure that our partnership and wider teams are representative of an inclusive workplace culture that supports and drives employee engagement and fosters a high-performance environment. That's why we also have an ambition to continue building engagement with our Inclusion networks and increase positive feedback from our people

In order to share learnings and progress in the area of diversity and inclusion, we actively participate in many industry and business networks, such as Legal CORE, Mansfield Rule, and NOTICED.



Our progress this year

In the partnership, we have increased the representation of women to 31%, which is up on the prior year. The number of partners from a minority ethnic background is also slightly up on the prior year. Our Board's diversity has remained stable compared to the prior year. Across the broader leadership of the business, we have 29% women and 10% minority ethnic.

We also monitor the diversity within our promotion processes. In this reporting period, 59% of partner promotions were women and 57% of promotions to senior associate and senior counsel were women. Across our Business Services management, 50% of promotions were women.

Demographic stats as of 1 May 2024

	Partnership		UK Board	
	2024	2023	2024	2023
Women	31%	30%	35%	35%
Minority ethnic	8%	7%	5%	5%

For more information and data please see our [Pay gap report](#) and [Diversity Monitoring report](#).



Our continued achievement of Mansfield Certification Plus status demonstrates our focus on accountability and transparency. This recognition shows our substantial progress in advancing inclusivity across our leadership ranks.

We are proud of the positive changes we have seen since joining the Mansfield Rule initiative, and we remain committed to taking measurable actions to ensure that our processes remain inclusive and fair for all.

Kirstie McGuigan, Responsible Business Partner



Increasing disability awareness and support

As we continue to drive accessibility and inclusion for disabled and neurodivergent colleagues, this year we partnered with the Business Disability Forum (BDF) to provide dedicated support and guidance across the firm.

By becoming a BDF member, we are engaging with experts to identify barriers, implement inclusive policies, and facilitate timely access to best-practice guidance that will benefit our people.

The formation of our Disability Task Force, launched in June 2024, will also complement our new BDF membership by amplifying the voices of our people. The Task Force brings together colleagues who are passionate about improving accessibility and the experiences of colleagues who are disabled, neurodivergent, or living with long-term health conditions, and will continue to play a pivotal role in the coming year.

Our Mansfield Rule UK achievements

We continue to partner with Diversity Lab as a Mansfield Rule UK participant to ensure fair and equal opportunity for all lawyers to advance into leadership.

We have achieved Certification Plus status for the third year running, reaffirming our dedication to advancing lawyers from underrepresented communities into leadership roles. By creating more equitable and transparent pathways for progression and broadening talent pools, we continue to see the positive outcomes of science-backed and data-driven solutions while identifying the areas where continued growth and focus are needed.

Pay gap report highlights

Our commitment to fostering a fair and equitable workplace has led to notable progress in reducing pay gaps across various demographics.

Significant strides have been made in closing the gender pay gap, particularly among Business Services employees, associates, and senior counsel, where the balanced representation of men and women is now evident. A slight increase in the gender pay gap among senior associates was observed during this reporting period, mainly due to the promotion of senior associate women into the partnership – an encouraging sign of career progression for women in the firm.

In the partnership, we continue to see a growing proportion of women and a narrowing partner earnings gap, demonstrating sustained progress in leadership diversity.

Beyond gender, we can proudly report a decline in the ethnicity pay gap across all employee populations, underscoring our broader commitment to ethnic diversity. Our firmwide bonus scheme further reinforces this by recognising an increasing proportion of employees, with slightly higher representation among women and minority ethnic colleagues.

These outcomes reflect our ongoing efforts to create a workplace that values equity, fosters diversity, and supports the advancement of underrepresented groups at all levels of the firm.

Enhancing our Family Leave Policies

To help our people balance their professional roles and personal obligations, this year we announced updates to our Family Leave Policies.

This included increasing paid paternity leave from two to 12 weeks, introducing neonatal leave (up to 12 weeks), and updating our Carer's Policy to include one week of paid leave per year. Since these updates on 1 May 2024, we have seen a more significant proportion of parents extending their paternity leave past the previous entitlement of two weeks. This forms part of the range of leave available for parents and carers.

Our Inclusion networks' annual highlights

Our Inclusion networks drive inclusivity, peer support, active allyship, and collaboration across the firm. They connect individuals with shared identities and values who are passionate about promoting diversity, equity, and belonging for all colleagues.



The **Cultural Diversity** network started the year by revisiting the topic of anti-racism, and they hosted an informative and educational webinar in April in collaboration with the equaliTW network and myGwork.

The network also embarked on a storytelling journey with colleagues of different religious and cultural backgrounds as we marked significant occasions, including:

- Ramadan
- Vaisakhi
- South Asian Heritage Month
- Jewish New Year
- Diwali
- Black History Month
- Christmas.

Finally, this year saw the inaugural meeting of the Black Heritage group in response to feedback from network members, which aims to centre and amplify the voices of Black colleagues.



Our **Wellbeing** network continues to bring colleagues together to drive conversations and actions across the firm that can better support the wellbeing of our people.

For more information see our Health, Safety and Wellbeing section.



The **Balance in Business** network celebrated International Women's Day and International Men's Day with storytelling events involving the themes of 'invest in women' and 'positive male role models'. In response to feedback from the network, they also brought women together to hear from senior women leaders on the power of networking, which created a forum to put their networking skills to the test and develop relationships across teams and practice areas.

Building on previous menopause awareness campaigns and events, in 2024, the network launched the Menopause Cafe, a support group for colleagues impacted. This has proven to be a significant milestone in the firm's commitment to supporting our people in all life stages, mainly to break the stigma and isolation experienced by anyone going through perimenopause or menopause.



The **Family Matters** network has created forums for colleagues to discuss family-related topics, including navigating divorce and separation, neurodiversity, and managing a high-performance career. The network has also developed support groups that have brought together colleagues experiencing similar events or phases within their families, including elder care, single parenting, parenting neurodivergent children, and returning parents.

Additionally, the network's committee members were influential in developing the firm's new Family Leave Policies that increased paternity leave to 12 weeks and introduced neonatal and carer leave for our people.



The **equaliTW** network has continued to engage with colleagues in moments of celebration and education during LGBTQ+ History Month, Pride Month, and other key observances across the year.

We heard from MindOut, the national mental health charity for the LGBTQ+ community, on the importance of mental health support and safe spaces. Emily Garside also delivered 'Talking Pride' sessions in our London and Liverpool offices, sharing insights on history, flags, labels, and representation.

We celebrated Pride 2024 across all of our UK and Ireland offices, including an enlightening discussion with client panelists on authentic Pride support in our London headquarters and some memorable march moments from Cambridge, Dublin, and Liverpool's local Pride parades.

Our partnership with myGwork continued to flourish this year. We sponsored WorkPride, took part in WorkFair for the second year and supported their global inclusion campaigns.

We continue to support the London LGBTQ+ Community Centre as a corporate sponsor, ensuring its longevity as a vital hub of services and support for the LGBTQ+ community. We will also be part of National Student Pride in early 2025.



The **Social Mobility** network has continued its robust support for social mobility outreach programmes, engaging with schools and building connections with universities to provide insights into legal careers, networking opportunities, and offer practical workshops.

The dedication of network members to mentoring Year 12 and 13 students exploring a career in law has proven invaluable once again, with 100% of student mentees reporting they felt motivated to work harder in school, felt more confident about different career pathways, and felt like they can succeed in a professional environment like Taylor Wessing.

The network has also supported the firm's collaboration with the 93% Club through their flagship Social Mobility Factory event and engagement with 93% Club university chapters and societies.

Case study

Social mobility successes

Building on our Social Mobility Pledge, our commitment to advancing social mobility in the legal profession and beyond reached new heights in 2024. School outreach through insight days and a comprehensive mentoring scheme culminated in our annual Tomorrow's Talent work experience programme. This programme saw 20 talented Year 12-13 students complete work shadowing, skill development sessions, and visits with in-house legal teams.

We also introduced our Limitless programme, designed to inspire Year 12 students to explore careers in law. This programme provides students with early exposure to the legal profession and helps to demystify the legal career path (through both apprenticeships and university) and build confidence in their aspirations. 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.

Our first cohort of solicitor apprentices continues to showcase why new routes to qualification are so vital as they engage with the broader apprentice community to network and develop as legal professionals.

In August they hosted their first networking event, 'Burgers and Brand Building', for more than 60 attendees in our London office. Panelists shared stories from their career journeys and discussed personal branding and authenticity, providing encouragement and motivation to attendees looking to forge their own career paths.

As the firm's Solicitor apprenticeship programme entered its second year, we offered our first solicitor apprentice role in Liverpool.

By establishing opportunities in Liverpool, we are creating pathways for individuals in underserved regions to access careers in law and bridging geographical and socioeconomic divides.

Following the success of the Amplify programme (a career coaching programme for lawyers of ethnically diverse, lower socioeconomic, disabled and LGBTQ+ backgrounds), in May we launched the first Business Services-focused iteration of the programme. This will help ensure that support and opportunities for nuanced career conversations and coaching are extended to those from underrepresented and marginalised communities in our Business Services teams.

Our Amplify programme also received external recognition this year, with the UK Social Mobility Awards recognising its success with a Silver award for 'Progression Programme of the Year'.

Solicitor Apprentice Partner and Social Mobility network Co-chair Paul Leamy was also recognised as a Social Mobility Champion by the UK Social Mobility Awards. This recognition is a testament to his tireless advocacy for inclusion and his leadership in driving change across the legal and real estate sectors, where he actively shares his personal journey and champions initiatives that enhance access and opportunity.

