

BEALE&CO

2023

RESPONSIBLE
BUSINESS UPDATE

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WE ARE DELIGHTED TO SHARE OUR REPORT FOR 2023 AND OUR PLANS FOR 2024 AND BEYOND.

Sustainable partnerships:

Throughout 2023, we expanded our network of partnerships, fostering both new collaborations and celebrating milestones with longstanding partners. A pivotal moment in our sustainability journey was the engagement of the award-winning social enterprise consultancy, Bioregional. This partnership evolved in 2023 to comprehensively measure our carbon footprint, including all 'scope 3' emissions from our supply chains. Bioregional's expertise is guiding us in identifying areas to target for reductions, ensuring that sustainable practices are integrated into our operations to help us realise our vision of becoming net zero by 2050.

Employee well-being:

In a commitment to our staff's well-being, we introduced our new Family Friendly leave provisions in 2023. These provisions aim to support our staff during challenging times or to enhance existing benefits. The inclusive leave policies cover fertility treatment, miscarriage and carer's leave, acknowledging the varied family situations our staff may encounter.

In conjunction with this we partnered with myTamarin (now Peppy), which supports employees through areas of health that often fall through the gaps – such as menopause, fertility, having a baby, women's health and men's health.

Community:

In the UK, we proudly marked the Firm's fifth anniversary as a Corporate Patron of CRASH, the construction industry charity that creates places that care for people who are homeless, and children and adults receiving hospice care.

Since becoming a Patron in 2018, the Firm has provided donations, professional expertise, volunteering and fundraising totalling £155,219.50.

Our commitment was also recognised with CRASH's 'Above and Beyond Award' in 2023, given to Beale & Co for the valuable volunteering support our staff have provided over the years helping CRASH to collect donations at their various fundraising events.

Additionally, we extended our support to charities such as ANEW and BUMBLEance in Ireland and

Off the Record in Bristol, charities chosen by staff in those offices. In Dubai, the Firm made a charitable donation to Dubai Cares which aims to ensure inclusive and quality education for all and promote lifelong learning.

Looking ahead:

We express our sincere gratitude to everyone – colleagues, clients and friends - who contributed their time and resources to our environmental, social and charitable initiatives and commitment to advancing our mission as a responsible business. Whilst recognising that we have room for improvement still, the progress made in 2023 fuels our enthusiasm for the plans in 2024 and the future.

We look forward to the journey ahead.



Nathan

Nathan Modell,
Responsible
Business Partner

OUR RESPONSIBLE BUSINESS OBJECTIVES AND TEAM

The Firm has long recognised the importance of ESG principles, such as maintain and grow, to build a successful business.

We recognise that our impact on the environment, position in the community, the way we deal with clients, customers, employees and suppliers, is far wider than the simple delivery of legal services. We aim to imbue a culture of responsible business practices in all employees of the Firm.

Our responsible business objectives – to minimise our impact on the environment, to conduct business responsibly, with integrity, and to make a positive social impact on our stakeholders – is focused on four key themes:

- **Community** - supporting communities & charities local to each of our offices through fundraising, donations and volunteering.
- **Employees** - promoting equality, diversity & inclusion as well as the health & well-being of our employees.

- **Environment** – measuring, reducing and off-setting our impact on the environment.
- **Marketplace** – ensuring our suppliers align with our responsible business aims and objectives.

It is led by a fantastic team of representatives from across the Firm’s four offices, who are responsible for overseeing and implementing our responsible business objectives.

OUR TEAM OF RESPONSIBLE BUSINESS REPRESENTATIVES



Nathan Modell
Responsible Business Partner



Joanna Lewis
EDI Partner



Killian Dorney
Environment Partner



Ilham Adan
Trainee Solicitor, Dubai



Sam Herridge
PA, Dublin



Daniela Miklova
Solicitor, London



Justine Donovan
HR Assistant, London



Eoin Himpers-McLoughlin
Associate, Dublin



Klara Nagy
Trainee Solicitor, London



Ellie Eastwood
Solicitor, London



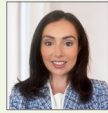
Felicity Hird
Solicitor, London



Kayleigh Rhodes
Professional Support Lawyer, London



Lisa Evans
Associate, Bristol



Ciara Keenan
Solicitor, Dublin



Michael Salau
Partner, London



Katie Garrett
Head of Business Development, London



Fleur King
Business Development Administrator, London



Ash Sood
Trainee Solicitor, London



Ellie Gold
Trainee Solicitor, Bristol



David McArdle
Partner, Bristol



Benjamin Spannuth
Senior Associate, London

2023 AT A GLANCE

ENVIRONMENT

OUR CARBON FOOTPRINT FOR THE 2023 FINANCIAL YEAR:

Bioregional were commissioned to measure the Firm's carbon footprint and will assist the Firm in achieving its commitment to reducing its carbon emissions to "net zero" by 2050, under the Science Based Targets initiatives (SBTi).

