SLAUGHTER AND MAY

# Led by our legacy

Sustainability Report 2025

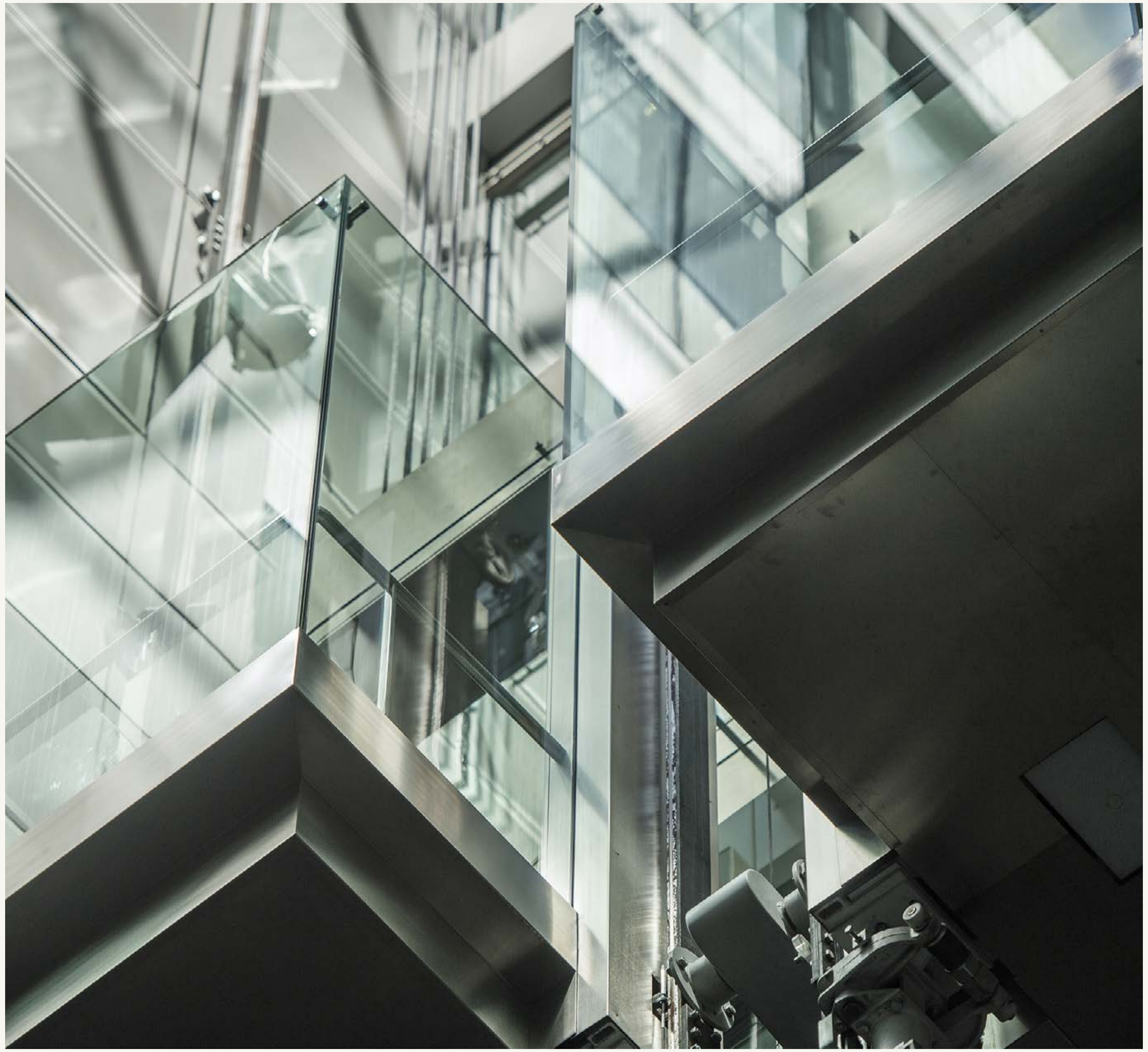
# Contents

# Who we are

We are a leading international law firm with a 135+ year legacy, recognised throughout the business community for our exceptional legal service, commercial awareness and commitment to clients. We advise across the spectrum of legal matters, including high-profile, ground-breaking, complex transactions and contentious matters and all aspects of risk. We deliver innovative and bespoke solutions to our clients, domestically and internationally.

The outstanding service our clients value goes hand in hand with our commitment to society and to making an increasingly positive environmental, economic and social impact. We believe in championing a better way of doing business, using our skills and resources to help bridge societal inequalities, reduce environmental impact and factor sustainability into our strategic and operational business decisions. We use the United Nations Sustainable Development Goals (SDGs)—an internationally recognised plan to address global challenges such as poverty, inequality and climate change by 2030—to frame our approach to running a responsible, sustainable business.

Excellence is central to everything we do, and we are guided by a set of values and commitments to our stakeholders that are an implicit part of who we are and how we operate. With over 1,500 partners and staff worldwide, everyone's contributions are valued. We are proud of our open, friendly and supportive environment.



# Opening statement

***David Johnson***
*Managing Partner, Slaughter and May*

I am pleased to present this year's Sustainability Report, which highlights both what we have achieved to date and our plan to respond to the challenges ahead.

Geopolitical and technological changes continue to transform the global economy and society at pace. As a leading international law firm working with high-profile global clients, the impact of these changes is at the forefront of the advice we provide and how we run our business. I am proud to be part of a firm that has a reputation for excellence when it comes to the advice and support we provide to our clients. We have trained, and will continue to train, generations of lawyers working within the legal system to create value for business and society. Our success as a firm is built on long-term investment, cultivating relationships that last and being adaptable to change around us.

As part of this legacy and approach, we have been on a journey to be responsive to change, by factoring in a wider set of stakeholders when considering how we should operate.

Some of the highlights from the past year include exceeding our ethnicity target by doubling the representation of partners from ethnic minority backgrounds in our London and Brussels offices over the past five years, welcoming our first solicitor apprentices, recycling or responsibly disposing of 97% of construction waste as part of the refurbishment of our office in London and working with clients on innovative energy transition matters.

In this report, you will also find examples of how we harness our expertise, skills and networks to find solutions to address challenges faced by the business community and society at large. To help us do this, we work with a range of collaborators including our clients, peers, governments, non-profit organisations, businesses, communities and experts.