Our innovative and impactful social mobility programmes have received recognition and secured a spot on the inaugural Social Mobility List 2024 by Making the Leap. This achievement highlights our ongoing dedication to widening access to careers in the legal sector by breaking down barriers to entry and career success for those from lower socioeconomic and socially disadvantaged backgrounds.



If you had told me a year ago that I would be facilitating a panel discussion with four incredible speakers, I don't think I would have believed you!

The opportunities that the apprenticeship programme has opened up to me have been priceless, and I hope we have many more moments like this to come.

Daisy Parker, Solicitor Apprentice



Case study

Celebrating a milestone year with the 10,000 Interns Foundation

Our collaboration with the 10,000 Interns Foundation underscores our dedication to creating a more ethnically diverse legal profession, with a particular focus on the underrepresentation Black talent.

As our third summer of internships through the 10,000 Interns programme ended, two of our inaugural interns completed their legal studies and returned to the firm as trainee solicitors. Ahead of their return to the firm last September, they remarked on their excitement to get started.

We've worked with 20 talented interns across three summer programmes, including 16 Legal and four Business Services internship placements across our London and Liverpool offices.

The internship programme has received high praise from across the firm, as each intern has brought their ambition, energy, and drive to their role throughout the summer.

Our commitment goes beyond providing internships – it extends to nurturing the potential of each participant through mentoring, on-the-job training, and dedicated development programmes focused on their professional and personal growth.

We aim to equip every intern with the skills to excel professionally and feel empowered in their aspirations.

The programme's strength is reflected in the participants' long-term success, including eight alumni who have secured long-term employment opportunities with the firm. We have also been proud to see alumni go on to complete their final years of study, undertake further internships, and secure their first graduate roles.



I am very excited to return, especially to join the Banking and Finance team. I look forward to applying the skills I have developed and learning from experienced colleagues.

Caleb Edusei, Trainee Solicitor



I can't wait to return as a trainee. Completing my internship two years ago makes this feel like a full circle moment.

Quinton Nyirenda, Trainee Solicitor



Case study

Investing in women's development programmes

We are committed to breaking down barriers impacting the progression of women through our Gender Plan, which we first launched in 2017.

Our women's development programmes, curated and refined recently, are central to this commitment. We have three main programmes – Elevate, Stepping Up, and the International Women's Leadership programme. These programmes aim to support the advancement of women by providing targeted development opportunities, mentorship, and leadership training.

The **Elevate** programme is designed for junior to mid-level associates. It focuses on personal and professional growth through networking events and peer-group coaching sessions with external subject matter experts and senior leaders within Taylor Wessing. It aims to equip participants with the tools necessary for career advancement while fostering a strong support network.

Since its inception, there has been a notable improvement in retention rates among participants and several participants have reported accelerated career progression since completing the programme.

Stepping Up targets mid-level and senior associates poised to take on more significant responsibilities within the firm. This programme includes strategic career planning workshops, one-to-one sponsor/sponsee sessions, and opportunities for cross-departmental collaboration. Participants engage in personalised coaching sessions to enhance their leadership potential and prepare them for leadership roles.

Feedback has indicated a significant improvement in strategic thinking and leadership capabilities among participants, with the programme playing a critical role in bridging the gap between mid-level associates and partnership readiness.

Aimed at senior lawyers across the firm's global offices, the International Women's Leadership programme is the longest-running women's development programme at Taylor Wessing that addresses the unique challenges women face in top-tier leadership positions.

It offers intensive leadership courses led by industry experts, international networking opportunities with peers from different jurisdictions, and sponsorship from leaders within the firm. This flagship initiative supports women at the highest echelons of the firm and enhances collaboration across international offices through the growing community of alumni of the programme.

High satisfaction rates among participants highlight the effectiveness of peer-to-peer learning and support networks.



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 programme participant



Really great to have the opportunity to step away from the desk and think about other matters like BD and how I present myself to the market and internally. Also, a fantastic opportunity to meet and get to know other ladies in Taylor Wessing across the network.

IWLP participant



At Taylor Wessing, I'm passionate about the importance of inclusion in our development programmes. By creating a diverse and welcoming environment, we not only strengthen our team but also drive innovation and growth. Every voice matters, and I'm proud to support our Inclusion networks that champion diversity within our firm.

Robin Panrucker, Head of Talent Development and Inclusion



Next year's focus

Our Race and Ethnicity Strategy continues to be a strategic priority, alongside our Gender Plan, which is reviewed and approved by the UK Executive Board.

As we take stock of our progress to date and our inclusion strategies continue to evolve, we will invest in further development opportunities and review our people processes to enhance the employee experience and increase retention of colleagues from underrepresented groups, particularly those from minority ethnic backgrounds.

We are also supporting all Inclusion networks to collaborate in their celebratory and informative endeavours, harnessing the power of intersectionality to bring communities together and drive progress across all diversity strands. Led by the Inclusion Board, we are focused on building greater engagement with all networks, as they are instrumental in maintaining the firm's inclusive and progressive culture.



Culture

Nurturing our talent

Why this matters

Our people are pivotal to our success. We are committed to supporting our employees, ensuring they feel valued and motivated from the recruitment stage through to employment and as alumni if they choose to leave us. This approach not only enhances engagement and fulfilment but also enables them to deliver as part of a high-performing team.

Our ambition

We aim to help all of our employees to flourish. We are dedicated to fostering the growth and development of our colleagues, supporting them on their career and learning paths, and helping them to have a fulfilling life outside of work.

By focusing on these key areas, we aim to create an engaged, fulfilled workforce capable of delivering exceptional performance. Each year we aim to maintain or improve the engagement scores from our people.

Our progress this year

During 2024, we reviewed our suite of family friendly policies, further enhancing the support that we offer to parents and carers. Taylor Wessing offers a range of policies to support the inclusion and wellbeing of our people, including policies on:

- maternity leave
- paternity leave
- adoption leave
- shared parental leave
- parental leave
- supporting carers
- fertility treatment
- pregnancy loss
- menopause
- transitioning at work
- anti-bullying and harassment
- domestic abuse
- volunteering
- ways of working, including our various flexible working opportunities.

Inclusion during Early Talent recruitment

At Taylor Wessing, inclusion is a fundamental consideration during Early Talent recruitment to ensure that we attract and nurture a diverse range of perspectives, skills, and experiences. By actively seeking candidates from various backgrounds, we foster a more innovative and dynamic workplace environment that reflects the diverse client base we serve.

This commitment to inclusion not only enhances our organisational culture but also drives better decision-making and problem-solving capabilities. All interviewers for our Early Talent schemes are provided with training ahead of being an assessor. As part of this training, the importance of avoiding unconscious bias is covered.

We have a duty to protect our planet and a responsibility to preserve the environment for the Early Talent we recruit.

That is why we have been proud signatories of the Sustainable Recruitment Alliance since its inception. Our focus is to be mindful during early careers processes to reduce the amount of merchandise, travel, food, and onboarding materials used.

This year we are proud to say that

47%

of our trainee intake are from minority ethnic backgrounds

Our minority ethnic and social mobility-focused programmes

We have a number of programmes focused on supporting individuals from minority ethnic and socially mobile backgrounds.

rare

Vantage

Not every candidate's achievements look the same on paper.

That's why we use Rare Recruitment's Contextual Recruitment System (CRS) and its Vantage platform to consider every student's achievements in context to help us connect with candidates who meet our criteria and values.

By tailoring our searches and communications, we can speak directly to individuals from diverse backgrounds and encourage them to apply for our schemes, specifically our Underrepresented Groups Open Day, where our Social Mobility Partner Paul Leamy opened the day with some encouraging words.

Our 2024 trainee solicitor intake

- **47%** are from minority ethnic backgrounds. This is a **20%** increase from our 2021 intake.
- **29%** are the first generation in their family to attend university.
- **67%** are female and **33%** are male.

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 their training contract. We also have an additional Funding Policy which enables students from socially mobile backgrounds to access up to £4,000 in extra funding if the maintenance grant prevents them from covering basic living costs.

In addition, all solicitor apprentices and trainee solicitors can apply for an interest-free loan to help them with set up costs as they start their training contract/apprenticeship.



The Black Aspiring Solicitors Scheme (BASS)

This scheme provides mentorship opportunities where experienced solicitors offer guidance on navigating the profession while upholding high ethical standards and advocating for social equity.

In 2024, we have mentored six individuals from Black heritage, with five out of the six applying for a training contract to commence in 2027.



Other industry initiatives

We want to recruit the best people, so we're working to ensure talented students and graduates from every background can access opportunities with us. As part of this work we support a range of industry initiatives, including:

- **MyPlus consulting**, to make disability confidence part of our student recruitment strategy, beginning with attracting candidates, through to assessment and onboarding
- **Aspiring Solicitors**, to provide opportunities for students from underrepresented groups in our training contract hires
- **myGwork WorkFair**, an event that enables us to interact with LGBTQ+ individuals interested in a career in law.

Careers and development

In 2024, we introduced a revised approach to performance management, which better aligns with our ambitious growth strategy and high-performance culture. Our approach is now more intricately linked to employee engagement by fostering an environment of continuous development and recognition.

By setting clear expectations at every level, providing regular feedback throughout the year, and offering opportunities for professional growth, we ensure that our employees feel valued and supported in their roles.

