

An aerial photograph of a winding asphalt road with yellow center lines, cutting through a dense, lush green forest. The road curves from the top left towards the bottom right. The text is overlaid on the image.

BEALE&CO

2024
**RESPONSIBLE
BUSINESS UPDATE**

CONTENTS

- 3** Introduction
- 4** Our responsible business team
- 5** 2024 at a glance
- 6** Environment
- 7** Social
- 13** Governance



Antony
Antony Marsh
 CEO

“WE KNOW THAT WORKING IN A RESPONSIBLE WAY IS NOT JUST THE RIGHT THING TO DO, IT DRIVES INNOVATION AND EFFICIENCY, BUILDS DIVERSE AND ENGAGED TEAMS, AND MAKES US A MORE RESILIENT AND FUTURE-READY BUSINESS”.

ANTONY MARSH, CEO

At Beale & Co we are committed to reducing our impact on the environment, ensuring everyone has fair and equal opportunities, and to working in a responsible and transparent way. These principles are vital to ensure we can grow, and build, a sustainable and resilient business, and deliver the best possible outcomes for our team and our clients. We are determined to embed this culture of responsible business across all that we do.

Our responsible business objectives are focused on three themes:

- **Community** - supporting communities and charities local to our offices through fundraising, donations and volunteering.
- **People** - promoting equality, diversity and inclusion as well as the health and well-being of our employees.
- **Environment** - measuring and reducing our impact on the environment.

This work is led by our Head of ESG, lead partners within the business for EDI and environment

and our ESG Committees which are made up of team members from across our global offices.

Our last Responsible Business Update 2023 covered our social activities for financial year FY23/24 and our carbon footprint from FY22/23. This ‘catch-up’ report brings together our carbon footprint from FY23/24 and FY24/25 as well as our work on social and governance issues, for FY24/25. Going forward we will publish a report annually, in line with our accounts, covering the preceding financial year.

OUR RESPONSIBLE BUSINESS TEAM

ESG CORE TEAM



Rachel Sprackett
Head of ESG



Nathan Modell
Lead Partner,
ESG



Joanna Lewis
Lead Partner,
EDI



Killian Dorney
Lead Partner,
Environment

ESG COMMITTEE



Lisa Evans
Associate,
Bristol



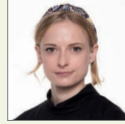
David McArdle
Partner,
Bristol



Katie Garrett
Head of BD,
London



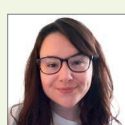
Klara Nagy
Solicitor,
London



Ellie Gold
Solicitor,
Bristol



Amanda Norton
Head of Compliance,
London



Emily Grand
Compliance
Officer, Bristol



Daniela Parfitt
Solicitor,
London



Ilham Adan
Solicitor,
Dubai



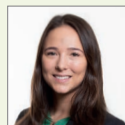
Sam Herridge
Legal Personal
Assistant, Dublin



Kayleigh Rhodes
Professional Support
Lawyer, London



Sean Barrett
Senior Associate,
Dublin



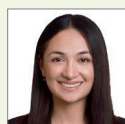
Ellie Hunter
Associate,
London



Michael Salau
Partner,
London



Emma Briscoe
Head of HR,
London



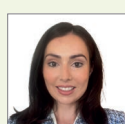
Sherry Hussain
Associate Lawyer,
Toronto



Eileen Sherry
Senior Associate
Glasgow



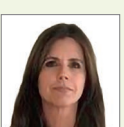
Dilara Devin
Solicitor,
Bristol



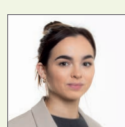
Ciara Keenan
Associate,
Dublin



Ash Sood
Solicitor,
London



Justine Donovan
HR Advisor,
London



Fleur King
BD Administrator,
London

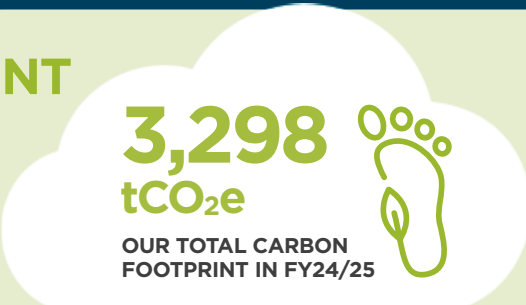


Benjamin Spannuth
Senior Associate,
London

2024/25 AT A GLANCE

ENVIRONMENT

Having published our FY22/23 base year carbon footprint in our last report, we have been working on improving our data quality and processes and have committed to submit net zero targets to SBTi.