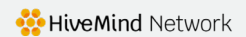
904 tCO₂e

SCOPE ONE **29.02 tCO₂e**

SCOPE TWO **80.86 tCO₂e**

SCOPE THREE **794.46 tCO₂e**

CHARITIES WE HAVE SUPPORTED



SOCIAL



£155,219.50

WORTH OF SUPPORT SINCE 2018, COMPRISING:

£94,447 OF FUNDRAISING AND ANNUAL DONATIONS

£60,772.50 IN KIND SUPPORT INCLUDING EVENTS, VOLUNTEERING, LEGAL EXPERTISE, WASHBAGS AND PRIZE DONATIONS.

£30,559.28 THE VALUE OF THE DONATIONS, PRO BONO PROFESSIONAL EXPERTISE, VOLUNTEERING AND FUNDRAISING PROVIDED TO CRASH IN 2023.



55.24% OF THE WORKFORCE ARE WOMEN

PARTNERED WITH **MYTAMARIN** (NOW PEPPY) A DIGITAL HEALTH APP THAT SUPPORTS EMPLOYEES THROUGH CRITICAL LIFE STAGES.

GOVERNANCE

MAINTAINED ISO27001 FOR THE SECOND YEAR



THE INTERNATIONALLY RECOGNISED STANDARD FOR INFORMATION SECURITY GOVERNANCE



ENVIRONMENT

As part of our responsible business approach, we are committed to reducing the adverse environmental impacts of our activities and supporting initiatives that benefit the environment.

We achieve this through the use of renewable energy in our offices, waste minimisation and ethical disposal of waste, minimising material use and unnecessary travel, promoting recycling initiatives as well as championing environmental, habitat restoration and conservation through staff volunteering opportunities.

OUR JOURNEY TO NET ZERO WITH BIOREGIONAL

In July 2023 we appointed the award-winning sustainability consultancy and social enterprise Bioregional to help us realise our vision of becoming a net zero carbon business. Founded as a charity in 1994, Bioregional is a purpose-led sustainability consultancy that supports businesses and organisations to measure and reduce their carbon emissions, and to transition to a net zero carbon, circular, and sustainable future. In the built environment, it works with partners to create net zero carbon homes, workplaces, and communities that enable sustainable living.

The partnership has seen us work with Bioregional to measure our full carbon footprint – including all ‘scope 3’ emissions from our supply chains – to better understand our environmental impact, identify areas for enhancement and integrate sustainable practices.

The net zero goal forms part of a high-level net zero strategy that considers every aspect of sustainability, which the Firm and Bioregional have been developing over 2023 and in to 2024.

Key findings:

- Under market-based reporting the Firm’s carbon footprint for FY23 was 904 tCO₂e.
- Scope 1 comprises 3.2% of the footprint, Scope 2 accounts for 8.9% and Scope 3 for 87.8% (market-based figures).
- The Firm’s ‘hotspots’ (high emissions activities) are purchases/procurement (49%), business travel (22.4%) and employee commuting (12.8%).
- The Firm is committed to reducing its carbon footprint. We plan to follow the UN backed Science Based Targets initiative’s SME route to seek to become net zero by 2050.

Next steps:

In line with the UN’s Science Based Targets initiative, we have engaged Bioregional to prepare recommendations for us to target carbon emission reductions.

These include:

- Improve data quality: conducting a carbon footprint exercise annually and working on improving data quality.
- Engaging key suppliers about their emissions to spur value chain action and emission reductions.
- Business Travel: retrieving better data on business travel to set a target and introducing a business travel policy to prioritise sustainable travel modes and limit air travel.
- Renewable energy: switching to a provider who offers Power Purchase Agreements, registering for The Legal Renewables Initiative, a sector-led commitment to use renewable energy by 2025.
- Energy efficiency: conducting energy efficiency audits for equipment, lighting, heating and cooling, as well as engaging with landlords about their energy strategies and planned improvements.
- Waste management: setting targets to reduce the amount of unnecessary consumption across offices and increase recycling rate.