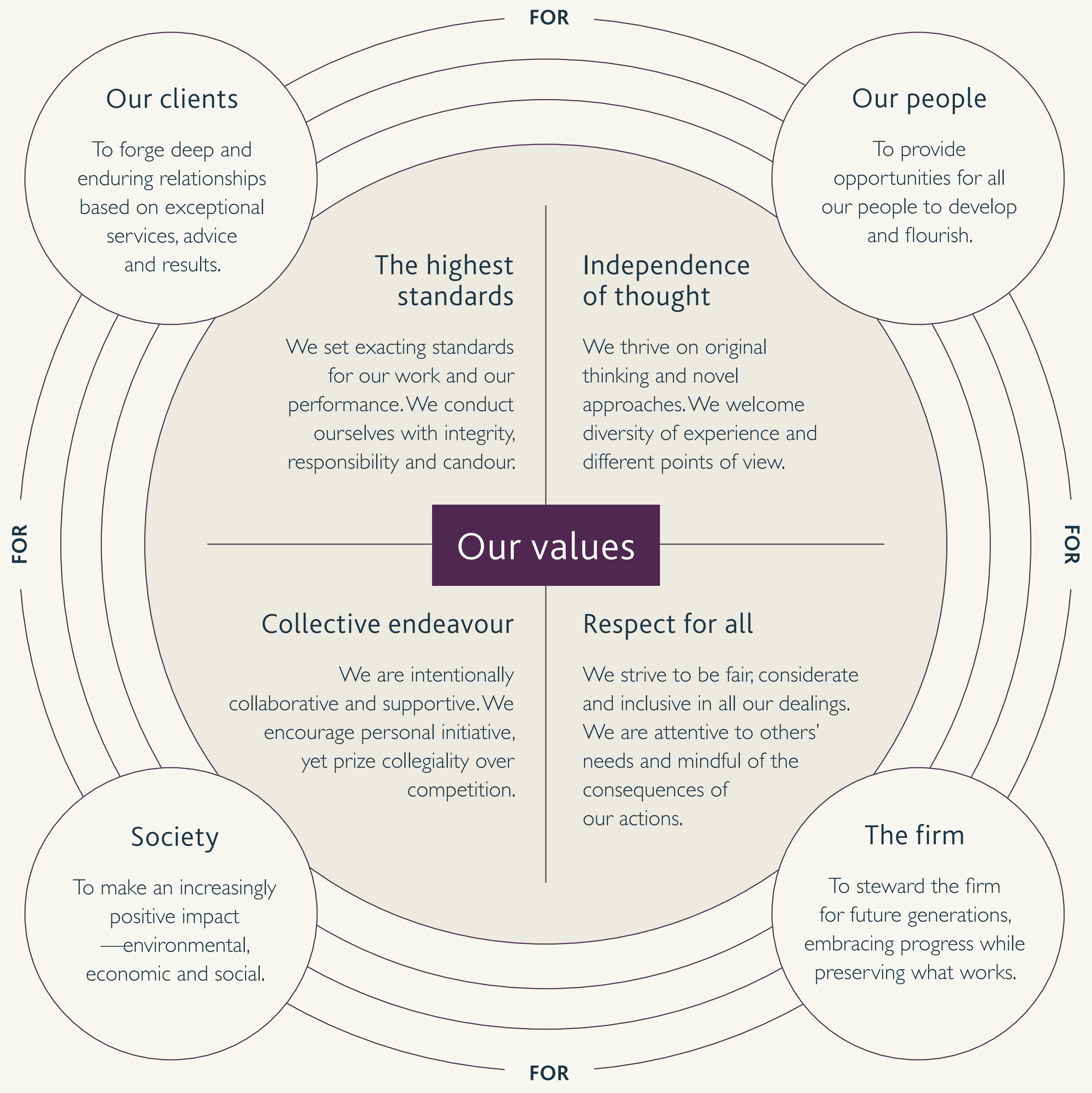
The aim of this report is to be clear and transparent about our work and demonstrate the progress that we have made and areas where we still have work to do. I hope that you find it interesting to read.

# Our culture

**Slaughter and May seeks to act in line with the highest standards of professionalism, ethics and integrity.**

Excellence is ingrained in our culture and central to everything we do at the firm. We have four core values that are an implicit part of who we are and what we stand for. Together, they allow us to achieve excellence.

Our values form part of a framework that represents our commitments to our stakeholders—our clients, our people, the firm and society. Balancing the interests of these stakeholder groups is a natural part of being a modern, responsible business.




## Spotlighting our values: Respect for all

In 2025, we focused on one of our core values—Respect for all—and how it shapes our culture and everyday interactions. It is about valuing each and everyone's time, expertise, wellbeing, identity and perspective.

Through personal reflections, events, training sessions and internal communications, we explored how this value is lived every day, both individually and collectively.

> "If I had to think of a few words to summarise what Respect for all means to me, it would be curiosity, openness, listening and fairness."

***Gayathri Kamalanathan***
*Partner, Slaughter and May*

> "[At Slaughter and May], Respect for all has many dimensions, one of which is listening to what is said as much as who is saying it."

***Phil Linnard***
*Partner, Slaughter and May*

# Our approach

We believe that, as a market-leading firm, we have a role to play in responding to economic, social and climate changes and have been on a journey to factor sustainability into our strategic and operational decisions.

Our approach focuses on integrating responsible business and sustainability into the services we provide to clients, our operations, our supply chain and our role as an employer. Our ambition is to ensure sustainability is factored into the decisions we make and how we do business. By doing so, we believe we can enhance our business performance, add greater value to our clients and attract and retain the best people to deliver a top-quality service. To guide our work, we have established five focus areas where we can have the greatest impact.

## People

We commit to attracting and retaining the best talent while aiming to achieve diversity at every level of our firm and building a workplace that supports people to thrive and develop.

## Planet

We strive to reduce our own environmental impact to meet our net zero commitments and embed circular economy principles in the way we operate.

## Social impact

We provide pro bono support, community investment and charitable giving to increase access to education and employment, support the transition to net zero and increase access to justice.

## Governance

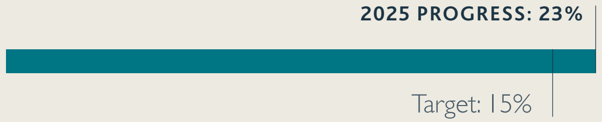
Integrity and ethics sit at the heart of our business and how we interact with clients, our people and other stakeholders.

## Client advice

We provide strategic advice that helps our clients succeed in their commercial endeavours, including a broad spectrum of complex environmental, social and governance (ESG) matters.