You can see the full breakdown of our carbon footprint on page six.

- 96%** ABSOLUTE REDUCTION IN SCOPE 1 EMISSIONS SINCE OUR BASE YEAR
- 3.5%** ABSOLUTE DECREASE IN MARKET-BASED SCOPE 2 EMISSIONS
- 99%** SCOPE 3 ACCOUNTS FOR 99% OF OUR FOOTPRINT
- 5/6** OF OUR OFFICES ARE GAS FREE

SOCIAL

 **WE'VE RAISED**
£195,855
SINCE OUR PARTNERSHIP WITH CRASH BEGAN IN 2018

 **£21,315**
OF FUNDRAISING AND DONATIONS THIS YEAR

£8,567
OF GIFTS IN KIND, VOLUNTEERING AND PROJECT SUPPORT THIS YEAR

MEMBER OF THE EMPLOYER'S NETWORK FOR EQUALITY AND INCLUSION

 CONTINUE TO SUPPORT THE MENTAL HEALTH AND WELLBEING OF OUR TEAM WITH TRAINING AND 'CURRY & CHAAT'

BLACK HISTORY MONTH MARKED BLACK HISTORY MONTH IN OUR BRISTOL OFFICE WITH A SCREENING OF A LECTURE BY PROFESSOR DAVID OLUSOGA OBE AND A TALK BY ONE OF OUR SOLICITORS ON THE WINDRUSH GENERATION.

CHARITIES WE HAVE SUPPORTED

-   
-  
-  
-  
-  
-  

GOVERNANCE

ISO27001
ACCREDITED SINCE 2022

THE INTERNATIONALLY RECOGNISED STANDARD FOR INFORMATION SECURITY GOVERNANCE





ENVIRONMENT

WORKING TOWARDS NET ZERO

We have been working with sustainability consultancy Bioregional since summer 2023, and previously published our base year carbon footprint, from financial year FY22/23.

Since then, we have calculated our footprint for 23/24 and 24/25 and are pleased to have seen an overall reduction in our operational emissions.

This year we needed to re-baseline our Scope 3 due to financial spend that was not incorporated into our original footprint. This spend has now been accounted for and we continue to work to improve our data quality across all scopes. Below is our carbon footprint from 2022 - 2024:

Fig 1. Total carbon footprint by scope.

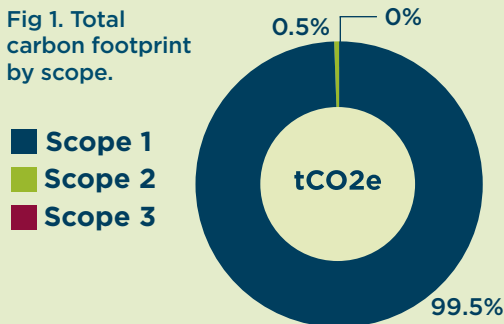


Fig 2. YOY comparison of absolute scope 1 and 2 emissions.

