

A low-angle, upward-looking photograph of a dense forest. The image shows the trunks of many tall trees reaching towards a canopy of green leaves. The perspective creates a sense of height and scale. The lighting is natural, with sunlight filtering through the leaves.

BEALE&CO

2025

RESPONSIBLE
BUSINESS UPDATE

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INTRODUCTION

“ We are proud of the progress that we have made over the last year in ensuring we work in a responsible way, putting the needs of our employees, communities and the environment at the heart of what we do. We know it makes us more resilient, more innovative and drives engaged teams, and we’re looking forward to what the next year will bring.

Antony

Antony Marsh,
CEO



Beale & Co is focused on doing business responsibly by reducing our impact on the environment, promoting fairness and equality of opportunity, and operating with transparency. These commitments underpin sustainable growth, strengthen our resilience, and support the best possible outcomes for our team and our clients. We are determined to make responsible business part of the way we operate across the whole organisation.

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 ESG and EDI, and our ESG Committees which is made up of team members from across our global offices.

This report captures the activity undertaken across all our offices for the financial year FY25/26 (April 2025 – March 2026).

OUR ESG TEAM

ESG CORE TEAM



Rachel Sprackett
Head of ESG



Nathan Modell
Lead Partner,
ESG



Joanna Lewis
Lead Partner,
EDI



Ilham Adan
Solicitor,
Dubai



Sean Barrett
Senior Associate,
Dublin



Emma Briscoe
Head of HR,
London



Jeremy Curran
Partner,
Dublin



Dilara Devin
Solicitor,
Bristol

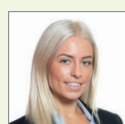


Justine Donovan
HR Advisor,
London



Killian Dorney
Partner,
Dublin

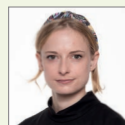
ESG COMMITTEE



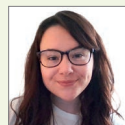
Lisa Evans
Associate,
Bristol



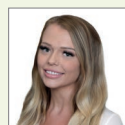
Katie Garrett
Head of BD,
London



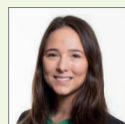
Ellie Gold
Solicitor,
Bristol



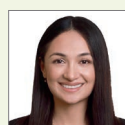
Emily Grand
Compliance
Officer, Bristol



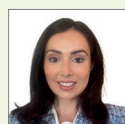
Amber Howlett
Legal Personal
Assistant, London



Ellie Hunter
Associate,
London



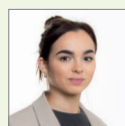
Sherry Hussain
Associate,
Toronto



Ciara Keenan
Associate,
Dublin



Emma Kelly
Senior Associate,
Dublin



Fleur King
BD Administrator,
Bristol



David McArdle
Partner,
Bristol



Klara Nagy
Solicitor,
London



Amanda Norton
Head of Compliance,
London



Daniela Parfitt
Solicitor,
London



Kayleigh Rhodes
Professional Support
Lawyer, London



Michael Salau
Partner,
London



Eileen Sherry
Senior Associate
Glasgow



Ash Sood
Solicitor,
London



Benjamin Spannuth
Senior Associate,
London



Niamh Stallings
Trainee Solicitor,
Dublin

2025/26 AT A GLANCE

ENVIRONMENT

Our absolute emissions have increased by more than 100% since our base year, this reflects business growth and emission growth is focused in Scope 3. Our Scope 1 emissions have decreased by 98% since base year and all our UK offices are now REGO backed.

3,884
tCO₂e

OUR TOTAL CARBON
FOOTPRINT IN FY25/26



Our focus for the coming year is on our Scope 3 emissions. You can see the full breakdown of our carbon footprint on page 6.