This inclusive strategy not only enhances individual performance but also builds a culture of trust and mutual respect, where employees are motivated to contribute their best efforts, underpinning individuals’ career success. Engaged employees are more likely to be committed to the firm’s goals, driving both personal satisfaction and organisational success.

Promotions at Taylor Wessing play a crucial role in fostering a motivated and engaged workforce. They recognise and reward the dedication, expertise, and growth of our employees, thus promoting a culture of excellence and continuous improvement.

By providing clear pathways for career advancement, we ensure that our people feel valued and supported in their professional development. This not only enhances individual 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 have a structured approach to promotion at the firm, with promotions effective as of 1 May each year to coincide with our financial year.

At Taylor Wessing, awards and recognition play a crucial role in fostering an environment of appreciation and motivation. Our People Awards, Long Service Awards, and the Staff Recognition Pot for those who have gone the extra mile collectively highlight the firm’s dedication to acknowledging outstanding contributions and long-standing commitment.

These accolades not only celebrate individual achievements but also reinforce a culture of loyalty, excellence, and teamwork. By recognising employees’ efforts and milestones, Taylor Wessing underscores its commitment to creating a positive workplace where talent is nurtured and professional growth is encouraged.

Promotions data	2024	2023	2022
Partner promotions	7	7	4
Senior counsel promotions	7	12	8
Senior associate promotions	26	25	23
Business Services promotions	24	15	17

Our benefits

We're committed to fostering a supportive and thriving work environment through our Tailored Benefits programme. This programme supports our employees' wellbeing, offering a comprehensive suite of benefits designed to meet their diverse needs.

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

This report highlights some of the tangible benefits available to our people and illustrates how enhanced support structures have not only improved individual wellbeing but also contributed to increased job satisfaction and productivity across the firm.

Pensions

To deliver strong retirement outcomes for pension scheme members, Scottish Widows fully embraces responsible investment and stewardship practices by integrating environmental, social, and governance considerations into fund management to more effectively manage risks and returns.

Mental health support

We offer robust mental health support to our people through the Employee Assistance Programme (EAP) and on-site funded counselling services. The EAP provides confidential professional advice and resources, addressing a wide range of personal and work-related issues to help our employees maintain their mental wellbeing.

Our counselling services ensure immediate access to qualified counsellors, offering personalised support tailored to individual needs. Additionally, our Mental Health Champions have been trained to provide initial support and signposting for those experiencing mental health challenges.

These initiatives reflect our commitment to fostering a healthy workplace environment where every employee feels supported in managing their mental health effectively.

Menopause support

Employees can access various initiatives that support people affected by menopause. Our on-site GP service, specialising in menopause, offers personalised medical advice and care. Additionally, we have established robust menopause policies, accessible support resources, and regular Menopause Cafes that facilitate open discussions and peer support.

These initiatives reflect our commitment to creating an inclusive workplace environment where all employees feel understood, supported, and empowered throughout their careers.

Medical support

We provide comprehensive medical support to employees and their families through various services. Our Private Medical Policy ensures faster access to treatment and includes essential support for gender dysphoria and assisted fertility, making it inclusive of all employees regardless of sexual orientation, gender identity, or marital status. We also offer an on-site GP service and 24/7 digital GP access, ensuring continuous medical support whenever needed.

Salary sacrifice electric car scheme

On 1 May 2024, we launched a salary sacrifice electric car scheme aimed at reducing carbon emissions. This initiative allows employees to lease electric vehicles through a salary sacrifice arrangement, making it more affordable to switch to more environmentally friendly transportation.

By promoting the use of electric cars, we are not only supporting our employees in making sustainable choices but also contributing to our broader commitment to environmental responsibility and reducing carbon emissions.

This scheme reflects our dedication to fostering a greener future while providing valuable benefits to our people.

Always Learning

Our ambition is to cultivate technically excellent, forward-thinking professionals who drive client success and innovation. Our 'Always Learning' framework is designed to empower our talent with world-class learning opportunities within a collaborative and entrepreneurial culture.

Our Learning Management System delivers on-demand, continuous professional development training for all our employees. It boasts an extensive array of resources including interactive modules, webinars, and legal-specific e-learning. Fresh content is added regularly to keep resources cutting edge and relevant.

During the past year, around 1,000 e-learning courses were completed by our people, each averaging 30 minutes. Additionally, we offer development training through external education and bespoke core skills programmes across all levels in Business Services and the practice.

Throughout the year, we've also hosted around 200 development programmes covering crucial topics like:

- financial acumen
- business development
- conversational intelligence
- writing skills
- inclusive leadership
- people management
- delegation
- feedback.

All of our programmes are crafted with the learner's needs in mind. We're committed to inclusive learning and accessibility for all employees, including those who are neurodiverse.

Our comprehensive development programmes are accessible via the links below.

Lawyer Talent Development Brochure

Business Services Talent Development Brochure



Feedback and engagement with our people

We encourage our people to speak up and raise any issues or suggestions within their teams. We also have a variety of mechanisms for gathering feedback from our people. This has resulted in changes across the business, including: the refreshed approach to performance management, our enhanced Paternity Leave Policy, the introduction of our first employee EV scheme, and the development of our new wellbeing fund.

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 for the benefit of the firm.

By gathering agenda items and feedback from their peers before meetings, both councils ensure that a diverse range of voices are represented and that actionable responses are communicated back to their teams, thereby fostering a culture of transparency and continuous improvement.

Our View survey

This short survey is sent to all of our people regularly. It captures insights into our people's experiences and opinions at Taylor Wessing, allowing us to better understand and respond to their needs.

One of the metrics we track is our engagement score, by regularly asking, "How likely is it that you would recommend Taylor Wessing as a place to work?".

We have maintained a consistently high engagement score, seeing a slight increase to 8.0. This achievement is the culmination of much effort across the business. We are never complacent and work hard to maintain and improve engagement.

View survey scores	2024	2023	2022
Engagement score (out of 10)	8.0	7.8	7.8

Next year's focus

In the coming year, we will be embedding our new competency framework to further enhance our high-performance culture. We will also continue developing our successful Early Talent and social mobility programmes.

We plan to transition more programmes to our Always Learning portal. This will enhance our ability to track attendance rates and monitor diversity metrics such as gender and other key characteristics, ensuring we understand the diversity of our programme attendees.

As always, we will continue to listen to our people and look for innovative ways to respond to and anticipate their changing needs.



Culture

Health, safety, and wellbeing

Why this matters

The health and safety of our employees, contractors and visitors is a fundamental part of being a responsible business. We have put a comprehensive framework of procedures in place to ensure that we consistently promote health and safety at work.

Improving wellbeing and accessibility is also a vital part of our inclusive culture. We invest in mental and physical wellbeing initiatives and enhance accessibility for all disabilities and neurodivergence.

Our ambition

Our primary goal is to maintain a safe and healthy environment for all employees and contractors while minimising downtime caused by illness and accidents.

We are committed to raising health, safety, and wellness awareness. Additionally, we aim to reduce mental health stigma by promoting awareness and providing support resources.



Our progress this year

Across the firm we have more than

150

representatives trained as:

- Mental Health Champions
- first aiders
- fire wardens
- health and safety representatives.

Implementing a comprehensive health and safety management system

This year we have integrated our health and safety management system with our environmental management system. This alignment has enabled us to adopt an integrated approach to improving processes and procedures.

Our QHSE (quality, health, safety, and environment) management system is set to meet required standards, allowing us to prioritise planning, organisational control, monitoring, and the review of measures to protect employees from work risks

while allocating appropriate resources effectively and efficiently. This will help deliver continual improvement in our QHSE practices. The support we have from our senior leaders further strengthens this initiative.

Tracking our work-related accidents and injuries

This year, we have significantly improved our work-related accident and injury rates compared to last year's report, achieving zero RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) incidents. This positive outcome is due to enhanced training and knowledge, thorough accident investigation processes that lead to corrective action plans to prevent future incidents, and regular inspections and audits conducted by our employees. Given the nature of our work environment, the most common accidents tend to be slips, trips, falls, or those related to manual handling.

Health and safety data	2024	2023
Work-related accidents/ injuries from colleagues	1	4
Work-related accidents/ injuries from non-colleagues	0	0

Supporting the physical health of colleagues

We have maintained a variety of sports teams and clubs this year, including football, hockey, rugby, running, netball, and golf, to facilitate participation in physical activities for our people.

Notably, the football team has been actively involved in local leagues and charity matches, providing an excellent opportunity to positively impact the local community while pursuing physical activity and benefiting from the social aspects of the team.

We have also offered colleagues the opportunity to participate in the firm's international sporting events, including our annual football tournament and the Vienna Marathon.



The Mindful Business Charter

As a signatory of the Mindful Business Charter (MBC), we have continued to use the charter principles to guide our people's approach to reducing avoidable stress within their roles and ways of working.

There has been a heightened focus on the impact legal careers can have on mental health this year. In response, our senior leaders have engaged in MBC-led roundtable discussions that reviewed how the principles of the charter can genuinely align with the needs of the legal sector.

We have also supported the publication of new guidance by the MBC that aims to address the ways of working that are both sustainable for the wellbeing of legal professionals and facilitate the high performance required of the profession.

Wellbeing network highlights

Our Wellbeing network continues to bring colleagues together to drive conversations and actions across the firm that can better support the wellbeing of our people.

The network has also supported events in collaboration with our Inclusion networks that addressed mental health and the LGBTQ+ community, with MindOut speakers and an interactive session with Ryan Parke exploring male mental health during Mental Health Awareness Month.

