

ESG Policy

Environmental, social and governance (ESG)

Birkett's LLP (Birkett's) has a long history of being committed to Corporate Social Responsibility (CSR) and it is very much a part of our culture. It reflects one of our core values of 'doing the right thing'.

To take our current CSR practices to the next level, we have developed an ESG Policy ("the Policy") that provides guidelines on how we will deliver our ESG strategy. Our ESG strategy will guide our approach to achieving the overall vision and enable us to continuously improve our ESG performance.

The objectives of this Policy are to outline our commitment to ESG and the assigned roles and responsibilities.

Our commitment to ESG

Our ESG vision states: "Through our actions today and ambitions for a just tomorrow, we are empowering change, leading with purposeful governance and fostering a progressive culture".

Following an external review and audit of our CSR practices, we have identified four priority ESG pillars that form the core of our ESG strategy:

1. Inspiring our people: creating a culture and workforce that can reach their full potential.
2. Enhancing our communities: creating a positive future by supporting those who need it most.
3. Minimising our environmental impact: reducing our own impact and working together with the industry to protect the planet.
4. Influencing positive change: influencing positive change through our governance and collaborations.

Our ESG Policy

To achieve our ESG strategy, the Partnership Board and the ESG Committee will:

- Embed our ESG strategy into the commercial strategy of the business.
- Ensure a sustainable approach is enshrined in our core values, especially 'doing the right thing'.
- Integrate ESG in all our business decisions and day-to-day interactions.
- Ensure the voices of our stakeholders on material ESG issues are listened to.
- Establish objectives, goals, strategic actions, indicators and targets to continually enhance our performance with respect to our material ESG issues.
- Measure and review progress against our ESG objectives, targets and ambitions, as well as communicate our performance accurately and transparently to our internal stakeholders and to our clients.
- Deliver our ESG objectives and targets via clearly defined action plans that encompass all parts of the firm.

- Collaborate with our clients, supply chain partners and industry peers to drive sustainability in the legal sector.
- Raise awareness of the importance of addressing ESG issues and reduce our negative impact by working closely with key stakeholders.
- Communicate to and engage our stakeholders through the development and delivery of our ESG objectives, goals, targets and action plans.

Roles and responsibilities

This Policy applies to the management and operation of Birketts LLP and its subsidiaries. This includes the activities of all who work for and on behalf of Birketts, including contractors, subcontractors and temporary staff.

The Partnership Board, chaired by the Senior Partner, has ultimate responsibility for the implementation of this Policy and the achievement of Birketts' ESG strategy. The Partnership Board receives updates on Birketts' ESG performance through the ESG Committee, chaired by Grace Kerr, Partner.

All our colleagues have a role to play in achieving our ESG strategy and are encouraged to make further suggestions in relation to initiatives we could undertake. In addition, to help us deliver our ESG strategy, all of our Birketts' colleagues should:

- Embrace Birketts' values and behaviours.
- Promote the consideration of ESG in key business decisions and interactions.

Communication of this Policy

This Policy covers all aspects of ESG and will be communicated to all internal and external stakeholders using the following methods: company intranet; company website; induction training and other training, as appropriate; newsletters; and notice boards.

This ESG Policy should be read alongside related policies, including:

- Diversity policy.
- Environmental policy.
- Health and safety policy.
- Learning and development policy.

Document control

This policy will be reviewed annually to monitor its effectiveness and to ensure that it reflects changes in legislation or corporate requirements. Interim reviews will also be undertaken as appropriate.

Grace Kerr
Partner
Chair of ESG Committee
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