

Responsible Business Policy

Birketts LLP (Birketts) has a long history of committing to Environmental, Social and Governance (ESG) and 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 ESG and CSR practices to the next level, we have developed a Responsible Business Policy ("the Policy") that provides guidelines on how we will deliver our Responsible Business strategy. This strategy guides Birketts' approach to achieving our overall vision and enable us to continuously improve our performance in this area.

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

Our Commitment to Responsible Business

Our 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 practices, we identified four priority pillars that form the core of Birketts' Responsible Business 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 Responsible Business Policy

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

- Embed our strategy into the commercial strategy of the business;
- Ensure a sustainable approach is enshrined in our core values, especially 'doing the right thing';
- Integrate Responsible Business principles in all our business decisions and day-to-day interactions.

- Ensure the voices of our stakeholders are listened to on material Responsible Business issues.
- Establish objectives, goals, strategic actions, indicators and targets to continually enhance our performance with respect to Birketts' material Responsible Business issues.
- Measure and review progress against our objectives, targets and ambitions, as well as communicate our performance accurately and transparently to our internal stakeholders and to our clients.
- Deliver our objectives and targets via clearly defined action plans that encompass all parts of Birketts.
- Collaborate with our clients, supply chain partners and industry peers to drive sustainability in the legal sector.
- Raise awareness of the importance of addressing Responsible Business issues and reduce our negative impact by working closely with key stakeholders.
- Communicate with and engage our stakeholders annually on the delivery of our 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' Responsible Business strategy. The Partnership Board receives updates on Birketts' performance through the Responsible Business Committee, chaired by Grace Kerr - Partner.

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

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

Communication of this Policy

This covers all aspects of Responsible Business 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 noticeboards.

This Policy should be read alongside all other related Birketts policies.

<https://www.birketts.co.uk/compliance/>

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

Date of issue: 23/08/2023

Date of last review: 26/08/2025