Next year's focus

The coming year will see greater engagement with teams across the firm to maintain an open dialogue on wellbeing, break down the stigma of mental health, and further embed the principles of the Mindful Business Charter in team culture.

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

Our new wellbeing fund

In 2025, we will be making a further investment in employee wellbeing by introducing a new wellbeing fund. All employees have an annual allowance for products and activities that support their physical and/or mental wellbeing, which supplements various other benefits, including private medical insurance, our in-house GP service and our cycle-to-work scheme.

This innovative addition allows employees to allocate funds towards wellbeing initiatives of their choice, including physical, mental, financial, and social causes.

By empowering our employees with the flexibility to choose what best supports their personal and professional wellbeing needs, we reaffirm our commitment to supporting a holistic and inclusive workplace environment. This enhancement not only aims to improve individual wellbeing but also strives to support a healthier, more engaged, and productive workforce.



Community

Volunteering and giving

Why this matters

Our reach extends beyond legal matters. Our most notable achievements stem from our collective efforts, not only in law, but also within the communities we serve, by helping to reduce inequality and improve access to justice.



Our ambition

We aim to create social impact by backing charities and organisations that resonate with our passion for inclusion, the arts, and environmental sustainability. We aim to increase participation in our community activities and pro bono work.



Our progress this year

Our 2023/2024 contributions to charity totalled almost £200,000. This included contributions by employees through payroll giving, donations, and fundraising. Funds were raised through various events, such as quiz nights, charity walks, marathons, and the Three Peaks Challenge.

Our people also contributed over 350 hours of volunteering in 2023/24 – offering their time in a variety of ways, from Make a Difference Days, to being charity trustees, and more – giving their time to a variety of causes from foodbanks and mental health initiatives to conservation days.

Evolving Mindset continued as our employees' chosen charity this year. Based in Liverpool, they provide free mental health and wellbeing services to the local community, and our partnership with the charity has had a meaningful impact on community projects in the Liverpool area.

The allocated funds will contribute to the provision of vital initiatives such as wellbeing clubs, drop-in clinics staffed by mental health practitioners, and tailor-made mental health programmes catering to the needs of young people, particularly men.

Almost

£200,000

in total contributions

350

hours of volunteering



Thank you, Taylor Wessing, for your amazing support which has enabled us at Evolving Mindset to provide our vital support service to people experiencing mental health difficulties from our local community.

Financial barriers should not be in place for people to access mental health support and your support has helped us to provide our services free of charge and helped create a safe, non-judgemental space within our community for people to access.

Your ongoing support has been invaluable to our organisation and more importantly our local community and without it, we would not be able to help those who need it most.

Phil Noon, Director, Evolving Mindset

LawCare

Supporting the Legal Community

Three Peaks Challenge

In October 2024, a cohort of trainees embarked on a significant charity challenge: the Yorkshire Three Peaks Challenge. This demanding walk saw the trainees conquer the peaks in under 12 hours as they raised funds for LawCare, a remarkable charity dedicated to promoting positive mental health and wellbeing within the legal community.

UK Executive Board and Chair changes

Building on the success achieved through having a Board role dedicated to diversity and inclusion, and the recent redefinition of our Responsible Business strategy, we have decided to reshape and broaden the Board role to focus on inclusion and community engagement.

Kirstie McGuigan, a partner in our Private Client team, took on this role at the end of 2023, maintaining the Board's focus on our Gender Plan and Race and Ethnicity Strategy while also ensuring that the firm operates in a way that is socially and economically responsible and contributes positively to the communities in which we operate.

In 2024, we appointed a new lead for our community activities as part of our commitment to being a responsible business. This role includes chairing our Giving and Volunteering Committee.

New to the role as chair, Luke Callaghan, a partner in our Private Client team, is passionate about creating social value within our communities. He aims to build on the intersection between our other Responsible Business pillars and enhance the impact we can make as a firm and will lead our partnership with Roundhouse Trust.





2024 has been another incredible year for the Roundhouse and Taylor Wessing partnership, which continues to make a huge difference to the lives of thousands of young people each year.

Together, we have evolved Poetry Slam to make the 2024 edition our most successful yet, in addition to collaborating on wider initiatives, from pro bono legal support for our young creatives to volunteering programmes helping develop business skills preparing them for work.

With Taylor Wessing's ongoing dedication and support we continue to foster, platform, and celebrate young creatives, creating a critical pathway to working in industry for young people. We look forward to continuing our important work together in the years to come.

Joanna Newell, Associate Director of Partnerships and Philanthropy, Roundhouse Trust

Improving the reading skills of young learners

Every week, we organise teams of volunteers to visit LIPA Primary School in Liverpool and St Jude's Primary School in London. This initiative provides valuable support to children from lower socioeconomic backgrounds.

The Taylor Wessing Photo Portrait Prize

Our involvement with art galleries and charities helps us to think differently and challenge expectations.

We are proud of our partnership with the National Portrait Gallery. The Taylor Wessing Photo Portrait Prize is one of the most competitive photography awards in the world, showcasing the work of some of the most exciting and cutting-edge contemporary photographers.





As trainees navigating the pressures and demands of our roles, we understand firsthand the importance of mental health support. By undertaking the Three Peaks challenge together, we aim to support each other while making a meaningful contribution to an organisation that provides invaluable assistance to legal professionals.

The Trainee Solicitor Council



On behalf of the team here at Smart Works, I want to send a heartfelt thank you for your generous donation. The lovely clothing you donated will be carefully prepared by our wardrobe team and placed in our dressing room, ready to be discovered by their new owners before their job interview.

Smart Works representative

Liverpool Chamber of Commerce Innovation in Business Awards 2024

Last year we were proud to be shortlisted for the Social Impact Award by the Liverpool Chamber of Commerce at its Innovation in Business Awards 2024, which celebrate businesses creating a positive impact within their business and the wider community.

We were shortlisted for several of our Responsible Business initiatives, including:

- our partnerships with the **Tate Liverpool**, mental health charity **Evolving Mindset** and the **10,000 Interns programme**
- our charity work with local schools through our reading scheme as well as the Liverpool Legal Walk
- our internal initiatives such as our Amplified coaching programme (supporting marginalised groups in the workplace) and our internal networks for underrepresented groups.

Supporting Smart Works

In January 2024, we donated more than 30 bags of clothes and accessories to Smart Works. Associate Phoebe Sennett and Trainee Megan Eaton led the donation effort.

Smart Works seeks to help unemployed women from marginalised backgrounds end cycles of unemployment and rejection by providing them with CV and interview coaching and allowing them to 'shop' for workwear for their new jobs.

To date, Smart Works has helped over 30,000 women across 11 centres in the UK feel more empowered, economically independent, and hopeful for their futures.





Creative thinking is at the heart of our culture and we see art as an important instrument of challenge and change. We take pride in supporting the Photo Portrait Prize, which continues to grow in international prestige and attract a growing number of artists.

Shane Gleghorn, UK Managing Partner



Our Festive Giving campaign

During the 2024 holiday season, we were proud to support the **Roald Dahl's Marvellous Children's Charity**, which assists seriously ill children and their families across the UK. The charity funds specialist nurses, family resources, and emotional support to help children with complex and lifelong conditions to thrive.

Our Festive Giving campaigns have consistently focused on supporting various charities, reflecting a commitment to addressing immediate needs within communities and promoting long-term solutions. In previous years we have supported organisations including:

- Shelter
- The Felix Project
- Refuge
- The Trussell Trust
- St Mungo's
- Crisis.

These efforts included providing emergency food and support to people in crisis, aiding those experiencing homelessness or domestic violence, and collecting toys for children during the festive season.

Our 2024 campaign continued this tradition by focusing on two key charities: **Evolving Mindset** and **Fresh Ego FC Community Giveback**. Evolving Mindset promotes mental health awareness through workshops, one-on-one support sessions, and community events.

Fresh Ego FC Community Giveback supports underprivileged communities by fostering social inclusion through sports programmes, educational workshops, and community engagement activities. Taylor Wessing staff were encouraged to contribute a variety of items including non-perishable food items, festive treats, hygiene products, and blankets for care packages to make a meaningful impact during the holiday season.





We remain committed to supporting our local communities through diverse fundraising and volunteering opportunities. In 2025, we will continue to innovate our approaches to giving and service, while strengthening our existing partnerships. It remains important for us to support our communities, and we encourage all of our people to contribute their time and skills to make a meaningful impact.

Luke Callaghan, Partner leading our Communities Steering Group



Next year's focus

London charity partner

We are dedicated to making positive changes in the communities we live and work in. In 2025, we will be partnering with a small London-based charity that aligns with one or more of our core focus areas: Inclusion, Environment, and Community.

We will also continue strengthening our partnership with Roundhouse Trust by supporting their 20th annual Poetry Slam, held in 2025 as part of its month-long Roundhouse Three Sixty festival, which we're also supporting.

We look forward to bringing our people together to support our charity partnerships, including charity football matches and Born Survivor major challenges.



Community

Pro bono

Why this matters

Each year, our Pro Bono programme creates social value by providing access to justice to some of society's most vulnerable people. We also proudly support charities and not-for-profits with social impact missions that align with our Responsible Business focus areas: Inclusion, Supporting the Arts, and Environment.

Our ambition

We set an aspirational target for each of our lawyers to record 25 pro bono hours annually. As a result, our lawyers collectively provide thousands of hours of free legal advice to our communities.