98% REDUCTION IN SCOPE 1
SINCE OUR BASE YEAR

ALL OUR UK
OFFICES USE **REGO BACKED
ELECTRICITY**



**INSETTING FUND
ESTABLISHED**



TO SUPPORT
CLIMATE
CONSCIOUS
TRAVEL

SOCIAL

We supported our core charities with fundraising and volunteering and helped a range of other local charities through team, or individual, fundraising. We raised £24,877 for our UK charity partner CRASH, the construction industry charity, made up of fundraising, donations and staff volunteering.

crash charity **WE'VE RAISED OVER**
£220K
SINCE OUR PARTNERSHIP
WITH CRASH BEGAN IN 2018



£19K
OF FUNDRAISING
AND DONATIONS
THIS YEAR



£5K OF GIFTS
IN KIND,
VOLUNTEERING
AND PROJECT
SUPPORT THIS YEAR

**DELIVERED FIRM-WIDE
DIVERSITY AND
INCLUSION
TRAINING TO OUR TEAMS**



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



International
Women's Day

CELEBRATED
**INTERNATIONAL
WOMEN'S DAY**
ACROSS OUR OFFICES,
INCLUDING A PANEL EVENT
FOR ASPIRING SOLICITORS
AND ADVOCATES

CHARITIES WE HAVE SUPPORTED



Creating Possibilities
in East London

HiveMind Network



GOVERNANCE



ISO27001
ACCREDITED SINCE 2022

THE INTERNATIONALLY RECOGNISED
STANDARD FOR INFORMATION
SECURITY GOVERNANCE

**NEW ESG
POLICY SUITE**



ENVIRONMENT

WORKING TOWARDS NET ZERO

Our 2025/6 carbon footprint stands at 3,884TCO₂e across all scopes, this is an absolute increase of 107% from our base year of 22/23. This is driven by our expansion from four to six offices with the resulting increase in headcount, suppliers and in payments relating to legal services provided to clients. Below is our carbon footprint for 2025.

Fig 1. Total carbon footprint by scope.

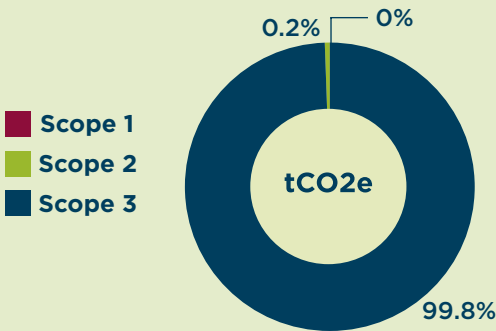
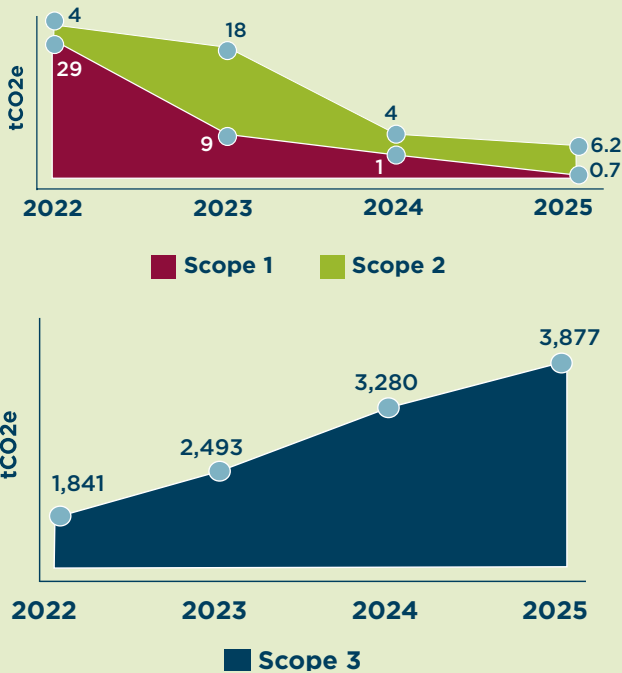


Fig 2. Scope 1 and 2 since base year (market based)



SCOPE 1 & 2

We are pleased that within our overall footprint; our absolute Scope 1 emissions have reduced by 98% due to the phase out of gas from all our offices bar one. We do not have company cars, so gas use within buildings is the sole contributor to Scope 1.