# 2024/25 progress snapshot

Surpassed our 2020–2025 ethnicity partnership promotions target by 8%

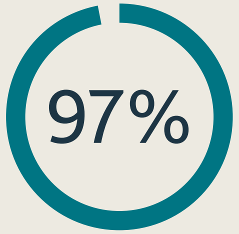



Collaborated with Save the Children and eight other law firms to invest in our first community-led nature-based carbon removal project

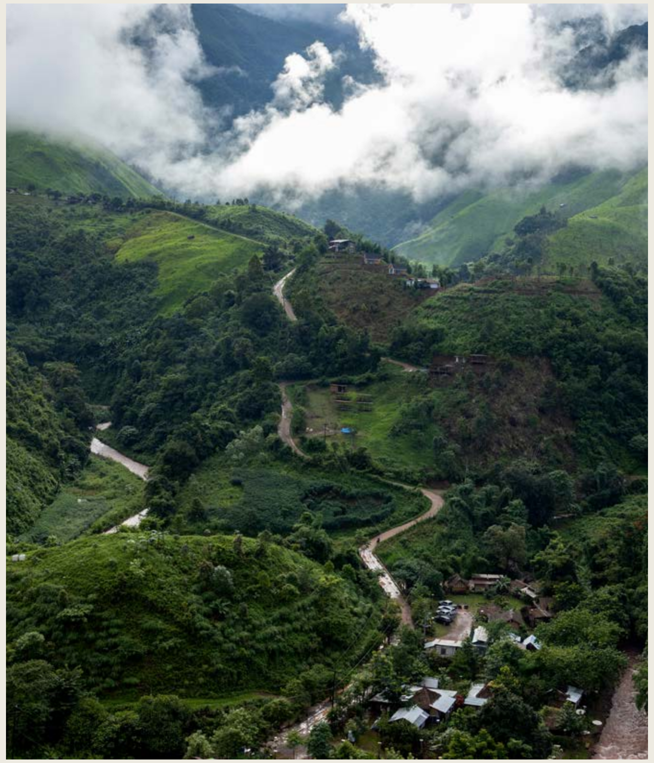
Welcomed our first solicitor apprentices on to a six-year programme to broaden routes into the profession

Reached over 770 individuals through community legal advice projects and funding

Refurbished our London office rather than relocating to a new building, avoiding carbon emissions and recycling or responsibly disposing of 97% of refurbishment construction waste




Reached over 200 students from lower socio-economic backgrounds through work insight and mentoring

Advised the Integrity Council for the Voluntary Carbon Market (ICVCM) on legal matters related to developing and promoting the first global benchmark for high-quality carbon credits

# How we report

To assess our performance, we measure and report on our impact through a range of standards and frameworks.

## Diversity and inclusion data

We report our gender pay gap figures annually and voluntarily publish data on ethnicity, socio-economic background, disability and LGBTQ+ pay gap figures. We also share data on the demographics of our workforce.

UK pay gap report 2024 and
UK Diversity & Inclusion statistics 2025

## Environmental impact disclosures

Through the Carbon Disclosure Project (CDP), a global non-profit that runs an independent environmental disclosure system, we disclose our environmental impact data. To drive greater transparency for environmental targets, the firm's greenhouse gas (GHG) emissions figures have been verified by an independent third party on a limited assurance basis in accordance with the ISO14064-3:2019 standard.

## United Nations Global Compact progress

We complete and publish an annual "communication on progress", which reports our progress against the United Nations Global Compact's Ten Principles in the areas of human rights, labour, environment and anti-corruption.

UN Global Compact
Communication on Progress

## ESG metrics

We align our disclosures to the World Economic Forum Stakeholder Capitalism Metrics—a set of universal indicators on non-financial factors.

Our data scorecard

## United Nations Sustainable Development Goals

We align our own operations with the SDGs, focusing on the six goals where we can make the biggest contribution.


## Modern slavery responsibilities

Our annual statement sets out the steps we are taking to seek to ensure slavery and human trafficking are not taking place in any of our supply chains, or in any part of our own business.

Modern Slavery and
Human Trafficking Statement

PEOPLE

# Excellence meets opportunity

Our people are—and have always been—the most important part of our business. Through an enduring commitment to collective excellence, they are at the heart of our values-driven culture. We strive to foster an inclusive, diverse workplace and to provide development opportunities that help people thrive now and into the future.

# People

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

Our people are the most important part of our business; they help us deliver excellence in all that we do and are at the heart of our values-driven culture. We work in a competitive market, handling the most important and complex projects on behalf of our clients, who work with us because they know they will have the best people by their side.

To continue attracting and nurturing this talent, we are fostering an inclusive, diverse workplace to ensure everyone feels valued and respected. We invest in development opportunities that help our people to flourish and we encourage shared responsibility for protecting everyone's wellbeing.

## Our highlights at a glance

| Ambitions | Highlights in 2024/25 |
|---|---|
| Achieve diversity at every level of our firm and maintain an inclusive culture. | We launched a mentoring programme to support Black heritage lawyers through senior allyship and cross-group mentoring. |
| Enhance recruitment, retention and promotion of talent, with a focus on women and under-represented groups, measured through our workforce and partner promotion targets. | We exceeded our five-year ethnicity target, more than doubling ethnic minority partner representation in our London and Brussels offices. |
| Build a workplace that supports our people to thrive and develop in their careers. | We facilitated 81 international secondments, offering cross-cultural experiences and collaboration opportunities. |

# Diversity and inclusion

Diversity and inclusion is integral to how we do things. We believe a diverse, inclusive workforce drives better collaboration and enhances business performance.

> **Our new online training programme, Hemisphere, equips interviewers and managers with the racial and socio-economic literacy needed to build more inclusive, high-performing teams.**

## Advancing diverse representation

We have set gender, ethnicity and social mobility targets to focus our efforts on increasing the number of underrepresented groups within our partnership and across our workforce. During 2025, we surpassed our ethnicity targets; we are now evaluating new commitments to achieve greater representation. We know that we still have work to do to increase the number of women in our partnership and to help with this, we will continue to refine our action plan in this area.

## Workforce representation

### Gender target

In the 10 years to 2027, a minimum of 40% of the firm's equity partner promotions globally will be women.

**2025 PROGRESS**

# 36%

2027 target

In 2018, 24% of our global equity partnership was made up of women. In 2025, 29% of our global equity partnership is made up of women.

### Ethnicity target

Between May 2020 and April 2025, a minimum of 15% of equity partner promotions in London and Brussels will be from ethnic minority backgrounds.

**2025 PROGRESS**

# 23%

2025 target

In 2020, 5% of equity partners in London and Brussels were from an ethnic minority background. In 2025, 12% of equity partners in London and Brussels are from an ethnic minority background.