2,891 pro bono hours¹

An 8% increase from 2023

£1 million² in pro bono time from **250** (or 49%³) of our UK lawyers

¹This figure, as with last year, includes time spent delivering pro bono legal advice as well as the administrative time our lawyers dedicated to the management of our pro bono initiatives. We acknowledge this administrative time does not fall within the definition of pro bono legal work set by the Pro Bono Protocol.

²This value is calculated using our average headline recovery rate for FY23/24.

³Based on UK lawyer headcount as at 30 April 2023.

Our progress this year

Pro bono in numbers

Across our UK offices, we recorded 2,891 pro bono hours during FY2023/24, an 8% increase from our 2023 report. That amounts to over £1 million in pro bono time volunteered by 250 (or 49%) of our UK lawyers.

Six Taylor Wessing lawyers featured in the inaugural Pro Bono Recognition List 2024

The Recognition List acknowledges and celebrates solicitors and barristers who gave 25 hours of their time in 2023 to pro bono work in England and Wales. We're proud to see our lawyers' names among an extensive list of individuals who have dedicated invaluable time and resources to improving access to justice for those in need in the UK.

Appointing our first senior pro bono lawyer

On 1 May 2024, we appointed Jess Thomas as our first-ever senior pro bono lawyer. Jess's role will focus on embedding and expanding our pre-existing pro bono client relationships and projects and increasing opportunities for our lawyers to provide access to justice to those in need.

This appointment is testament to our commitment to providing access to justice for the communities in which we live and work and demonstrates the importance we place on driving Responsible Business practices forward.

Our 2023/24 pro bono projects

Legal Advice Centre University House

University House

This year our lawyers have provided pro bono assistance to clients of **University House**, a legal advice centre in Tower Hamlets.

Since 2021, we have assisted individuals with their applications for exceptional case funding in the context of child arrangement order proceedings. This work helps individuals obtain legal aid funding through the UK's exceptional case funding system, meaning they will not be alone when navigating the court system at a challenging and emotional time.

In June 2023, we also began assisting individuals in appealing decisions regarding their entitlement to, or scope of, disability benefits. This year, our lawyers volunteered to assist eight individuals in the appeals process who suffer from long-term physical or mental health conditions or disabilities which make everyday tasks extremely difficult. Of the four cases completed so far, we have successfully obtained approx. £35,000 worth of backdated payments – meaning those individuals have been able to fill a significant income gap.



City Community Legal Advice Centre (CityCLAC)

We have partnered with City, University of London, for many years to provide free legal advice appointments through their **City Community Legal Advice Centre (CLAC)** on various areas of law to people who are not eligible for legal aid and can't afford to pay.

Working alongside student volunteers from the City Law School, volunteer lawyers and trainees from Taylor Wessing advised 24 clients during the 2023/24 academic year – ensuring that vulnerable individuals in the community gained access to vital legal assistance.

At the beginning of FY23/24, we also started participating in City's new Social Housing Disrepair Clinic. The clinic was launched in April 2023 in response to the growing problem of poor housing conditions in the UK.

This specialist clinic supports members of the public in council or housing association properties facing housing disrepair issues, catering to some of the most vulnerable in our society. Our lawyers participated in 14 cases during the 2023/24 academic year.

Windrush Compensation Scheme

The Windrush Compensation Scheme was launched in April 2019 by the Home Office for individuals of the Windrush generation who did not have the proper documentation to prove their status in the UK and suffered adverse effects.

We have provided pro bono assistance to individuals seeking compensation from the Home Office via the scheme. In previous years, we helped two individuals to obtain successful compensation awards from the Home Office. This past year, we have continued to represent three individuals in their journey to seek compensation for historic wrongs they and their families have been subjected to.

Our work is co-ordinated with a panel of other London law firms. So far, the joint initiative has collectively recovered a life-changing £600,000 for Windrush survivors seeking help through the scheme.



Legal Response International

For the first time this year, we provided pro bono support to **Legal Response International (LRI)**. This charity provides legal support to developing countries and civil society observer organisations in climate change negotiations. Through its work, LRI seeks to create a more level playing field between actors in climate change negotiations.

This year, our volunteers proudly supported the LRI lawyers attending COP29 by participating in LRI's Situation Room. In the Situation Room, and under the supervision of LRI's legal team, our volunteer lawyers undertook preliminary research and prepared draft answers to legal queries raised by delegates at COP29.

Our 2023/24 pro bono projects continued



The Human Dignity Trust

We are on the legal panel of the **Human Dignity Trust**, a charity that uses strategic litigation to decriminalise same-sex relations in foreign jurisdictions. We use the law to defend the human rights of LGBT people globally.

This year, we continued working alongside lawyers at the Human Dignity Trust, leading human rights barristers and local foreign counsel to help shape and run legal challenges in targeted foreign jurisdictions.



Ad hoc advice to charities and not-for-profits

Alongside our firmwide pro bono projects, we provide ad hoc advice to not-for-profits and charities with social impact missions that align with our Responsible Business focus areas.

Much of this work comes to us via pro bono clearing houses, of which we continue to be members, including **TrustLaw** and **Lawyers Volunteering for the Arts**.

In 2024, we also became members of **LawWorks**, a charity working in England and Wales to connect volunteer lawyers with people needing legal advice and the not-for-profit organisations supporting them.

By subscribing to these platforms, we hope to extend our pro bono reach as wide as possible to enhance the social impact of the charitable and not-for-profit sectors.

On the following pages are some social impact case studies from our work providing ad hoc advice to charities and not-for-profits that align with our firm's Responsible Business mission.



I am not exaggerating when I say that I was blown away... I could not have wished for a more thorough or professional legal representative. Without doubt, Taylor Wessing have left an indelible mark and I am so grateful for all of your help and assistance. So many, many thanks.

A client supported through the Windrush Compensation Scheme



The work we do supports the COP29 negotiations by ensuring that every country, regardless of socioeconomic status, has a say in shaping the future of international climate policy and, as a consequence, will be more likely to engage with the product and decisions made as a result of those negotiations... The aim is to empower countries to take control of their climate policies by levelling the international legal playing field.

Emma Henshaw, Volunteer Lawyer, Taylor Wessing

Case study

Inclusion: Love & Power

This year, we have been providing pro bono advice to **Love & Power**, a not-for-profit organisation based in the UK. Love & Power is a network of feminists working together to build the power needed to dismantle sexism.

We have advised the organisation on a broad range of brand protection issues. Our pro bono work aims to help Love & Power to avoid one of the major risks new brands can encounter – failing to protect their IP properly. Our assistance seeks to ensure the long-term protection of the brand, guaranteeing a sustainable future for the charity and its worthwhile causes.



Taylor Wessing led us through a technical process we never would have understood without them. They were straight with us. They never spoke to us as if we were lesser because we were pro bono. And they cared about us enough to come to our events! We love them.

Charlotte Fischer, Co-founder, Love & Power



Case study

Supporting the Arts: Future Yard CIC

This year, we provided pro bono legal advice to **Future Yard CIC**, a 280-capacity music venue in Birkenhead that provides an essential cultural space for the local community and beyond.

Future Yard CIC needed help structuring the organisation to ensure its long-term survival and success, which involved governance and structuring advice and assistance with charity, tax, corporate financing, and general corporate law issues.

Thanks to our lawyers' work, Future Yard CIC will continue to provide an essential service to the local community by hosting live music events and giving young artists access to mentoring schemes to help them find employment in the music industry.



As a community music venue, we're committed to utilising music to drive sustainable, positive social change in our local community. Our partnership with Taylor Wessing provides invaluable support and capacity towards meeting this goal, as we seek to ensure our governance arrangements are robust and best serve us in achieving our mission.

Craig Pennington, Co-founder and Chief Executive, Future Yard CIC

Case study

Environment: Friends of Firs Farm

Since 2021, we have been providing pro bono legal advice to **Friends of Firs Farm (FOFF)**, a registered charity based in Firs Farm, Enfield, made up of local volunteers for the good of the community.

The organisation's volunteer work led to the creation of the Firs Farm Wetlands – a series of natural and engineered interconnected watercourses and lakes designed to mitigate downstream flooding, improve biodiversity and water quality, and create a new amenity for the local area.

Following the creation of the wetlands, FOFF sought advice from us on the terms of a lease for a new community hub on the farm, which would provide a welcoming space for visitors. The work included real estate, construction, tax, and charity law advice. The lease was eventually completed, and the community hub opened in February 2024.



Taylor Wessing provided vital expertise to which the charity had no access from our trustees or volunteers. It's safe to say that without this, we would not have been able to deliver this important resource for the community, which has proven to be very popular in its first year of opening.

Chris Ferrary, Trustee, Friends of Firs Farm

Next year's focus

Expanding our commitment to pro bono projects with an environmental sustainability focus.

In 2024 we made a One Million Hours pledge, under the umbrella of the **Legal Charter 1.5**. The pledge is a commitment to deliver a certain amount of intellectual capital, including pro bono legal work, to projects that share the purpose of stopping climate change and biodiversity loss. Over the next year, we will refine our pro bono focus on projects aligning with this mission.

Growing our Pro Bono programme across our offices

Over the next 12 months and following our recent appointment of our senior pro bono lawyer, we will be looking to grow our pro bono activity across our UK offices and abroad.

That growth has already begun with the Dublin office, where our lawyers have recently teamed up with a Dublin-based charity, **Mercy Law Resource Centre**.

Mercy Law provides free legal advice and representation to people who are homeless or at risk of homelessness in the areas of social housing and related social welfare law. Our lawyers have begun assisting the charity with a research project on domestic violence and housing policy in Ireland.