ENVIRONMENT INITIATIVES

We have several other strategies to reduce waste, encourage reuse and recycling. These include:

- the investment in and extensive use of high-specification video conferencing equipment to reduce the need for travel to further reduce CO2 emissions;
- buying energy from low carbon or preferably renewable/ sustainable sources;
- default double-sided printing where printing is necessary;
- the removal of individual wastepaper bins from individual's desks to encourage recycling;
- the installation of recycling stations throughout our offices;
- the removal of single use plastic cups/cutlery from our offices.

To assist biodiversity, the Firm partners with a cleaning company in the UK who use only environmentally friendly cleaning products and who sponsor a sustainable beehive for each customer.

The Firm also encourages staff to utilise their annual paid volunteering day to participate in volunteering opportunities which benefit the environment, such as tree planting or habitat restoration projects.

VOLUNTEERING

Some of the initiatives we undertook in 2023 include:



Tree planting

Volunteering day with environmental charity, Hometree.

Staff from our Dublin office used their annual paid volunteering day to take part in a tree planting and habitat rehabilitation workshop in Avoca, Co. Wicklow, with Hometree.

Staff learned about how to protect native trees and landscapes and took part in two projects - building dams in the streams to create pond habitats, adding to biodiversity, and building planting beds for next year's seedling trees. This was the second-year staff have worked at the site in Co. Wicklow with Hometree and it was great to see how the work done last year has made an impact.



Beekeeper day

Staff from our London office were invited to a 'beekeeper experience

day' by one of the cleaning companies used by the Firm, Hive Cleaning. As part of their ongoing commitment to biodiversity and community engagement, Hive sponsor a beehive for every new client. Our staff got involved by donning some beekeeper suits, having a go at beehive interaction, and also learnt about the importance of pollinators.



SOCIAL

We are committed to promoting equality, diversity and inclusion as well as the health and well-being of our employees. We aim to make a positive social impact on our stakeholders including the communities and charities local to us and aligned with our business plan.

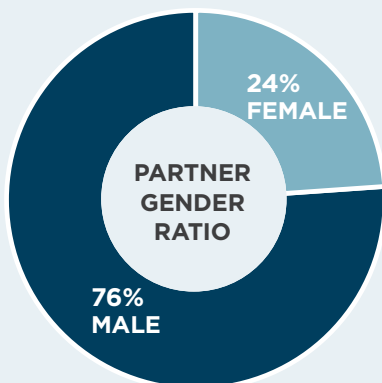
EDI AND WELL-BEING

We are an equal opportunities employer, a signatory to the Law Society’s Diversity and Inclusion Charter and a member of the Employer’s Network for Equality and Inclusion. Our focus is on an empathetic approach to inclusivity which insists on an equal opportunity for all and creates a diverse Firm where there are no barriers.

This is reflected in the diverse nature of our staff across the Firm in all departments and at all levels.

SRA DIVERSITY SURVEY

The SRA require all regulated firms, regardless of size, to collect, report and publish diversity data every two years. In 2023 we conducted a survey of all staff which unveiled the following statistics:



STAFF ETHNICITY RATIOS

5.6% ASIAN

(Asian British/Indian/Pakistani/any other Asian background)

4.2% BLACK

(Black British/African/Caribbean)

4.9% MIXED

(Multiple ethnic groups - White & Asian/ White & Black Caribbean/any other mixed/multiple ethnic background)

79% WHITE

(British/English/Welsh/Northern Irish/Irish/any other White background)

2.8% OTHER

(Any other ethnic group)

(Diversity figures for Partners are taken from our most recent Solicitors Regulatory Authority staff survey).

BEALE & CO ARE ABOVE AVERAGE FOR LAW FIRMS

55.24%

OF OUR STAFF ARE WOMEN

FAMILY FRIENDLY LEAVE AND MYTAMARIN

In a commitment to our staff’s well-being, we introduced new Family Friendly leave provisions in 2023. These provisions aim to support our staff during challenging times or enhance existing benefits. The inclusive leave policies cover fertility treatment, miscarriage and carer’s leave, acknowledging the varied family situations our staff may encounter.

In conjunction we partnered with myTamarin (now Peppy), the leading provider of employee support during the critical life stages: Fertility & Family Forming, Pregnancy Loss, Early Parenthood, Childcare, Menopause, and Elder Care. myTamarin (Peppy) helps to ensure that employees are supported to thrive and maintain successful careers.

“With statistics showing that 80% of colleagues are in one of the six key life stages that myTamarin (now Peppy) provides support around, our hope is that this partnership will make expert advice and practical support available to our colleagues when they need it most”.