Our absolute Scope 2 emissions have doubled since base year, and year-on-year, due to the incorporation of energy data from our Toronto office this year; the Toronto office was opened at the beginning of 2025 but was excluded from the 2024/5 carbon footprint due to difficulty in accessing robust data within the required timeframe. Our Scope 2 emissions are solely comprised of energy use from our Dubai and Toronto offices, where electricity, as well as heat and cooling, are used. All of our other offices use REGO backed electricity.



ENVIRONMENT

SCOPE 3

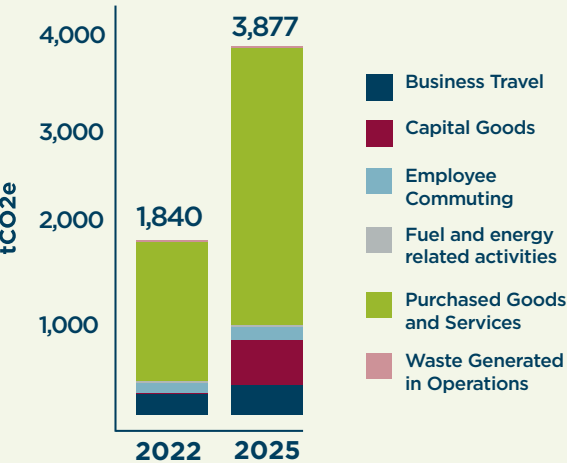
Our Scope 3 emissions are by far the largest segment of our carbon footprint, accounting for 99.8% of our total footprint.

Key findings from our Scope 3 data are:

Purchased Goods and Services are our largest Scope 3 category, 76% of Scope 3 (2941 tCO₂e). This reflects the re-baselining we undertook in the last financial year to incorporate Pass-Through-Payments (payments relating to legal services provided to clients) into our footprint.

This year we provided more granular data on Pass-Through-Payments to ensure that the correct emission factors were utilised. Though both spend and emissions have increased, spend has risen more quickly, resulting in a reduction in emissions intensity, suggesting that the improved data quality is having a positive impact on reported emissions intensity, even though total emissions are still increasing.

Fig 3. Scope 3 emissions by category



Capital Goods make up 12% of our Scope 3 footprint (466 tCO₂e), these have increased consistently from base year due to the expansion from four to six offices and the relocation of our London office from King William Street to Bishopsgate in 2024.

Business Travel is our third largest Scope 3 category and, in-line with other categories, these have increased since base year. This is linked to our expansion but also reflects improved reporting of travel and our base year falling at the end of Covid, a time with much reduced business travel.

To combat this we have created a new Business Travel policy, which follows a ‘climate conscious’ approach to business travel, ensuring colleagues consider whether travel is necessary, that public transport is prioritised at all times, promoting train over plane travel within the UK, and colleagues have the option to split travel with an overnight stay. We are committed to reducing the carbon emissions from business travel while not impacting on the well-being of our team and have set up an in-setting fund to ensure that where train travel is mandated over domestic flights, first class travel is permitted, and that colleagues are able to split travel with an overnight stay funded by the business.

Our key next step for the coming year is a supplier engagement programme to understand in more detail the carbon footprint of our suppliers and to seek to improve the data sets that we utilise to calculate our Scope 3.

OTHER ON-GOING ACTIONS INCLUDE

- Continue to refine and improve data, particularly in relation to business travel, international offices and pass-through-payments
- Continue to work with our landlords to improve the energy efficiency of the buildings.
- Improve waste management processes within our offices and increase recycling rates.

SCIENCE BASED TARGET SETTING

In 25/26 we committed to submit net zero targets to SBTi within that financial year. Unfortunately due to data access issues, particularly in our international offices, we decided to postpone this. Though not submitted within the 25/26 financial year, in the summer of 2026 we submitted our targets to the SBTi and are awaiting verification. Work to reduce our operational carbon emissions has been ongoing over the last three years, we are pleased to have submitted our targets for this important verification process, illustrating our commitment to reduce our emissions and providing external validation that our targets are aligned with a 1.5° world.

SUPPORTING THE ENVIRONMENT THROUGH VOLUNTEERING

Volunteers from our London office visited Surrey Docks Farm, a working city farm and education charity in Southeast London, to lend a helping hand with animal care and maintenance. The team got involved in mucking out the sheep and goat pens, weeding and potting, as well as learning about the challenges and opportunities of running a community farm.