Our aim for next year is to facilitate more impactful pro bono projects for our lawyers to participate in across a wider number of our offices in the UK and abroad.

Schools Consent Project

We have recently signed up to participate in the **Schools Consent Project**, a lawyer-run initiative which discusses the legal definition of consent and key sexual offences with students aged 11-18. The charity aims to normalise conversations about consent among young people to tackle sexually harmful attitudes.

Our volunteer lawyers will be going into schools this academic year to deliver vital workshops to encourage safe, healthy interactions and reduce the likelihood of young people experiencing – or perpetrating – sexual harm.

We hope to be able to deliver these workshops alongside the in-house legal teams of our clients, helping to expand not just our Responsible Business practices but also those of our clients.



Environment

Climate and biodiversity

Why this matters

We believe there is an urgent need to address global warming in accordance with the Paris Agreement on climate change. The climate and biodiversity crises present risks and opportunities to businesses. The legal sector has a key role in supporting businesses through that transition, and we are committed to playing our part in our firm and in the advice we provide to our clients.

Our ambition

Our Executive Board has committed to having a science-based target and reducing our carbon footprint. Setting and verifying a target with the Science Based Targets initiative (SBTi) is a key priority for us. We align with the UK's ambition to be Net Zero by 2050.

Our progress this year

Identifying risk and opportunities

This year, we have been developing our understanding of risks (physical and transitional) and the firm's opportunities. These include physical risks to our IT infrastructure, offices/working environment, supply chain, and transitional risks associated with market and stakeholder

expectation changes. Climate-related risks and opportunities are considered within our risk and planning processes.

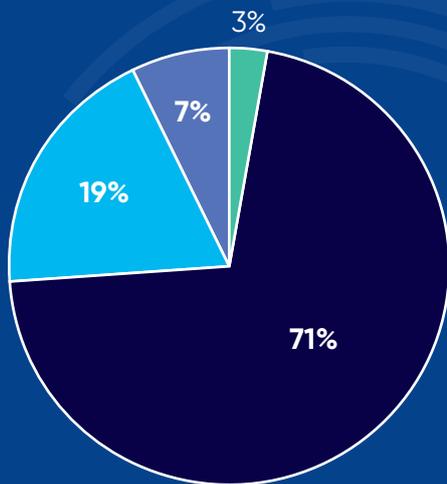
Progress on our overall carbon footprint and data capture improvements

Having formally committed to the SBTi, we are now progressing towards establishing our SBTi-approved target. This year we created our first Scope 1, 2 and 3 carbon footprint.

We have improved our data processes so that our carbon data now covers all of the sites within the UK business: London, Liverpool and Cambridge, as well as the Dublin and Dubai offices.

Our Scope 3 emissions form the vast majority of our emissions footprint, estimated to be 9000tCO₂e per annum, compared to ca. 300tCO₂e per annum from our Scope 1 and 2 (market-based) emissions. Across the UK business, our emissions are ca. 10tCO₂e per employee and 40tCO₂e per £1 million of revenue. The most significant components of our Scope 3 emissions are from purchased goods and services (PG&S), capital goods, and business travel. Our Scope 3 estimate was calculated based on spend-based data and industry average emission factors.

Most material areas of our carbon footprint



■ Scope 1 & 2

Scope 3

■ Capital goods and PG&S

■ Business travel

■ Other

The key levers we have identified to reduce our footprint include engaging with our supply chain to encourage decarbonisation and managing carbon from business travel.

To this end, we have been reinforcing adherence to our Sustainable Travel Policy and engaging with our key suppliers on their ESG agenda, including their carbon reduction activities. As we develop our carbon transition plan, we have increased awareness and built clearer accountability for carbon action across the business.

Reducing our Scope 1 and 2 footprint

This year at the company level, Scope 1 and 2 emissions have increased by 16% location-based and 31% market-based due to the running of two London offices as we undertake an office refurbishment. Once completed, this should see our building become more energy efficient than before.

We now have a Scope 1 and 2 emissions reduction target of 5% per annum. As of this year, we use 70% renewable energy (electricity and gas).

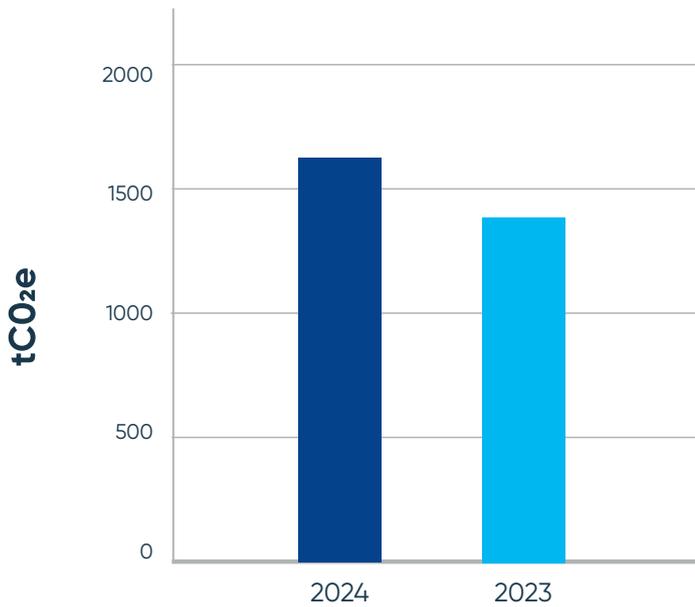
We are looking into options for purchasing renewable energy for our Dubai office, as this is not currently available through our landlord. Our offices in the UK and Ireland secure 100% renewable electricity and more of our total energy will be renewable as we phase out gas.

Reducing business travel remains a challenge

Our emissions associated with business travel have increased this year compared to the prior year due to increased international travel for client and business development matters. Our absolute emissions from travel have increased only a few percentage compared to our 2020 baseline year and seen an increase of 20% compared to the prior year. Travel emissions by £ revenue increased by 9% on the previous year.

This increase in emissions was mainly due to air travel, which accounts for the majority of our travel emissions. This is a challenging area and one where we must do better.

Carbon emissions from air travel



We have been taking action to raise awareness on the impact of business travel and the need to reduce its associated carbon footprint:

- Raising awareness of our Sustainable Travel Policy that prevents business class travel for daytime flights. Educating travellers on the impact of carbon at the booking stage.
- Monitoring whether any out-of-policy travel takes place and following up to understand the reasons and reiterate the policy requirements.
- Improving our travel metrics for our travel dashboard, though this is taking longer than we initially planned.
- Our Travel Agent and Events teams have been working with us to factor the carbon into the hotel and event travel choices. For example, our International Partner Conference and associates training was held in Amsterdam, and the train was the recommended travel option.

Since implementing our Sustainable Travel Policy last year, we have seen a reduction in business class air travel. Economy and premium economy class air travel now makes up over 80% of our total air travel trips.

We continue to focus on this and are exploring how to improve performance going forward.

Supplier engagement is building

Given the importance of key suppliers to our carbon footprint, we have been enhancing our supplier processes, such as our supplier questionnaire and review of responses. We have started engaging directly with key suppliers to understand more about their carbon ambitions and actions. We are also looking to incorporate ESG clauses into our supplier contracts; this ensures we work with suppliers who share our sustainability ambitions.

Sustainability expectations when refurbishing our offices

Sustainability considerations were key to our decision to refurbish our New Street Square premises rather than move to a new office. Our staff were also central to this decision. By refurbishing our current building, we remain in the area that our people know and love while also providing them with a building where they can flourish and connect with clients.

A new building may be more energy efficient, but its embodied carbon is significantly more.

This year, we have been working with the landlord and project teams to ensure that our refurbished London headquarters meets or exceeds the sustainability expectations we have set, including:

- BREEAM
- Embodied carbon
- Energy efficiency
- WELL.

These sustainability ambitions are built into the project governance structures. They form part of any change decision in the project alongside cost considerations. Progress is reviewed in the regular whole-project meetings and separate deep-dive meetings. Our contractors all have sustainability expectations built into their contracts, and we are working with them and the landlord to deliver on our project's sustainability expectations.

As part of the refurbishment, our landlord is making the building a 'Net Zero building' – achieving NABERS 5* for the base build and replacing the gas boilers with air-source heat pumps. This will reduce the carbon footprint further as we procure 100% renewable electricity through our landlord. We have set targets to improve the building's energy efficiency.

We are working to reduce embodied carbon by reusing materials and specifying recycled content within the building. For example, we will reuse raised access flooring and specify recycled content in materials of significant volume, such as glazing, carpets, and fabrics.

We have managed to reuse a significant amount of furniture and office equipment. We did this when we moved from our New Street Square office to our temporary office, and managed to save over 3,000 pieces for further reuse in our refurbished building.

We are also looking to refurbish items to extend their life. Where we cannot continue using them, we actively seek charities and good causes to give them 'second lives'. We are also considering the environment in the specifications for future office refurbishments.

Investing in climate action

While we know we must do more to reduce our carbon footprint, we have continued to live up to our commitment to carbon neutrality in our operations for Scope 1, 2 and business travel emissions. We have continued to purchase offsets for emissions from the same projects as last year, which support climate action projects such as renewable energy and African cooking stoves.

We are evaluating other offset projects or climate impact investment projects. Further details on our groundbreaking climate impact investment project with Save the Children Global Ventures are outlined on the following pages.