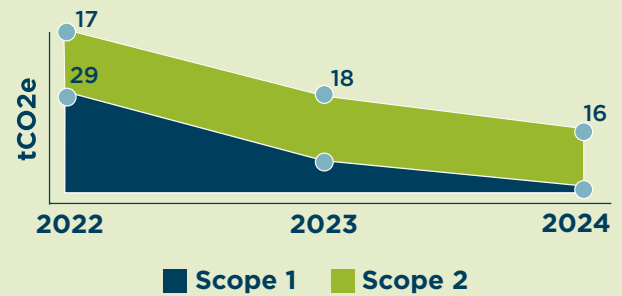
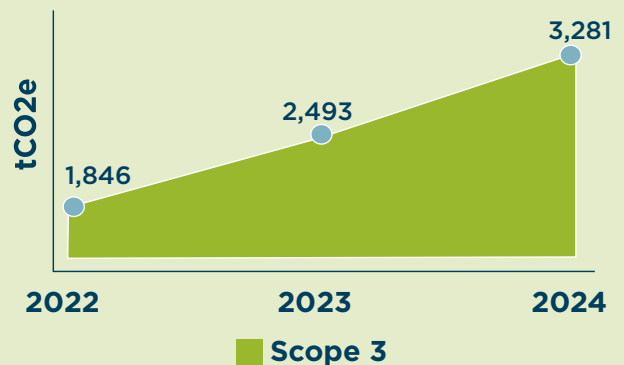


Fig 3. YOY comparison of absolute scope 3 emissions.



KEY FINDINGS:

- We have reduced Scope 1 emissions by 96.6% from our baseline due to the phase out of gas from our offices, we now have just one office using gas.
- Absolute Scope 2 emissions (market based) decreased by 3.5 % and by 7.1% using location-based emission factors. We use renewable energy in all our UK offices.
- Our Scope 3 emissions have increased by 78% since base year. This increase is driven by the growth of the business, with the two main spend categories being pass-through payments (payments relating to legal services provided to clients) and professional services provided to Beale & Co.
- The pass-through payments in particular have had a material impact on our Scope 3 emissions, but we know this is partly due to the lack of granularity around the data, and the subsequent use of generic emission factors. We are working hard to improve the processes within our business to gather more detailed data going forward.
- We have seen an increase in emissions year-on-year from business travel; this is linked to flights and the opening of new offices. However, we have reduced the overall carbon intensity per full-time employee from our base year.

NEXT STEPS

- Continue to refine and improve data, particularly in relation to pass-through payments, our suppliers and our international offices, where data is often harder to obtain.
- Continue to work with our landlords to move to renewable electricity where we can and to improve the energy efficiency of the buildings.
- Introduce a business travel policy to prioritise more sustainable travel modes.
- Engage with key suppliers on their emissions and encourage reductions within our value chain.
- Improve waste management processes within our offices and increase recycling rates.
- Deliver on our commitment to set a science-based target to become net zero by 2050.

VOLUNTEERING TO HELP PROTECT OUR LOCAL ENVIRONMENT



The London team volunteer at Surrey Docks Farm

FARM LIFE

Volunteers from our London office visited **Surrey Docks Farm**, a working city farm and education charity in South East London, to lend a helping hand with their animal care and maintenance. The team got involved in mucking

out the goat stables, feeding the animals, and various other horticulture and maintenance activities.

BACK TO NATURE

Volunteers from our London office also volunteered at the **Story Garden in Kings Cross** to support with activities such as weeding, cutting grass and watering. The Story Garden is designed to educate and inspire, emphasising sustainability, looking after the natural environment, and understanding where our food comes from. The event was organised by the Association for Consultancy and Engineering (ACE)'s EP London Committee.

Our Dublin office continues to sponsor two beehives through local charity Hive Mind.



Volunteering at the Story Garden

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.

EQUALITY, DIVERSITY AND INCLUSION (EDI)

We are an equal opportunities employer, a signatory to the Law Society's Diversity and Inclusion Charter and a member of Onvero (formally the Employer's Network for Equality and Inclusion). We are committed to being an inclusive firm, treating everyone as individuals according to their needs, abilities and interests and with the same attention, courtesy and respect.

We know that driving inclusion is an ongoing journey and we have more work to do. We continue to report on our diversity data as part of our membership of the LCA and use this data to understand where interventions are required. Our approach to EDI is captured in our Equality, Diversity and Dignity at Work policy.

CELEBRATING CULTURAL EVENTS ACROSS OUR OFFICES

In March we celebrated International Women's Day with a paint and sip event for women in construction in the London office and a pottery event in our Dubai office, an opportunity to get creative, connect and celebrate some of the incredible women shaping the industry.