The Bristol team hard at work at Windmill Hill City farm

Some of our Bristol office also volunteered at a local city farm, Windmill Hill City farm. The team were put through their paces in clearing pathways, creating new potting beds and moving manure to naturally fertilise areas for planting. A highlight was meeting the baby goats and pigs.

The Dublin office took part in a guided hike on the cliffs outside of Dublin to learn about the local geography, wildlife and the biosphere reserve work being done



Taking time out to meet the lambs at Surrey Docks farm

along the cliff paths. The team were taken through Howth Village Harbour to the cliff path, enjoying panoramic views of Dublin Bay.

WASTE

To support our efforts to increase recycling across our offices, this year we introduced an external weighing system into our London office. All four waste streams which leave our office (general waste, dry mixed recycling, food waste and glass) are now tagged and weighed by cleaning staff. This allows us to monitor the amount of waste created by our office, as opposed to being mixed in with the waste from the other tenants. With more robust data on our waste, we can identify interventions required to reduce the amount of waste we create, and to increase recycling as a proportion of this.

To support this new system, we have implemented improved signage and communications to staff to support them in disposing of their waste correctly. Across our other offices we are working to improve the level of data that we receive on our waste streams and disposal methods.

This year we trialled and implemented re-usable glass milk bottles in our London and Glasgow office, supporting our ambition to remove single-use-plastics from our offices.

This year we also published a new **Environmental policy**, a firmwide document outlining our commitment to minimise our impact on the environment and promote good environmental practices.

SOCIAL

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 on 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 Solicitors Regulation Authority (SRA) 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.

This year, to support young people interested in a career in law, our Bristol office partnered with BristolWORKS, a charity working with local employers and education providers to inspire young people most at risk from being left behind. We hosted work experience placements, giving two Year 10 students an opportunity to see firsthand what a career in law might look like.

We also continued to offer firm wide training on Diversity and Inclusion with a spring workshop focusing on establishing a shared understanding of diversity, equity, and inclusion concepts, exploring how each person contributes to



International Women's Day panel in Glasgow

an inclusive culture. This included understanding the difference between intent and impact, microaggressions, microaffirmations and everyone's sphere of influence and accountability.

We have also added EDI training to our mandatory induction training and our annual, mandatory training regime, ensuring that all staff are upskilled in this area upon joining, and on a regular basis thereafter.

We run Hot Stuff Café, an informal drop-in session open to all, to allow interested or impacted colleagues to connect and discuss issues relating to menopause and other associated female health issues. It enables those experiencing peri-menopause or menopause symptoms to find out more, discuss tips and tricks, and share experiences in a supportive and fun environment. It was set up in response to a Firm-wide session on menopause and its impact, which was the catalyst for more open discussion.

CELEBRATING CULTURAL EVENTS ACROSS OUR OFFICES

International Women's Day (March) - Offices globally celebrated this important day, for example the London and the Glasgow team both took some time out to learn about some of the famous women who helped to shape the City of London and the Glasgow legal scene. From the mystery of Madeleine Smith, the famous beneficiary of Scotland's - now historic - "not proven" verdict, to the inspiration of Mary Muirhead Paterson who was the first woman to prosecute in a Scottish court.

Menstrual Hygiene Day (April) - The Dublin and London team marked Menstrual Hygiene Day to help to break the stigma surrounding menstruation and to raise awareness of the challenges women and girls face in accessing sanitary products, education and safe and private sanitation facilities around the world. All proceeds were donated to a



The London team learning about women who shaped the city for International Women's Day

Bloody Good Period, a UK based charity working to end period poverty and provide menstrual products to refugees, asylum seekers and people who cannot afford them.

Pride (June) - Teams across our offices celebrated Pride in June with a bake sale to raise funds for local Pride organisations and encouraging the team to wear rainbow colours to raise awareness of the LGBTQ+ rights movement and the need to continue to advocate for equality.