Emma Briscoe
(FCIPD) (MBA), Head of HR.

RECRUITMENT AND PROFESSIONAL DEVELOPMENT

Our people are our most valuable assets. We are committed to the recruitment and retention of a talented, diverse and inclusive workforce.

We provide continuous professional development training for all staff. The Firm runs an in-house programme of workshops and seminars for all fee earners to ensure their professional, skill development. The programme includes seminars from senior associates/partners, external providers and counsel on various relevant topics, as well as well-being and ED&I.

EDI AND WELL-BEING INITIATIVES

Some of the initiatives that have taken place in 2023 include:

Coffee mornings

We host regular coffee mornings across our offices to bring staff together to talk about issues of importance to them. Some of the topics covered in 2023 included:

- **International Women’s Day** - the theme of 2023 was #Embrace Equity, which looked to forge worldwide conversation around the difference between equity and equality and why it is important to understand and acknowledge this. We held a coffee morning with staff to discuss this important topic.



- **Epilepsy Society’s Purple Day** - in March, the Epilepsy Society celebrate Purple Day - a day to raise awareness of epilepsy and to get people talking about it to dispel myths and inform those with seizures that they are not alone. To show our support, staff from our offices got together in a ‘Wear Purple Day’ and cake sale, raising over £360 for Epilepsy Action, a charity providing information, advice and support for people with epilepsy.



- **Rainbow Day** - to mark Pride month our UK and Dublin offices held our annual ‘Rainbow Day’ where they wore bright clothing and got together for a coffee and cake sale to celebrate with proceeds going to #Pride.



Paws in Work

The London office was lucky enough to be visited by three litters of puppies in 2023 – Pugs, Bulldogs and Lab cross Collies. Paws in Work offer ‘puppy therapy’ for companies looking to boost staff well-being and combat stress. Staff were able to spend some time playing with the puppies, taking a break from their desks. Sadly, no puppies were left behind...



Black Counsel Forum

Partner Michael Salau was a panellist for the second year running at the Black Counsel Forum 2023, which aims to support lawyers at every stage of their legal career. The event provided a formidable mix of keynote speakers, workshops and panel insights as well as a safe space for black lawyers to speak about their lived experiences practising law.



Curry and chaat

Our London and Bristol offices hosted our annual ‘Curry and Chaat’ event, contributing to our ongoing commitment to health and well-being and to mark Mental Health Awareness Week. The aim of the event is to raise awareness of mental health issues, with this year’s theme focussing on anxiety. Good food and the opportunity to talk to each other made for a brilliant way let our colleagues know that we are here to support them.

Massage therapist

As part of our wellness programme, the London office has an external massage therapist attending the office monthly to provide individual 15-minute shoulder / neck massages.

Reiki Healing

In our London office we delved into the world of ‘Reiki’, a technique involving practitioners channeling healing energy through touch or hands hovering over specific body areas to enhance healing, relaxation, and overall well-being.



COMMUNITY

OUR CORE CHARITIES UK



CRASH

This year we proudly marked 5 years as a Corporate Patron of our UK charity partner CRASH, a charity that unites the construction industry to construct places that care for people who are homeless, and children and adults receiving hospice care. CRASH channels the expertise, products, and donations of those connected to the construction industry to transform buildings for homelessness charities and hospices.

Since becoming a patron in 2018, the value of the support we have provided to CRASH equates to an incredible £155,219.50. This is a combination of our fundraising efforts and the value of time donated to help at events or legal advice.

This year the Firm was also awarded CRASH's 'Above and Beyond Award' for its Exceptional Volunteers, which recognised the valuable support the Firm's trainees and solicitors have provided

"We are so grateful to everyone at Beale & Co, for your incredible contributions over the last five years. As a company, you have underpinned our charity projects during this time and continue to play a vital part in constructing places that care for people. We look forward to continuing our partnership"

Lucie Gillard, Partnerships and Fundraising Manager, CRASH.

over the years helping CRASH to collect donations at their various fundraising events.

In 2023 specifically, we provided donations, professional expertise, volunteering and fundraising totalling over £30,559.28. Our activity included:



- The BIG March - In March staff from our London and Bristol offices took part in 'The BIG March' for CRASH. The aim was to walk 10,000 steps every day in March which our team succeeded in doing, collectively walking over 3586 miles, which could have got them to Cairo, Egypt! They raised a fantastic £900!