Our Bristol office marked Black History Month in October with a screening of a lecture by Professor David Olusoga OBE, and a talk by one of our solicitors, Melenik Forde, on the Windrush Generation and their contribution to British society in line with this year's Black History Month theme of 'Reclaiming Narratives'.

In London the team took part in a guided walking tour of the City of London hosted by the Eastern City Business Development forum. With a theme of Black History within the square mile, the walk took in some of the businesses and institutions historically involved in the slave trade and also of those involved in the movement to abolish it.

TEAM WELLBEING

We continue to offer family friendly leave provisions, with an aim to support our staff during challenging times. The inclusive leave policies cover fertility treatment, miscarriage and carer's leave, acknowledging the varied family situations our staff may encounter.



The London office on a walking tour of the City of London to mark Black History Month

We offer all our staff access to Peppy, the leading provider of employee support during critical life stages: Fertility and Family Forming, Pregnancy Loss, Early Parenthood, Childcare, Menopause, and Elder Care. This gives our staff access to personalised, confidential and free support from experts, including one-to-one consultations with expert practitioners, home test kits, prescriptions and tailored online courses as well as access to group chats to share experiences and to learn from others.

We have invested in training for a group of colleagues to become accredited **MHFA (Mental Health First Aiders)**. We also ask about

Wellbeing in our appraisal process, ensuring there is a formal route for colleagues to raise concerns they may have.

We continue to bring our teams together for a **'Curry and Chaat'**, an initiative started by the Mental Health Foundation, to mark Mental Health Awareness Week and Mental Health Day. Our London, Glasgow, Bristol and Dublin offices took the time to enjoy good food, check in with each other and to talk about how we can support each other and raise awareness of mental health within the team.

Our London office continued the wellness initiative of **monthly**

massages with an external therapist coming into the office to offer shoulder and neck massages. And the ever-popular **puppy therapy** took place in the London office with staff taking time away from their desks to de-stress with playful puppies.

The Dublin office welcomed ex-rugby player and Irish Olympian Billy Dardis to speak about his experiences as part of **Men's Mental Health Day**. He spoke about his inspiring rugby careers and his own struggles with mental health, touching on topics such as teamwork, wellbeing, encouraging positivity, exercise, and relaxation to increase mental health and resilience.

The Bristol office enjoy Curry and Chaat to raise awareness for mental health



SUPPORTING OUR CORE CHARITIES AND BEYOND



CRASH

We are proud to have been a corporate patron of CRASH for six years.

CRASH unites the construction industry and channels the expertise and products of companies to transform hostels and day centres for people who are experiencing homelessness across the UK. CRASH also helps children and adults who need hospice care, by creating caring environments where families can spend precious time together.

This year we raised £29,882 for CRASH, bringing the total we have raised for them since the beginning of our partnership in 2018 to £196k. This was raised through the hard work and



The CRASH team with Partner Nathan Modell at Beales Construction Industry Charity Quiz

dedication of many within the firm who organised, volunteered and fundraised for activities such as:



Beale & Co team members fundraise at the BCSA National Dinner

- **The BIG March** - a step challenge which saw our London and Bristol office members committing to walking 10,000 steps every day. We raised £990.
- **Construction Industry Charity Quiz** - alongside other corporate patrons, we hosted our annual CRASH quiz night, with 22 teams testing their general knowledge and showcasing their competitive spirit. It was a great opportunity to bring together colleagues from across the industry raising over £5,000 for CRASH.



Christmas charity collections



CRASHmas jumper day in the London office

- Supporting CRASH at Christmas – we supported the **annual Christmas card campaign** and **CRASHmas jumper day** as well as creating and distributing washbags to residents at Julian House and at the Manna Society, charities based in the South West of England and London providing safe spaces for those experiencing homelessness. The individual bags included vital everyday essentials which many people take for granted such as shampoo and socks.
- Solicitor Cameron Grant took on **Ride London in support of CRASH**, raising nearly £700, while other team members volunteered time at CRASH events and award nights or undertook pro bono work to support CRASH charities on building and renovation projects.

- This year we were thrilled to receive a **Patron Loyalty Award** from CRASH which was awarded at CRASH’s Patron’s Reception, September 2024.