### Social mobility targets[1]

By 2033, 25% of our total population will be from a lower socio-economic background.

**2025 PROGRESS**

# 19%

2033 target

By 2033, 15% of our lawyer population will be from a lower socio-economic background.

**2025 PROGRESS**

# 11%

2033 target

By 2033, 40% of our Business Services population will be from a lower socio-economic background.

**2025 PROGRESS**

# 32%

2033 target

[1] The indicator we use for socio-economic background is "parental occupation at age 14". For lower socio-economic backgrounds this includes technical and craft occupations; routine, semi-routine manual and service occupations; and long-term unemployment. Our year-on-year reporting has fluctuated as reporting on these statistics relies on voluntary disclosure, which means that there are individuals who have not provided this information. We have increased the disclosure rate of individuals sharing information about their socio-economic background, from 71% in 2023 to 82% in 2025. We continue to encourage everyone at the firm to complete this information to increase the overall disclosure rate for greater accuracy.

## Continuing our commitment to diversity and inclusion

We consider that a diverse workforce is a key component of long-term value for both our business and our clients, and we are committed to fostering a welcoming and supportive culture, engaging with external forums to share best practices, leading in idea exchange, using expert guidance and making public our commitment to diversity and inclusion.

During 2024, for example, we strengthened our ongoing partnership with the Black Counsel Forum. For the third year, we returned as headline sponsors of this platform, which supports Black heritage legal professionals through leadership programmes and networking opportunities.

CASE STUDY

## Championing LGBTQ+ leadership

We are committed to promoting an inclusive legal sector in which every identity is respected and valued. As part of this, in 2024, along with several other law firms, we participated in the pilot of the LGBTQIA+ LegalLeaders' Programme (The LLP!)—a multi-award-winning leadership initiative for emerging LGBTQ+ legal professionals.

The LLP! is an intensive development programme that brings together future leaders from across the sector. It focuses on equipping queer-identifying professionals with the leadership skills, confidence and networks needed to thrive. Throughout the programme, participants engage with senior legal leaders who shared their experiences, career journeys and perspectives on inclusion in law.

The initiative plans to continue its work with the aim of diversifying the leadership pipeline and fostering greater representation, visibility and community for LGBTQ+ professionals across the sector.

> "The LLP! was a fantastic opportunity to develop key skills and share experiences with LGBTQ+ peers in an inclusive (and inspirational!) setting. The firm's engagement with initiatives like this makes LGBTQ+ employees like myself feel supported in the workplace."

***Elizabeth Huang***
*Associate and PRISM (LGBTQ+) Co-Chair, Slaughter and May*

CASE STUDY

## Tackling underrepresentation with action

Black heritage lawyers remain underrepresented in the legal profession. While progress is being made, there is still a long way to go. We know real change requires targeted, sustained action. That's why, as part of our Race Fairness Action Plan, we launched a mentoring programme to support the progression and retention of Black heritage associates and trainees.

The six-month initiative matches Black heritage associates and trainees with partners outside their usual practice group, creating space for honest conversations and practical career guidance. For mentees, the programme is a chance to broaden their networks, gain confidence and develop clearer career paths. Mentors benefit too, gaining deeper insight into the lived experiences of Black heritage colleagues, developing inclusive leadership and helping drive meaningful change across the firm.

> "Fairness is a fundamental part of everything we do as a firm to progress inclusion, and we recognise we are responsible for creating environments in which Black heritage lawyers can flourish."

***Roland Turnill***
*Senior Partner and Mentor, Slaughter and May*

# Talent development and career progression

To help people reach their full potential, we offer a variety of development support and training to the firm's legal and business services populations. In 2024, we brought together our Knowledge, Learning and Development and IT training teams to create a centralised approach to professional development, enhancing access to top-tier training across the firm. Throughout the year, this centralised team provided over 1,500 hours of training through blended programmes, workshops, lectures and one-to-one coaching or individual support sessions, in addition to practice group-led updates and training. Outside of this, we also deliver extensive training through each practice group.

Earlier in 2025, we launched our new Professional Development Programme—a comprehensive training offering that provides a clear, accessible training pathway through a mix of on-demand resources (including podcasts, videos, e-learning and documents) and regular interactive, in-person workshops.

## Career development opportunities

All our programmes are designed to align to our competency frameworks and to support individuals' development at all stages—particularly those at the start of their careers.

Our offering includes bespoke programmes for trainee solicitors and business services graduates. In 2025, we launched a six-year Solicitor Apprenticeship Programme and have welcomed an inaugural cohort of four apprentices to the firm. The programme is designed to open new pathways into law for talented school leavers, with hands-on experience and comprehensive training support, as well as off-the-job training and academic study.

CASE STUDY

## International secondments: Unlocking global talent and growth

Our international secondments offer lawyers the chance to step into new markets, cultures and challenges—broadening their horizons while strengthening our global network. Many of our trainees and associates gain valuable experience through placements in our international offices or with global relationship firms. The exchange goes both ways as we also host secondees from these firms in our London office.

In 2024, we facilitated 81 international secondments across our network, including inter-office moves, placements with relationship firms and Visiting Lawyer programmes.

> "By prioritising international secondments, we strengthen our global workforce and enhance career growth. These opportunities showcase our global reach and commitment to investing in unique career experiences."

***Rachel Harrington***
*Senior Global Mobility Manager, Slaughter and May*

> "A secondment is a great opportunity to build a professional network and better understand the international context in which our clients operate."

***Will Thomas***
*Slaughter and May Associate and seconded as a trainee to Mori Hamada & Matsumoto, Tokyo, Japan*

## Wellbeing, health and safety

We know excellence is best achieved in an environment that helps people stay well. To support this, we offer a range of benefits designed to promote holistic wellness and healthy lifestyles.

The health and safety of all our people is of the utmost importance, and we perform regular risk assessments and maintain and monitor our health and safety procedures. Believing wellbeing is a shared responsibility, we also provide health and safety training and instruction as needed.

## Looking ahead

> We will continue to improve the experience that our people have at the firm, prioritising their development and wellbeing and creating an environment where people feel safe and supported at work. We are excited to see how our new apprentices settle into the firm and look forward to welcoming the second cohort in 2026.

PLANET

# Progress meets preservation

We have been committed to minimising our environmental impact for over a decade. Since then, we have been evolving our business operations and have been early law firm adopters of RE100, science-based targets and cross-firm collaborations, such as the Legal Sustainability Alliance and the Net Zero Lawyers Alliance.