Working to build our external reporting

We are proud to have received a Bronze award for our first disclosure through EcoVadis, which positions us in the top 35% of EcoVadis disclosers. This result highlights our positive push towards becoming a more sustainable business but also that progress still needs to be made.

We have also submitted our first disclosure through the Carbon Disclosure Project (CDP). We are awaiting our score and feedback so we can begin closing any gap areas.

In December 2023, we received a 3* rating from RSGI's GreenPrint. RSGI compared reports and data published by 180 major law firms to identify best practices in strategy, targets, and reporting and confirm which law firms are starting to do what they advise their clients do on the ESG agenda. Of the 180 reviewed, only 22 law firms made it onto this leaderboard.



Delivering on our sustainability agenda is not only crucial for our firm's responsible growth but also vital in supporting our clients as they navigate their own paths towards sustainability. We are committed to being a trusted partner in this shared journey.

Siân Skelton, Partner (Environmental Performance)



We are very excited to share progress on our commitment to a science-based target. All areas of the business are coming together to support the development and implementation of our carbon reduction plans.

Phil Shepherd, Partner in our Environment Steering Group



We've also been developing our mapping of climate risks (physical and transition) and opportunities.

We have developed our carbon reduction plans in line with best practice reporting frameworks, such as the Task Force on Climate-related Financial Disclosures (TCFD), the Taskforce on Nature-related Financial Disclosures (TNFD) and the Corporate Sustainability Reporting Directive (CSRD). We will continue to build our external reporting to encourage transparent ESG reporting.

Leading on the Legal Charter 1.5 and other cross-industry initiatives

We have continued to support progress across the sector through groups such as the LSA, NZLA, SMI and the Legal Charter 1.5. We are a founding member of the Legal Sustainability Alliance (LSA), the leading sustainability network for law firms and the legal sector. This network enables members to address the climate emergency and transition to Net Zero.

We're also a steering group member of the Net Zero Lawyers Alliance (NZLA), aligning with their commitments including, but not limited to, reducing our operational emissions. Both alliances have proved invaluable with their shared resources, the optimism they create, and the drive to change the legal industry.

We have been leading on progress with other firms in the sector on the Legal Charter 1.5, which recognises that the legal sector has a vital role in driving transformational change to mitigate climate change. The Legal Charter 1.5 is a high-ambition initiative – that has been developed collaboratively – by a group of large law firms to shift thinking and drive transformational change to mitigate the climate crisis.

Along with other signatories, we are committed to considering the climate impacts of our client advice and engaging with clients to work to limit global temperature increases in line with the Paris Agreement on climate change.



Progress has been made across the key working group areas, including the below.

Our first **collaboration with Save the Children Global Ventures as part of the Legal Charter 1.5 to support climate impact investing**. Our first collaboration with Save the Children Global Ventures will enhance the wellbeing of smallholder tea farming families in Nandi County, including reduced malnutrition and child poverty, through improved integration of climate-sensitive sustainable land-management practices.

In our work with the Sustainable Markets Initiative (SMI), we created a position paper for the Sustainable Buildings Task Force, formally adopted during Climate Change Week NYC. The paper sets out a roadmap to address the split incentive problem hindering effective decarbonisation of the built environment.

We have **pledged to support the One Million Hours project**. The pledge is a commitment to delivering increased intellectual capital, including pro bono legal work, to projects that share the purpose of stopping climate change and biodiversity loss. For further information, please see the Pro Bono section of this report.

We are **actively participating in the Legal Charter 1.5 working group on advised emissions** to develop a methodology and to consider how we could better tag revenue or matters and clients that are more climate aligned.

Building on last year's mandatory climate change training

Every new joiner at Taylor Wessing undergoes a Responsible Business induction, which covers sustainability, inclusion, and community. In addition to this induction, our trainees attend a client- and lawyer-specific induction covering the following topics:

- What is ESG?
- Why does it matter to clients?
- Taylor Wessing's approach to client-facing ESG and The Law Society's guidance.

In addition to these inductions, we have also integrated ESG into broader training programmes across the business.

The Black Aspiring Solicitors Scheme (BASS)

During their time with us, BASS participants engaged in sustainability workshops highlighting sustainable practices within law firms, encouraging them to promote environmentally responsible actions in their future roles.

Taylor Wessing's Hot Topics programme

Aimed at all lawyers in the firm, this programme ensures our people remain informed about emerging trends in ESG by covering contemporary issues intersecting with law and sustainability. This proactive approach keeps them updated on current ESG challenges and prepares them to navigate these complexities effectively in their professional careers.

Biodiversity and natural capital

We know that environmental sustainability is not just about carbon emissions. Biodiversity and natural capital, more generally, are equally as important in limiting emissions and helping adapt to a changing climate. Like many others, we are just starting to truly understand our dependency and impact on nature. We have much more to do to embed this into our decision making.

In 2023/24, we contributed to nature in the following ways.

- Our people helped to improve the condition of natural sites for both nature and people through our partnership with The Conservation Volunteers. We held conservation days in London and Liverpool and also attended conservation days supporting our supplier's ESG programmes.
- We planted trees in honour of new joiners and competition winners, such as our Net Zero Hero awards. We have planted more than 1,100 native trees in partnership with Ecologi and OneTreePlanted across the UK and Forest Gardens in Tanzania.

Strengthening our governance structures and Environment network

We have restructured our Responsible Business governance structures, including our Environment Steering Group, for increased accountability and effectiveness. This is our internal body charged with driving our progress towards our Net Zero target.

Our Steering Group reports to the Executive Board on our carbon data and transition on a monthly basis. In March 2023, Claire Rainsford was appointed as our new Head of Sustainability to accelerate our approach in this area. Our Environment network, formed by volunteers passionate about the agenda, strengthens this.



We are asking everyone to actively participate as we increasingly operationalise and embed sustainability into our business and reporting practices. This includes working closely with key suppliers, from catering, to printing services and office refurbishment. Together, we can make significant strides towards achieving our sustainability goals and build a better future for all.

Claire Rainsford, Head of Sustainability



Next year's focus

Setting and verifying our science-based target

We will continue progressing with our carbon data, formally setting our science-based target (SBT) and delivering on our carbon reduction plan.

Continuing to deliver on our carbon and energy efficiency ambitions

We will ensure that our newly refurbished London headquarters meets or exceeds our expectations regarding BREEAM, embodied carbon, energy efficiency and WELL.

We are building out our supplier processes and building carbon into T&Cs with more suppliers. We will refine our supplier management processes and replace estimated spend data with actual supplier data to help better understand how our supply chain is progressing towards Net Zero.

Encouraging more carbon awareness across the business

We want to increase travel data awareness with key leaders across the business. We will also aim to increase participation through our networks in environmental matters, from conservation days to climate-related pro bono opportunities and across our value chain by engaging with suppliers and clients on these matters.

We will also engage with the business regarding our climate risk and opportunities and transition plan, to further embed these into business planning.



Environment

Operational efficiency and circular economy

Why this matters

While the environmental impacts from waste, water, and energy consumption at our UK offices are relatively small, this is often the part of our efforts that our employees can most efficiently engage with. We are committed to minimising our impacts.

Our ambition

As part of our ISO 14001 and ISO 50001 certifications, our Workplace Services teams and suppliers are focused on improving energy, waste and water efficiency, moving to renewable energy, and minimising waste from our property portfolio. By minimising waste to landfill and encouraging reuse, we seek to play our part in creating a circular economy.

Our progress this year

We have extended the ISO 14001 certification to include our new Dublin office.

Maintaining our ISO systems requires significant effort, with 44 internal audits and seven external third-party visits to maintain certification. By the end of October 2024, all corrective actions raised during these audits had been promptly actioned.

Our newly refurbished building will have an air-source heat pump rather than a gas boiler and more energy-efficient equipment. We plan to increase the submetering regime as part of the new building management system, which will ultimately help to reduce future emissions.

As anticipated, our overall energy usage increased by 14% (for the UK and Ireland) due to our responsibility for both our temporary office and our original London office, which is being refurbished.



Of course, there were also a few teething issues we had to work through as the Workplace Services team familiarised themselves with our new temporary building and its Building Management System (BMS). Our strong operational control processes helped us to mitigate impacts from this. We worked with our landlords to complete a full energy analysis, which resulted in enhancements across our lighting and heating and ventilation system controls.

Due to the increase in floor space, energy intensity has improved by 24% (kWh/m²) compared to the prior year. On the following pages you can read about some of our recent successes and key developments.

Renewable energy in our offices

In line with our commitment to the Legal Renewable Initiative, 100% of the electricity in our UK offices was renewable last year. Our Dubai office is exploring renewable electricity options. We continue conversing with our landlords to encourage better-quality renewable electricity backed by Power Purchase Agreements.

We still use gas for heating and cooking in our building, though this will be phased out next year. At our Cambridge office space, which is fitted with solar panels and heat pumps, we are working with the landlord to repair and maintain these items to reduce our gas usage there.

Aligned with our energy data, our greenhouse gas (GHG) emissions have increased this year. Our Scope 1 and 2 emissions for the year ending 30 April 2024 are up on our previous year; however, compared to our 2020 baseline year (1,116 tCO₂e), our emissions have reduced by 22% to 871 tCO₂e.

Greenhouse gas emissions (Scope 1 and 2) and energy usage from our UK properties

	2024	2023	2022	2021	2020
Scope 1 and 2 tCO ₂ e (location based)	871	753	930	726	1,116
Energy consumption (kWh)	4,360,894	3,866,014	4,151,429	3,205,423	4,194,000
tCO ₂ e by £m turnover	3.5	3.4	4.3	4.2	7

Note: The F-gas leaks increased our 2022 and 2020 emissions.