OTR

Our Bristol office also supports local charity OTR, a mental health

charity for young people aged between 11–25 living in Bristol and South Gloucestershire. This year we continued to support them through volunteering and fundraising, including raising over £1,100 in the annual Bristol charity quiz.



Klara Nagy receives the Patron Loyalty Award on behalf Beale & Co from CRASH

Our Dublin office supports two local charities, ANEW Support Services and BUMBLEance.

ANEW

ANEW Services provides practical and emotional support to pregnant women and new mothers who are experiencing, or are at risk of, homelessness.

BUMBLEANCE

BUMBLEance is the Children's Ambulance Service of Ireland and the world's first ambulance service specifically designed and tailored for children in Dublin.

This year we supported both charities through **donations and fundraising and hosted them for a lunch and learn** so that team members could learn about these important causes.

Dublin staff used their annual paid volunteering day to **paint the exterior of one of ANEW's cottages**, which provides a secure home for vulnerable women.

They also **collected mum & baby supplies at Christmas**, these were distributed to pregnant women at risk of homelessness and contained many everyday



essentials that many people take for granted such as toiletries and baby clothes.

Dublin Partner Killian Dorney participated in the 'Dalkey Abseil' to raise money for BUMBLEance, taking on a 40m abseil to raise funds for this important cause.

AL JALILA FOUNDATION

Our Dubai office supported the Al Jalila Foundation. The Al Jalila Foundation supports medical treatment for individuals unable to afford quality healthcare; provides scholarships to build a new generation of medical professionals and supports research that addresses health challenges prevalent in the region.

WALKING THE TALK

The **London and Bristol offices took part in their respective legal walks**. In September the Bristol office joined members of the legal community to walk 10km to raise money and awareness for the Access to Justice Foundation; the UK's only national charity solely focused on providing funding and support for access to legal advice and representation.

London took part in the London Legal Support Trust's **10k London Legal Walk** to support free legal advice services on the frontline. This is the biggest fundraising event in aid of free legal advice and provides support for some of the two-thirds of the UK population who don't know how to get legal advice and 14 million people who live in poverty and can't afford to pay for it.



CHRISTMAS GIVING

We donated toys to the **East London Business Alliance toy appeal** at Christmas. These were then distributed to less-fortunate children living in Islington and East London who might not otherwise receive a toy at Christmas.

VOLUNTEERING & FUNDRAISING

Team members also took on a range of challenges individually which the firm supported through our annual day off for all team members to undertake volunteering, or utilising our matched funding policy for charitable fundraising.

PAYROLL GIVING

In the UK, we offer 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.



GOVERNANCE



Our leadership team are committed to ensuring the business behaves in a responsible and transparent manner, driving a culture of ethics and best practice across all teams.

Our compliance team works closely with Heads of Department and Partners to ensure we are compliant with all necessary regulation and that we are delivering best practice in the provision of our legal services.

Our suite of policies is the foundation for creating a culture of transparency and compliance. These include:

- Anti-bribery and Corruption
- Information Technology Policy
- AI Policy
- Data Protection Policy

Regular training is offered to staff on anti-money laundering, modern slavery and whistle blowing to ensure they are up to date and can continue to apply best practice within their roles.

ISO27001

We are pleased to have been certified ISO27001 since 2022 and in 2024 we successfully transitioned to the most up to date version of the standard. This means our 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. We are thrilled to have external accreditation on this important issue, demonstrating how seriously the firm takes its information security obligations.

BRIBERY AND CORRUPTION

We have a zero-tolerance approach to bribery, corruption and financial crime, which extends to all our business dealings and transactions in all countries in which we operate. We are committed to maintaining an open culture 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.

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

We have a zero-tolerance policy towards slavery and human trafficking. In order to ensure that everyone within our supply chain complies with our values and ethics our Modern Slavery Policy and Statement includes measures targeted at our suppliers and business partners. We demand that our suppliers recognise the importance of Modern Slavery as part of our commercial relationships with them.

BEALE&CO

International
Construction and
Insurance Law
Specialists