# Planet

Our Science Based Targets initiative (SBTi)-validated net zero targets demonstrate our commitment to reducing our GHG emissions, contributing to global efforts to limit the warming of the planet to 1.5°C.

We believe we have a role to play as both a corporate citizen and a professional services provider, continually taking steps to transition our own business.

As part of this, we follow principles of waste minimisation and circular economy and embed them into our activities by operating a reduce, reuse and recycle model. We are committed to sending zero waste to landfill and continually work with our supply partners to achieve this.

## Our highlights at a glance

| Ambitions | Highlights in 2024/25 |
|---|---|
| We have near- and long-term decarbonisation targets, validated by the SBTi and aligned to their Corporate Net-Zero Standard, to reduce our absolute Scope 1, 2 and 3 GHG emissions by 50% by 2030 and 90% by 2040, from a 2018 base year. | We are currently working on improving our GHG emissions data collection processes to enhance understanding of our current impact and opportunities for reductions, including a recalculation of our base year emissions.<br>Details relating to our emissions are set out in our data scorecard. |
| Taking advantage of the opportunities offered by the current refurbishment of our London headquarters and Brussels offices to integrate building optimisation and energy-efficiency features. | We are embedding circular principles, energy-efficiency upgrades and smart building optimisations in the refurbishments of our London and Brussels offices, where possible, to reduce emissions and ensure long-term sustainability. |
| We aim to support innovative transition technologies and work with key stakeholders to reduce our collective environmental impact. | Together with Save the Children Global Ventures and peer law firms, we are investing in community-led, nature-based carbon removal projects. |

## Greenhouse gas emissions reductions

Following numerous methodological changes—including a shift in platforms used to track supplier data, carbon emissions database changes and the inclusion of more items in deriving our emissions—our ability to estimate current and projected GHG emissions has improved. This provides us with more specificity and accuracy compared to the calculation methodology used in previous years, which, in turn, will help us develop a clearer understanding of the opportunities available to us to reduce our emissions.

The combined impact of methodology changes has resulted in an increase of approximately 4.9kt $CO_2e$ compared to the emissions figure that would have been generated using our previous calculation methodology. We recognise the challenges in this area and continue to work through the process of refining the methodology of our emissions calculations to improve data availability and quality. This will allow us to more accurately chart our progress and will entail changes to the emissions attributable to our 2018 baseline year. Until this is complete, we are unable to report progress against our targets on a like-for-like basis; we expect to report our progress on a re-baselined basis in our next annual sustainability report.

CASE STUDY

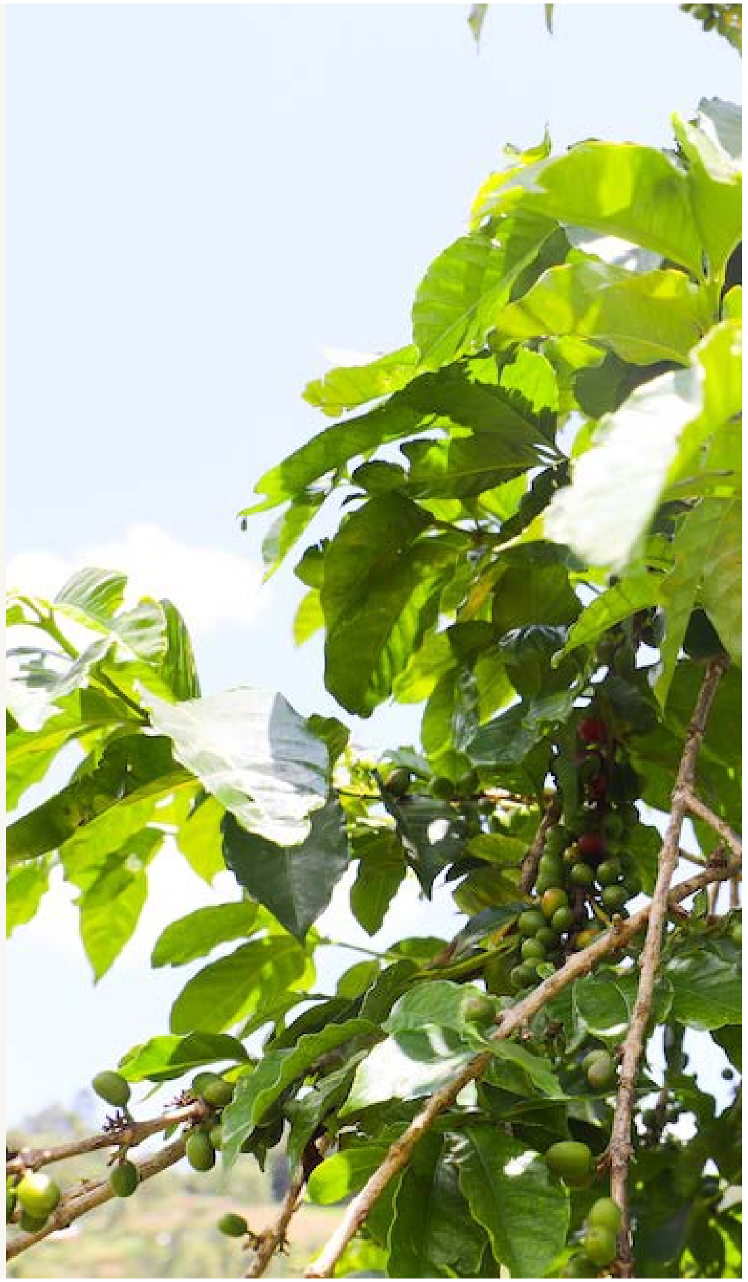
### Partnering for impact: Supporting children affected by climate change in Kenya

In 2025, Slaughter and May joined forces with Save the Children Global Ventures and eight law firms to help address the impact of climate change on children in western Kenya. Through our involvement in Legal Charter 1.5—a coalition committed to collaborating on meaningful climate action—we are helping deliver a US$5mn, 10-year programme focused on sustainable livelihoods, reforestation and child rights. The project will work with local communities to plant indigenous trees, introduce climate-smart agriculture, and improve food and income security for families.

The initiative includes creating a community nature-based carbon removals solutions project that will generate high-integrity carbon credits over the next 30+ years. This will also provide a sustainable revenue stream for projects that focus on addressing child poverty, malnutrition and food insecurity in areas where climate change is impacting farmers. Social and environmental outcomes will be measured using Save the Children's Monitoring, Evaluation, Accountability and Learning framework.