Zero waste to landfill

Our ambition has been to achieve and maintain zero waste to landfill. Our main waste streams are confidential paper (42%), dry mixed recycling (24%), and food waste (14%). We continue to divert waste from landfill (in our UK and Ireland offices), with almost 100% of the non-hazardous waste managed by recovery operations. Out of the waste sent to a recovery operation, more than 72% was recycled, with the remaining going to anaerobic digestion and energy recovery.

Last year, our waste (for the UK and Ireland) increased by 28% compared to the prior year.

The vast majority of this increase was confidential paper waste, created by the office clear out ahead of our relocation to our temporary office.

As part of the clear out, we also donated 1,500 books to the charity LawBook, which provides books to libraries and law students.

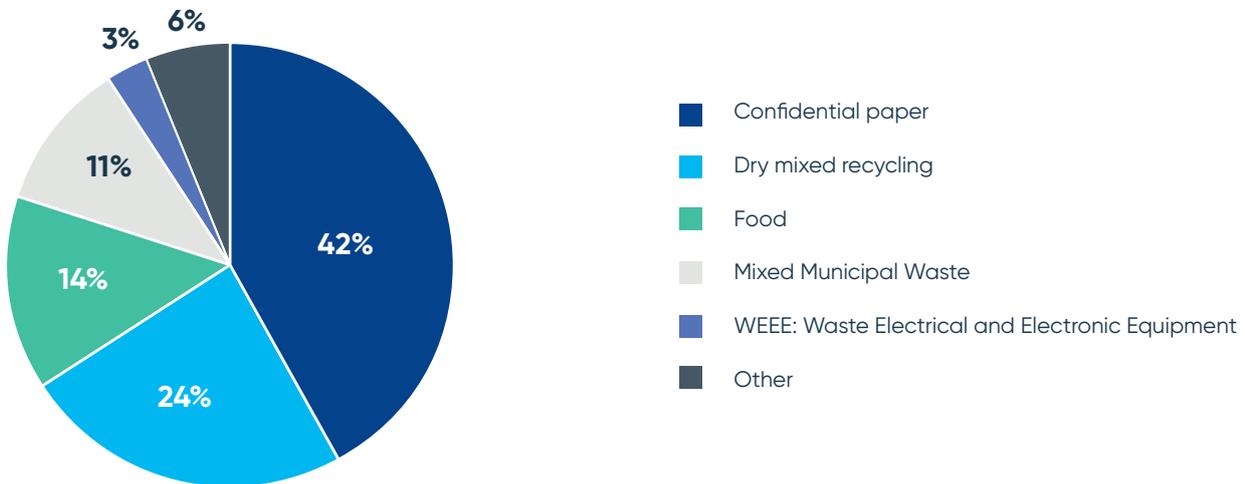
In 2023/4, the paper used for printing in our UK offices decreased by 1% from the prior year. While we have consistently reduced the amount of paper used in our offices, paper is still needed, from notebooks to printing. 100% of our paper waste is recycled, most of which goes back into other paper products.

Addressing food waste from our offices and in our broader supply chain

We are deeply committed to sustainability and continually seek ways to minimise our environmental impact. Catering is one of our key supplier contracts that forms part of our supply chain carbon footprint.

While we have reduced catering demands due to the facilities in our temporary London office, our Catering team has effectively reduced our food waste to the degree that we now don't have enough to donate via Olio or anaerobic digestion. Additionally, all waste cooking oil continues to be converted into biodiesel.

Waste type



One of the steps we have taken to reduce emissions from catering is partnering with Angry Monk to incorporate surplus vegetables into our menus and minimise food waste. On Fridays, we also use leftover fruit to make 'infused' water and turn leftover fruit and vegetables into smoothies.

Our chef also creates tasting 'nibbles' to use up Angry Monk vegetables where there is not enough of a particular ingredient for a complete meal. If there are leftover meals, we also look to donate them externally.

We receive monthly data from Angry Monk. Each month, we rescue approximately 700kg of food left over from markets and supermarkets, translating into substantial environmental benefits. In July 2024 alone, this initiative helped us save around 900kg of CO₂e and conserve over 250,000 litres of water that would have been used in farming processes, etc. Angry Monk deliveries to our London office are also handled by electric vehicles.

Reducing single-use plastics

Single-use plastics do not make up much of our current waste streams. However, they are a topic of interest to our people and clients, and we are keen to be part of addressing this global issue.

In our last report, we provided an update that we had removed single-use food containers in our catering facilities, replaced them with compostable ones, and replaced single-use compostable cups with glass reusable KeepCups.

Since moving to our temporary office in November 2023, the KeepCups have saved more than 16,000 disposable coffee cups going into our waste. In addition to these efforts, we have also sought to reduce the use of compostable food containers and encourage crockery.

We also raised awareness across the business in Plastic Free July by holding an internal competition for ideas on reducing plastic use. We received a number of ideas from across the firm on reducing plastic and improving waste recycling, which we are in the process of implementing.

Recycling and reuse of electrical items

Where possible, items no longer needed are reused on site and the remainder disposed of is a very small proportion of our waste. Last year, our waste from electrical and electronic equipment (WEEE) increased slightly due to our office clear out. We seek to reuse internally first, and for items that are sent for disposal, 30% goes for reuse, and the remainder is recycled off-site.

Water usage

Having investigated water consumption data further, we are unsatisfied with its quality. As we refurbish our office spaces, we are implementing improved water metering and leak detection equipment to enhance our water performance data in the future.

Next year's focus

Operational efficiency

We will continue to focus on operational efficiency across our sites. To improve performance data, we are improving metering for water and energy. We will continue to engage and bring relevant suppliers with us on this journey.

Maintain focus on reducing waste to landfill

Driving the expectation with our contractors to keep waste to landfill at a minimum. We will also be looking to re-home any electrical and electronic equipment that we are unable to reuse as we move back into our refurbished building.

Encouraging more sustainable choices

Encouraging more sustainable choices across the office environment – from teabags to stationery and better waste segregation.

Renewable energy

We plan to eliminate gas heating in our refurbished London office, reducing our greenhouse gas emissions. We are also exploring renewable electricity options for our remaining offices.



Clients and markets

Supporting our clients

We are committed to being a leading law firm that thrives by being responsible and advising clients on ESG matters. We want to empower our people to engage clients in our Responsible Business programme and create long-term value for clients by helping them build sustainability into their own businesses.

Throughout this report, we have referred to the operational emissions of running our business, from the energy in our offices to our supply chain.

There are also emissions associated with the matters we advise on.

We are seeking to understand these advised emissions further. We are working with other law firms across the sector as part of the Legal Charter 1.5 to develop a methodology to include within our client and matter onboarding framework.

Our Clients and Markets Steering Group

Our Clients and Markets Steering Group drives our commitment to being a commercially thriving and responsibility-driven law firm. It guides the firm in achieving revenue growth aligned with our internal sustainability goals, focusing on market trends and client needs.

The Steering Group collaborates closely with the Environment Steering Group, Inclusion Board, and Community Steering Group to ensure coherence between our internal goals and external commitments.

Our ESG services

We deliver ESG-related legal services across all sectors, from sustainable finance, to energy transition advice, to ESG-driven deals. We are proud to support clients who are tackling ESG challenges and creating a positive impact through their businesses.

Clients are increasingly seeking to navigate the complexities of ESG legislation. To provide assistance, we recently released an [ESG Timeline](#) that provides a high-level overview of key upcoming developments, enabling businesses to anticipate and adapt to regulatory changes.

Please visit our website to learn more about our [ESG services](#) and the clients we've helped. If you are a current or potential client and would like to discuss how we can work together on common Responsible Business values, please get in touch.

Our ESG Forum

We have an established ESG Forum with client-facing representatives from every business area. It helps drive increased collaboration on ESG services and engagement with clients on all matters relating to our Responsible Business performance and ESG services.



Clients increasingly consider ESG when choosing their advisers, so it is essential we are delivering on our own sustainability agenda, actively sharing our progress, and supporting our clients as they embed sustainability into their business.

Emma Tait, Partner leading our Clients and Markets Steering Group



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About us

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 together with our clients to crack complex problems, enabling ideas and aspirations to thrive.

Together we challenge expectation and create extraordinary results.

By shaping the conversation in our sectors, we enable our clients to unlock growth, protect innovation and accelerate ambition.



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- Hotels, Hospitality & Leisure
- Logistics and Transport
- Manufacturing & Industrials
- Public Services & Education



2650+ people
1250+ lawyers
350+ partners
27 offices
17 jurisdictions

Challenge expectation, together

With our team based across Europe, the Middle East, US and Asia, we work with clients wherever they want to do business. We blend the best of local commercial, industry and cultural knowledge with international experience to provide proactive, integrated solutions across the full range of service areas.

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Austria	Vienna	Mexico*	Mexico City
Belgium	Brussels	Netherlands	Amsterdam Eindhoven
Brazil*	Belo Horizonte Brasília Rio de Janeiro São Paulo	Nicaragua*	Managua
Chile*	Santiago de Chile	Panama*	Panama City
China	Beijing Hong Kong Shanghai	Peru*	Lima
Colombia*	Bogotá Bogotá, main office	Poland	Warsaw
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Czech Republic	Brno Prague	Puerto Rico*	San Juan
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