- Construction Industry Charity Quiz – alongside Cundall, another of CRASH's corporate patrons, we hosted a charity Quiz Night where we were joined by 21 construction industry teams, all testing their general knowledge and showcasing their competitive spirit, whilst at the same time supporting the amazing work that CRASH do. We raised a fantastic £4000 which will go towards helping people who are homeless or who need end of life care in a hospice.
- Supporting the CRASH team at their industry fundraising events through in-kind volunteering.





SOCIAL



- RideLondon- Essex - Partner Nathan Modell took part in the RideLondon- Essex 2023 sportive for CRASH in June 2023. He managed to complete the ride in a respectable 5 hours 24 minutes.



- Supporting the CRASH Christmas campaigns, such as their CRASHmas Jumper Day and Christmas Card Appeal. Staff also created and distributed washbags to residents at Emmaus Hertfordshire and Julian House in Bath, both of which are charities that provide a safe and caring space for those who are homeless. The individual bags, containing hygiene essentials such as soap, shampoo and toothpaste, were gifted to the men and women supported by these charities.



- Donating books to The Manna, a day centre in Islington that was supported by CRASH. The Manna supports people who are marginalised, vulnerable or homeless and in 2023 CRASH worked with some of their patrons to refurbish the centres showers, dining area and office space, to make it a safer, brighter and more modern space for their visitors. We donated a selection of second-hand books from our staff to the centre, which our trainees kindly hand delivered.

Off the Record (Bristol)

- This year our Bristol office continued its support of the charity Off the Record (OTR) Bristol. OTR is a mental health charity for young people aged 11-25 living in Bristol and South Gloucestershire. We hosted a quiz night for OTR raising over £1100.



IRELAND

- Our Dublin office chose two new charities to support in 2023: ANEW and BUMBLEance. ANEW Services provides practical and emotional support to pregnant women and new mothers who are experiencing or are at risk of homelessness. BUMBLEance is the Children’s Ambulance Service of Ireland and the world’s first ambulance service specifically designed and tailored for children. We made a Christmas charitable donation to both as well as organising a collection of essential mother and baby products for ANEW, providing both items and donating to a collection that raised over €400 for much needed products.

UAE

- Our Dubai office supported Dubai Cares, a UAE-based global philanthropic Organization.

Volunteering and Payroll Giving

- Through the firm’s Volunteering Day Policy, all full-time staff continue to be entitled to one full day of paid leave per annum to volunteer, undertake community service or provide pro bono advice for their chosen charity or community cause. A wide range of communities have benefited directly from our staff’s activities, including local schools through business games and mentoring, food banks, homeless hostels, hospices and regular blood donations.
- In the UK, the Firm offers all staff the opportunity to participate in Payroll Giving, a government backed scheme that enables employees to give to charity directly from their gross salary (before tax is deducted), therefore benefiting from tax



relief at source. Through this scheme staff can support any registered charity of their choice through one-off or regular monthly donations.

OTHER FUNDRAISING

A number of other charities are supported throughout the year through various fundraising initiatives. A selection of what has taken place in 2023 includes:

- Darkness to Light campaign – This year our team in Dublin signed up for the Darkness to Light campaign which supports those affected by suicide and self-harm. As part of the campaign the team raised money for Pieta, a charity which offers professional one-to-one therapeutic service to people who are in suicidal distress, those who engage in self-harm, and those bereaved by suicide.
- London Legal Walk - staff from the Firm’s London office took part in the 10k London Legal Walk 2023 to raise much needed funds for the London Legal Support Trust. The London Legal Walk is the biggest fundraising

event in aid of free legal advice and provides support for everything from Law Centres and Citizens Advice services to refugee specialist support services.

- ALL4MND Bike Ride - Partner Ian Masser took part in the ALL4MND bike ride from Ipswich Rugby Club to Melrose Rugby Club in the borders of Scotland, cycling for 4 days with a team of 40 others, over 400+ miles. Their aim was to raise £400,000 for the My Name’s Doddie foundation & 4Ed Campaign, both of which assist in the ongoing fight to find a cure/better treatment for Motor Neurone Disease.
- The East London Business Alliance (ELBA) Toy Appeal - with an increased need for toy donations as more families face financial uncertainty, our staff donated toys to ELBA to distribute to less-fortunate children in east London, Islington, and neighbouring areas in an effort to provide a moment of festive cheer and happiness to children and families across London.