> "Innovative financing has enabled the creation of a project which will have profound, tangible, direct benefits to children. This project will not only deliver quality carbon offsets; it will rehabilitate the surrounding environment, boost the local economy and, ultimately, this will flow through to combat child poverty—boosting health, nutrition and education opportunities."

***Paul Ronalds***
*CEO, Save the Children Global Ventures*



## Renewable energy use

We are members of RE100, a global corporate renewable energy initiative, which brings together businesses committed to using 100% renewable electricity. We currently procure 100% renewable electricity for our London and Brussels offices.

## Circular economy and resource use

We continue to operate a reduce, reuse and recycle model to minimise waste and resource use. As well as initiatives undertaken as part of our office refurbishments, we have worked with our on-site catering partner to identify opportunities to further reduce waste. For example, we introduced a digital monitor that checks the oil quality used for cooking and indicates the optimal point when the cooking oil needs to be changed, leading to an 8% reduction in oil use compared to 2023/24.

### Closing the loop on waste

We are phasing out single-use plastics across our operations where practicable. In London, a closed-loop system now provides reusable food containers and coffee cups, significantly reducing disposable waste. Through a partnership with our cleaning and waste supplier, we also introduced a paper towel recycling system—recycling 3.39 tonnes of towels in 2024 and saving the use of 71 trees in the process.

**95%**

of our waste overall was recycled or recovered in 2024/25 (including both refurbishment and business-as-usual waste from our London, Hong Kong, Beijing and Brussels offices).

CASE STUDY

### Giving tech a second life: Distributing refurbished devices to support refugees

Lack of access to digital devices can limit opportunities for employment, education and connection to vital services and communities. Digital devices are also resource-intensive, both to produce and when being processed through recycling facilities at their end-of-life. Screen Share is a UK-based charity with a mission to ensure every refugee in the country has access to a digital device—along with the skills to use them.

We donated 493 refurbished laptops, 150 chargers and 76 iPhones to support Screen Share's Know Your Tech Programme, a Virgin Media O2-funded initiative that trains refugees in laptop repair and digital literacy. Additionally, we provided pro bono legal guidance to assist Screen Share in their transition to charitable status, advising on organisational structure, governance and data privacy.

> "The laptop has been a crucial tool for me. I've used it to stay connected with my family, help my children with their homework and find volunteering opportunities, which has allowed me to feel more integrated into the community. It has also helped me to improve my English and take several online courses. I truly appreciate this resource, as it has made a significant positive impact on my life."

***Zahra***
*Slaughter and May laptop recipient*

> "We are always looking for ways to repurpose and reuse our technology in secure and sustainable ways. It is great to know that our refurbished devices can make a positive difference to organisations like Screen Share and their beneficiaries."

***Taiwo Ogunleye***
*Technology Support Analyst, Slaughter and May*

CASE STUDY

## Optimising space, minimising impact

In 2024, we began refurbishing our London office. By deciding to retrofit existing premises rather than relocating to a new building, we significantly reduced carbon emissions and resource use. From inception, sustainability was embedded through clear principles, guidelines and measurable targets. Supplier selection followed a rigorous process, with ESG performance and credentials guiding decisions. Final contractor choices were informed by in-depth presentations that demonstrated how each bidder would integrate the project's sustainability principles.

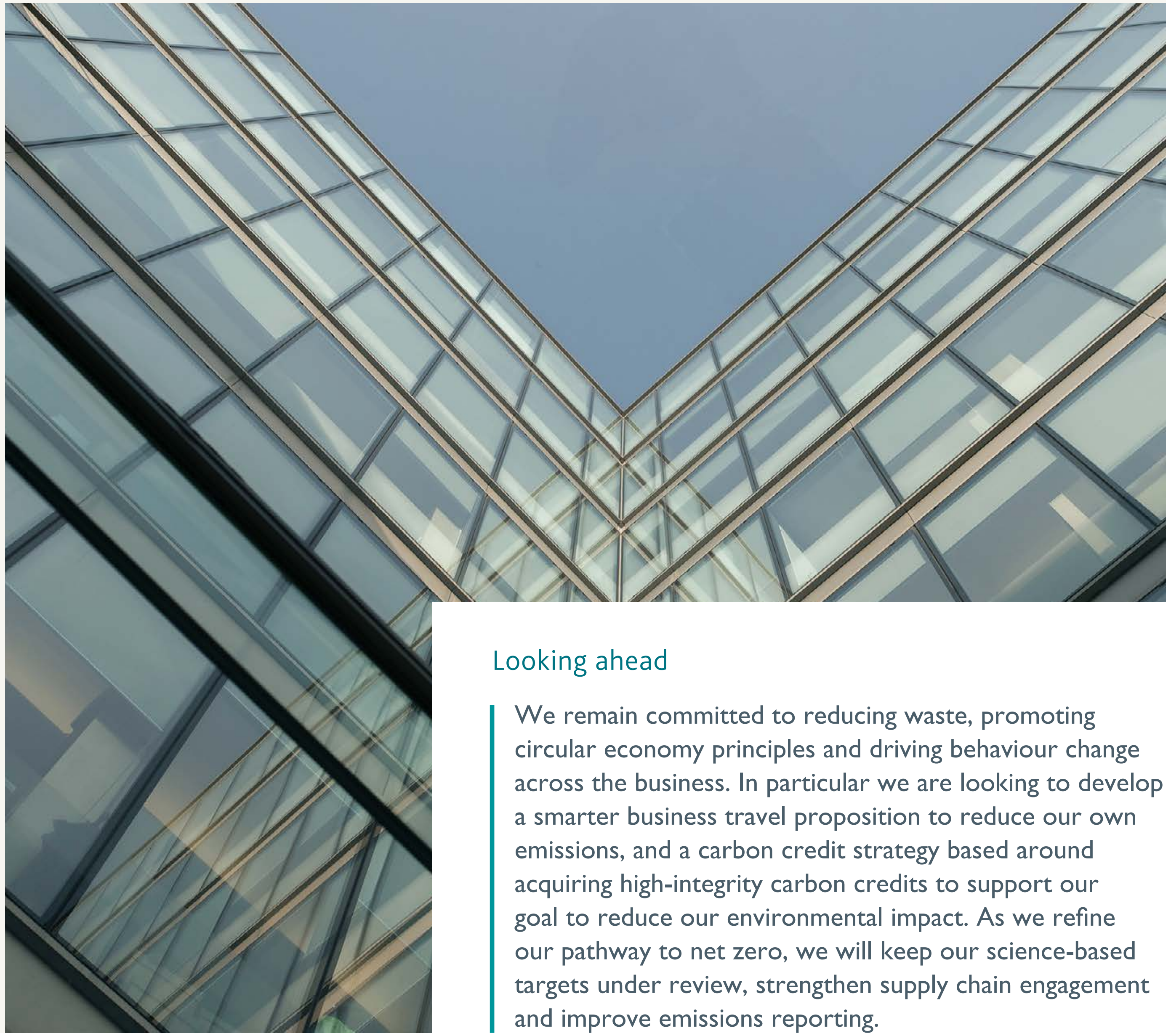
Responsible materials were central to the design. This started with retaining, reusing and repurposing existing items—including furniture, fittings and floor finishes—where possible. Notably, existing Kirkstone flooring is being re-laid or transformed into Terrazzo-style finishes for the refurbished staff restaurant. Of the 356 tonnes of construction waste generated to date, 97% was recycled or responsibly disposed of. We looked to source additional materials with strong environmental credentials, such as reclaimed, recycled or locally sourced products. Where feasible, Forest Stewardship Council-certified timber and low-volatile organic compound materials were used.