Black History Month (October) - The London team marked Black History Month with a guided walk of the City of London to learn about the role of the City, and City institutions, in the slave trade, and in the movement to abolish it.

The Glasgow team also took the opportunity to run a careers evening designed for aspiring solicitors and future advocates. Featuring a panel of female speakers including external guest, advocate Alannah McGinley, and representatives from the Glasgow office, the panel shared their journeys into the legal profession and discussed the challenges and opportunities of working in law.

TEAM WELLBEING

We continue to provide family-friendly leave, designed to support colleagues through difficult periods. Our inclusive provisions include leave for fertility treatment, miscarriage and caring responsibilities, reflecting the different family circumstances our people may experience.

All staff have access to Peppy, a specialist provider offering support at key life stages including fertility and family forming, pregnancy loss, early parenthood, childcare, menopause and elder care. Through Peppy, colleagues can receive personalised, confidential support at no cost, such as one-to-one sessions with expert practitioners, home test kits, prescriptions, tailored online courses and group chats to share and learn from others.

We have also supported colleagues to qualify as Mental Health First Aiders (MHFAs). MHFA's aim to provide immediate assistance, encouragement, and signposting for anybody struggling with mental health,

providing a source of empathetic, impartial, and confidential support. We currently have eight MHFAs across our offices. Wellbeing is always discussed as part of our appraisal process, creating a clear and more formal way for people to raise concerns and access support.

Across the year we offered training to our teams to support them with their physical and mental health. For example, in September we ran a suicide awareness workshop to provide a supportive space to learn how to speak more openly and compassionately about suicide, it included topics such as language and stigma, the impact of suicide, recognising warning signs, and support and prevention strategies.

We continue to bring our teams together for our popular 'Curry and Chaat', an initiative started by the Mental Health Foundation, to mark Mental Health Awareness Week and Mental Health Day. Our London, Dublin, Glasgow and Bristol 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.



The Dublin team enjoy Curry and Chaat

This year we helped colleagues overcome the ‘January blues’ with a session on Cultivating Resilience & Managing Stress through Nutrition and Lifestyle with a focus on moving beyond the “bounce back” myth to understand resilience as a trainable skill, understanding the science of stress, when stress is good for us, and how it can impact the brain, gut, immune system, and overall wellbeing. The session also supported with strategies to support a healthy stress response.

The Dublin office invited nutritionist Lorraine Demetriou of ‘Thrive with Lorraine’ for an interactive session on how to ‘Beat the January Blues - Going From Survival to Resilience.’ She took staff through a specialised interactive session, providing a whole-body approach to food and wellbeing.

Our London office continued the wellness initiative of monthly massages with an external therapist coming into the office to offer shoulder and neck massages. They also tested out Reiki with a lunchtime session led by an external practitioner to support the team in managing stress and



Relaxing with the puppies



Beale & Go running club

balancing emotions. We also invited the ever-popular puppies back into the London office with staff taking time away from their desks to destress with playful puppies.

This year saw the launch of ‘Beale & Go’, our London based running club. Coming together each month for a 5km run, the club provides an opportunity to catch up with teammates and explore the area. The club is captained by Partner Andrew Croft, a regional representative for LegalRunner, a running community for legal professionals, of which LawCare is the official charity partner. Beale & Go are proud to sponsor LawCare through our running kit.

SUPPORTING OUR CORE CHARITIES AND BEYOND

CRASH

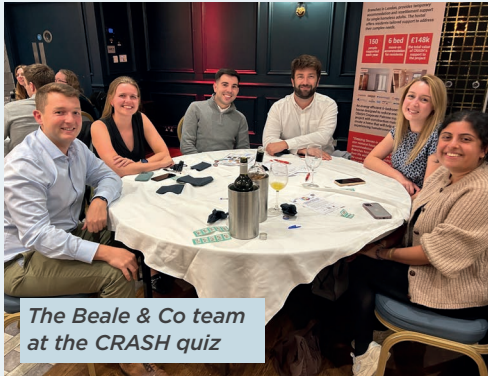
CRASH unites the construction industry and channels the expertise and products of companies to transform hostels and day centres for people who are experiencing homelessness across the UK. CRASH also helps children and adults who need

hospice care, by creating caring environments where families can spend precious time together.