- Bristol Half marathon – Melissa Evans, Associate in our Bristol office, completed the Bath Half Marathon, raising money for our Bristol charity partner Off the Record (Bristol).
- London marathon – Graham Bruce, our CRM Analyst, ran the London Marathon for St John Ambulance whom the Firm donated to.



- Beacon challenge – staff from our London, Bristol and Dublin offices braved the Brecon Beacons / Bannau Brycheiniog tackling the trek up and down Pen Y Fan to raise funds for the Firm’s chosen charities, CRASH – Construction Industry’s Charity, Off The Record and BUMBLEance. Despite the weather being against them all the way, they made it raising a fantastic £2,131.
- Donation to the British Red Cross – we donated to assist those affected by the conflict in Israel and Gaza.





GOVERNANCE

The Firm strives to apply a culture of ethics and best practice across its business, both in technical service delivery and compliance and governance. The Firm’s Heads of Business work alongside the Partners to achieve this.

Our Head of Compliance, Amanda Norton, is, alongside the Firm’s other Heads of Department, responsible for updating our policies and standards and ensuring we comply with all necessary regulations and best practice in the provision of legal services across our offices and the different jurisdictions within which we operate.

The Firm has in place a number of business ethics and compliance policies and practices including anti-money laundering, modern slavery and whistle blowing and regular training (both in person and remotely) is offered to staff in all of these areas. The Firm also conducts annual supplier questionnaires and reviews of suppliers to ensure that those the Firm engages with have comparable policies.

BRIBERY AND CORRUPTION, ANTI-MONEY LAUNDERING, SANCTIONS AND FINANCIAL CRIME

We have a zero-tolerance approach to bribery and corruption and financial crime, which extends to all the Firm’s business dealings and transactions in all countries in which it operates. We are committed to maintaining an open culture with the highest standards of honesty and accountability, where colleagues can report any concerns in confidence. From

induction onwards we encourage our people to do the right thing in the right way, and we promote our Whistleblowing Policy to demonstrate our desire to hear about concerns should things be going wrong. We have a number of policies aimed at supporting anti-bribery and corruption, other financial crime and anti-fraud legislation, and the regulatory standards that apply across the jurisdictions in which we operate. We undertake due diligence on all our clients. If we have concerns about a prospective client or matter, we do not act. In the last year we have carried out a robust screening programme of our Partners and key Heads of Business to evidence our expectations. We have enhanced our sanctions screening programme to give ourselves greater assurance that we are not inadvertently supporting sanctioned persons. We continue to carry out external audits of our processes and our legal work to gain an independent perspective on our ability to perform to the highest standards.

MODERN SLAVERY

The Firm has a zero-tolerance policy towards slavery and human trafficking. In order to ensure that all persons within the Firm’s supply chain comply with the Firm’s values and ethics the Policy

also includes measures targeted at the Firm’s suppliers and business partners. We demand that our suppliers recognise the importance of Modern Slavery as part of our commercial relationships with them.

ISO27001 AND CYBER ESSENTIALS PLUS

In 2022 we demonstrated our determination to strive for best practice by achieving certification to ISO27001:2013 – the international standard for data and information security and in 2023 we went through a successful audit to continue this certification. This means the Firm’s approach to information security governance, and its processes and controls have been assessed as meeting the internationally recognised standards in this area. The certification to ISO27001 supplements our existing certification to Cyber Essentials Plus. Clients can have assurance that the Firm takes its information security obligations seriously and use the certifications as a benchmark of both our approach to evidencing best practice in general and information security in particular.

WHAT'S NEXT?

Our Responsible Business Team are responsible for overseeing and implementing our responsible business strategy. In addition to running our regular initiatives and campaigns, they are responsible for listening to our staff, clients and community to ensure our programme develops and that our journey to becoming a wholly responsible business continues.

Some of the initiatives already in place for the 2024 year include:

FUNDRAISING & DONATIONS

- The BIG March for CRASH
- London Legal Walk
- Quiz nights for CRASH and Off the Record
- Christmas charitable initiatives

ENVIRONMENT

- Continuing to work with Bioregional to agree targets and commit to the UN backed Science Based Targets initiative to be net zero by 2050

EDI

- International Women and Men's Day
- Mental Health Awareness Week
- Pride
- World Menopause Month
- National Grief Awareness Day
- Diabetes
- Postnatal Depression

WELL-BEING

- Paws in Work sessions
- Massage therapist
- Reiki healing
- Breathwork sessions
- Cycle to work scheme re-launch
- Yoga
- Curry and chaat mental health awareness lunches

BEALE&CO

International
Construction and
Insurance Law
Specialists