Energy and water upgrades were another key focus. All lighting is being upgraded to LEDs, while new fan decks are projected to reduce heating and cooling energy use by up to 40%. Water-saving fixtures, including low-flow taps, were also introduced.

The refurbishment of our Brussels office followed the same sustainability-led approach, modernising the workspace while maximising reuse and energy efficiency. Furniture and built-in fittings were largely retained and refurbished, while 850 surplus carpet tiles were reused—covering 180m² and avoiding nearly 10 tonnes of $CO_2e$ emissions associated with the purchase of new tiles.. The lighting system was fully upgraded to efficient LEDs with occupancy sensors, and further energy savings are expected as consumption data is analysed.

> "When refurbishing our London and Brussels offices, our priorities included modernising work and wellness spaces while advancing our sustainability goals."

*Carol Frost*
*Director of Facilities and Operations, Slaughter and May*



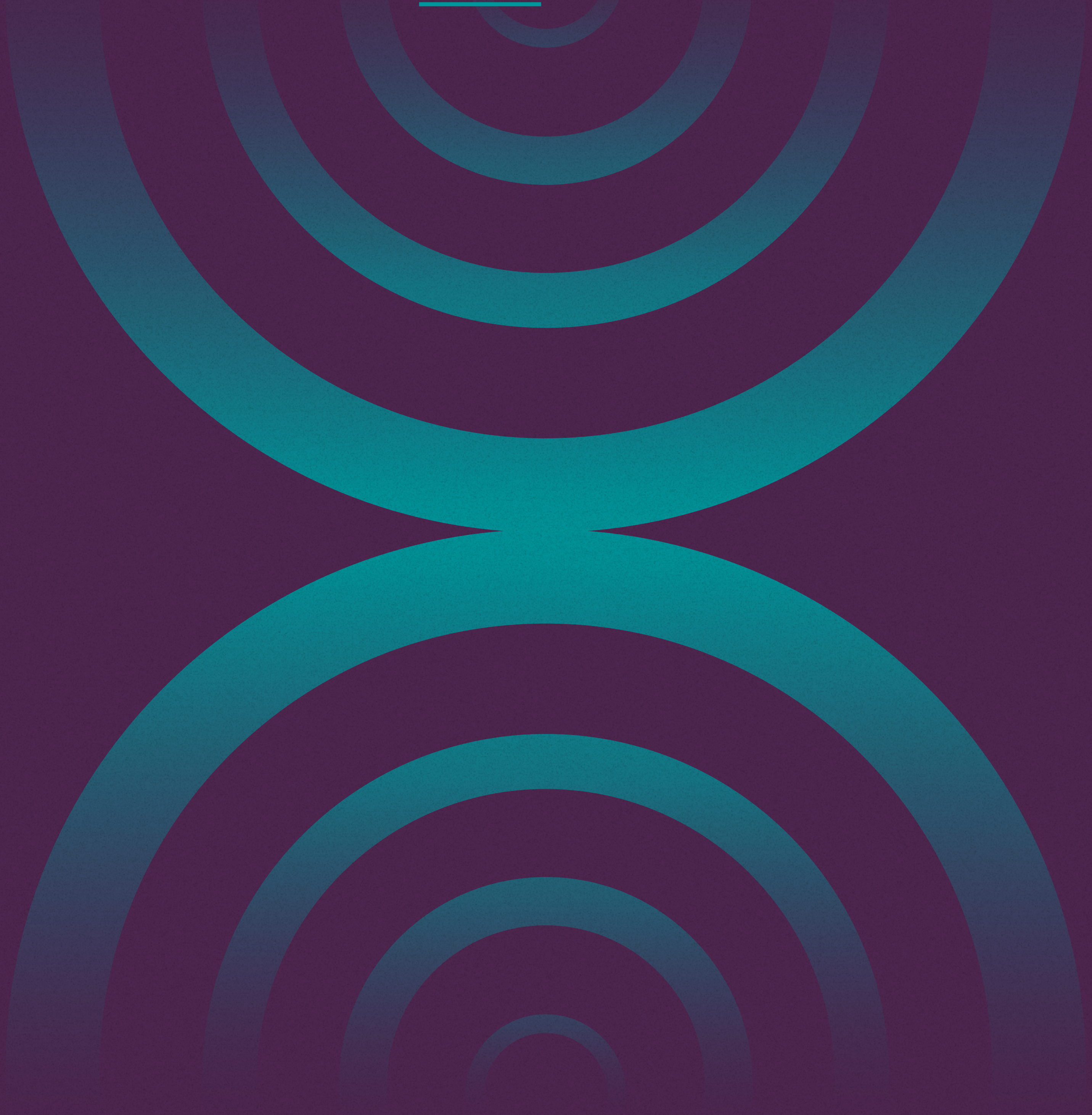
## Looking ahead

We remain committed to reducing waste, promoting circular economy principles and driving behaviour change across the business. In particular we are looking to develop a smarter business travel proposition to reduce our own emissions, and a carbon credit strategy based around acquiring high-integrity carbon credits to support our goal to reduce our environmental impact. As we refine our pathway to net zero, we will keep our science-based targets under review, strengthen supply chain engagement and improve emissions reporting.

SOCIAL IMPACT

# Influence meets impact

As an international law firm with extended networks, influence and skills, we seek to create lasting positive impact for society. From enhancing social mobility to delivering pro bono support, we have always been active in our communities. These long-standing relationships allow us to inspire better futures.