CRASH is our UK charity partner, and we have been a patron of CRASH for seven years. This year we took the opportunity to invite the CRASH team to our London office to run a ‘**lunch and learn**’ session to ensure that new team members across our offices, and new teams such as the Glasgow office, understand the important work that CRASH do, and how they can help to support the charity and our partnership.



Team members volunteer at CRASH awards night



The Beale & Co team at the CRASH quiz



The Dublin team donating gifts to ANEW at Christmas.



Donating wash bags to a London shelter with CRASH

This year we raised £24,877 for CRASH, bringing the total we have raised for them since the beginning of our partnership in 2018 to £220,732. This was raised through the hard work and dedication of many within the firm who organised, volunteered and fundraised for activities such as:

- **The BIG March**, a step challenge which saw some of our London, Glasgow and Bristol office members committing to walking 10,000 steps every day throughout March.
- **Construction Industry Charity Quiz** – alongside other corporate patrons, we hosted our annual CRASH quiz night, with 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 £3,500 for CRASH.

- **Supporting CRASH at Christmas** – we supported the annual Christmas card campaign and CRASHmas jumper day as well as creating and **distributing wash bags** to residents at hostels in Glasgow, Bristol and East London. These hostels are lifelines for those in need, 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 Charlie Bayliss took on the **Battersea half marathon** in support of CRASH, raising £1,300, while other team members volunteered time at CRASH events, including taking on the **Big Construction**

Diversity Challenge, which promotes equality, diversity and inclusion through team-based physical and mental challenges.

OFF THE RECORD

Our Bristol office supports local charity **OTR (Off the Record)**, a mental health charity for young people aged between 11 – 25 living in the Bristol and South Gloucestershire area. This year we continued to support them through volunteering and fundraising, including at the annual Bristol charity quiz.

Bristol partner David McArdle ran the **Bristol half marathon** for OTR, raising £300, while Bristol based Claims Handler, Tom Moore, took up the challenge of 100 push-ups a day as part of a month-long challenge to raise funds, this valiant effort raised £520.



Bristol Quiz for OTR



The Beale & Co team at the Big Construction Diversity Challenge



The Glasgow team at Refugeegee HQ

REFUGEEGEE

The Glasgow team support local charity **Refugeegee**, a community-led charity that works to ensure that people who have been forced to flee their homes have a warm welcome when arriving in Scotland. This includes providing welcome packs and emergency support packs. In July the Glasgow team spent a day working in their HQ, where they assisted with tasks such as sorting through donations and preparing welcome packs.

ANEW AND BUMBLEANCE

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

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

This year we supported both charities through donations

and fundraising and hosted BUMBLEance for a 'lunch and learn' so that team members could learn about these important causes.

Some of the Dublin staff used their annual paid volunteering day to volunteer at Anew's day service location, Haven House, which provides activities such as life-skills workshops, peer support programmes, temporary housing, and one-to-one support to vulnerable pregnant women and new mothers. During the two days they painted the living area, hallways and multiple level stairwell, giving the place a new lease of life. They also collected over €500 worth of mum and baby supplies at Christmas, which were distributed to pregnant women and new mothers and contained many everyday essentials such as toiletries and baby clothes.

RAISING THE ROOF

We are thrilled that this year, Toronto, our newest office, selected a charity partner to support on a long-term basis.

Raising the Roof creates affordable housing for people across Canada, both as a property owner and as a partner for non-for-profits. Starting life as a research, policy development, and advocacy agency, it now develops, owns, and operates affordable housing, as well as supporting trade training, employment opportunities, and ongoing wraparound supports for tenants. This year we supported them with a Christmas donation and look forward to working with them in the future.

The Toronto team also sponsored the '**Coldest Night of the Year 2026**' in support of Blue Door Support Services. An annual winter walk in solidarity with those experiencing hurt, hunger, and homelessness. All proceeds raised go directly to Blue Door charity and their mission to prevent and end homelessness.



The Toronto team take on the Constantine Yorkville Run to raise money for charities



TEAM FUNDRAISING

London took part in the London Legal Support Trust's **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 can't afford to pay for it.

The Dublin team took on the **Calcutta Run**, Ireland's largest legal community fundraiser. Held annually by The Law Society it raises funds for homeless people in Dublin and in India. The team

raised over €1,000 for Dublin Simon Community and The Hope Foundation.

In September the Toronto team took on the **Constantine Yorkville run**, a 5km in support of over 35 local charities. The team raised over \$2,000 for the Canadian Cancer Society and Sea Paws (a foster-based charitable organisation focused on rescuing animals).

In London and Bristol, many of the team also took up the challenge of **November**, with many growing moustaches or taking on the 60km 'Move for November' challenge over the month of November.

Through a combination of running, cycling and bake sales, including a collective half marathon achieved through laps of Queens Square in Bristol, we raised over £3,000 for men's health initiatives.

The London office 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 have received a toy at Christmas.

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 our matched funding policy for charitable fundraising.

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).





GOVERNANCE



Our leadership team is committed to ensuring the firm operates in a responsible and transparent way, promoting a culture of integrity, ethical behaviour and best practice across every team.

Our compliance team works in partnership with Heads of Department and Partners to maintain compliance with applicable regulations and to ensure we consistently deliver high standards in the provision of our legal services.

Our policy framework underpins our approach to transparency and compliance, helping to set clear expectations and support consistent decision-making. Key policies include:

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

We provide regular training on anti-money laundering, modern slavery and whistleblowing so that colleagues remain up-to-date and can apply best practice in their day-to-day roles.

This year we added a suite of ESG policies to our business wide policies; this included our new Environmental Policy, our Charitable Giving Policy, as well as a Matched Fundraising Policy.

Our Environmental Policy sets out the firms' commitment to minimising our impact on the environment and promoting good environmental practices, recognising the responsibility of businesses and individuals to

build towards a sustainable and resilient future. It outlines the areas in which we have the most impact and the steps we are taking to mitigate this, from target setting, transparent reporting, data improvement, energy reduction and employee education.

Our Charitable Giving Policy outlines the ways in which employees can donate, fundraise and take part in fundraising and volunteering activity, as well as guidelines around donations, transparency and reporting. This, alongside the Matched Fundraising policy allows staff to understand how the firm can support them, as well as ensuring fair and consistent allocation of funds, mechanisms to manage conflict of interest, and clear reporting and governance of charitable activities.

ISO27001

We have held ISO27001 certification since 2022. In 2024 we successfully transitioned to the latest version of the standard, and in 2025 were re-certified for a further three years. This confirms that our information security governance, processes and controls meet internationally recognised requirements. ISO27001 certification complements our existing Cyber Essentials Plus accreditation and provides independent assurance of the importance we place on meeting our information security obligations.

BRIBERY AND CORRUPTION

We take a zero-tolerance approach to bribery, corruption and financial crime across all our dealings and transactions in every jurisdiction

in which we operate. We are committed to fostering an open culture where colleagues can raise concerns confidentially. From induction onwards, we encourage everyone to do the right thing in the right way, and we actively promote our Whistleblowing Policy so that concerns are reported and addressed promptly. Our policies support compliance with anti-bribery and corruption requirements, wider financial crime and anti-fraud legislation, and the regulatory standards that apply across our jurisdictions.

Where we identify concerns about a prospective client or matter, we do not proceed. Over the last year, we have carried out a robust screening programme for Partners and key Heads of Business to reinforce our expectations. We have also strengthened our sanctions screening to provide greater assurance that we are not inadvertently supporting sanctioned persons. In addition, we continue to commission external audits of our processes and legal work to obtain independent insight and assurance that we are performing to the highest standards.

MODERN SLAVERY

The Firm has a zero-tolerance approach to slavery and human trafficking. To help ensure those within our supply chain uphold our values and standards, our Modern Slavery Policy and Statement, sets out measures for suppliers and business partners. We expect our suppliers to recognise the importance of tackling modern slavery as a core part of our commercial relationships.

BEALE&CO

International
Construction and
Insurance Law
Specialists