# Social impact

We have a strong history of supporting charities and local communities. We partner with non-profit organisations and community partners to increase their capacity, providing support to individuals in need and promoting sustainability and innovation.

## Our highlights at a glance

| Ambitions | Highlights in 2024/25 |
|---|---|
| Pro bono support that focuses on reducing inequalities, increasing access to justice and climate and supporting the transition to net zero. | We published our updated Legal Toolkit for Charities, a free practical guide for charity professionals on common legal questions. |
| We invest in our communities to increase access to education and employment, with a priority on social mobility and meeting local needs. | We re-designed our virtual work experience programme for 16–18-year-olds across the UK, Excellerators, targeting young people with limited access to law-focused opportunities. |
| Our charitable giving strategy is to provide direct, unrestricted funding to improve the capacity of partner organisations for positive social impact in our key focus areas. | We celebrated 18 years of partnership with the National Literacy Trust, funding programmes that support children in developing language and literacy skills. |

## Pro bono legal support

Our pro bono programme advises charities, non-profit organisations and individuals in need.

**2024 PRO BONO SUPPORT**

| | |
|---|---|
| Pro bono clients advised | 104 |
| Pro bono matters advised on | 172 |
| Individuals reached through community legal advice projects in the UK | ~770 |

In 2024, our pro bono advice helped charities navigate complex legal and regulatory challenges—from governance and contracts to risk and compliance. Our pro bono clients span a range of sectors including:

- **Integrity Council for the Voluntary Carbon Market (ICVCM)**, which is developing the first global benchmark for high-quality carbon credits
- **Crisis**, a charity tackling homelessness
- **Launch It**, which supports young entrepreneurs from underserved backgrounds
- **Screen Share**, a charity repurposing IT donations to support refugees
- **FareShare**, a charity working to relieve food hunger and food waste

Our legal volunteers and charitable funding continue to support six community advice projects in the UK in areas of social welfare law, including community care, housing, welfare benefits and domestic abuse.

We updated our Legal Toolkit for Charities to help build legal capacity in the charity sector; it was subsequently accessed by 899 users in 2024. Furthermore, 167 participants joined our Legal Webinars for Charities, which aim to equip non-profits with practical legal guidance.

CASE STUDY

### Supporting inclusive education and employment in Hong Kong

With over 67,000 students in Hong Kong identified as having special educational needs, local social enterprise Snaildy is working to bridge gaps in education and employment. Its digital platform gives teachers valuable insight into students' learning histories and support needs while connecting individuals with disabilities to job opportunities.

Since 2021, we have supported Snaildy through pro bono legal advice in partnership with the University of Hong Kong's Legal Advice Programme. This initiative brings together law firms and law students to provide free legal services to community organisations. Our lawyers work alongside students to advise Snaildy on corporate restructuring, risk management and data privacy. This not only strengthens Snaildy's operations but also offers meaningful experience to future legal professionals.

> "We appreciate the value in having a long-term relationship with the legal team of Slaughter and May, which truly understands our social enterprise and special educational needs. Access to committed counsel and good legal advice is a huge benefit to our social enterprise."

***Patrick Lau***
*Chief Executive Officer, Snaildy Education Limited*

> "Collaborating with undergraduates on the Legal Advice Programme has been a fantastic partnership—not only are we able to assist Snaildy with legal matters relating to their business operations, but we are also able to provide valuable and practical learning experiences to the students on the programme."

***Natalie Yeung***
*Partner, Slaughter and May*

## Community investment: Access to opportunities and social mobility

With a focus on young people and those from lower socio-economic backgrounds, we work in partnership with charities and non-profit organisations to increase access to university, academic attainment and the legal profession. Early intervention and pathways are essential, which is why we take a holistic approach, with a strategy that targets students—from primary school through to university—with initiatives that include improving literacy skills, mentoring and work experience placements to upskill and equip them for the world of work.

As part of this, we work with undergraduate students from lower socio-economic backgrounds through our Law Springboard Programme run in partnership with social mobility charity upReach. In its sixth consecutive year, the two-year programme provides over 80 students with one-to-one development, individualised support for applying for law firm vacation schemes and CV and interview assistance. As a firm, we host insights days and provide paid work experience and mentors.

Each year, 10 students receive scholarships to help alleviate the financial pressures of university through the Slaughter and May Scholarship scheme.

Over the past three years, 69% of students on our Scholarship scheme secured vacation schemes or equivalent legal work experience, and nearly 50% have secured training contracts.

### 2024/25 SOCIAL MOBILITY IMPACT

| | |
|---|---|
| Students from lower socio-economic backgrounds reached through work insight and mentoring | 210 |
| Scholarships awarded through the Slaughter and May Scholarship scheme | 10 |
| Secondary school students reached through GCSE and A-Level tutoring | 80 |
| Primary school students reached through one-to-one literacy support | 29 |

CASE STUDY

## Expanding access to legal careers

Accessing a career in law can be challenging for young people from lower socio-economic backgrounds, especially those in areas with limited legal work insight opportunities. Recognising this, in 2024, we partnered with charity Speakers for Schools to redesign our virtual insight programme Excellerators to reach more students in UK areas identified as "social mobility cold spots" and lengthen the time we spend with students to deepen the impact.

Designed for 16- to 18-year-olds, Excellerators offers skills development and practical insights into the range of roles within an international law firm—from lawyers to business services. Beyond the virtual placements, participants also have the opportunity to attend the Social Mobility Business Partnership's in-person Work Insight and Skills Experience Programme, gaining valuable real-world experience.

Alongside Excellerators, we continue to run our in-person London work insight programme for 16- to 18-year-olds, Lead in to Law. The programme is run in partnership with Rare Recruitment, an organisation working with students from lower socio-economic backgrounds to increase access to professional careers. Now in its fifth year, 94% of our 2024 cohort said that participating in Lead in to Law helped them make informed decisions about their career options.

Through these initiatives, we aim to break down barriers to create more information and networks for young people interested in legal careers who might otherwise face limited opportunities.

> "I have gained invaluable experience and knowledge on how to present myself in a professional environment, advice on how to approach applications and interviews, as well as improving my networking skills and learning more about the legal sector."

***Excellerators participant**, 2024*

> "I have come out of the programme with a strong network, a clear sense of direction and a greater sense of confidence, and look forward to developing this throughout university."

***Lead in to Law participant**, 2024*

Prior to Excellerators, 59% of students said they felt confident or very confident with networking; this rose to 94% after the programme.

## Community partnerships

We help build the capacity and financial sustainability of the charitable organisations we partner with, focusing on local needs such as homelessness and food poverty. We also work with local charities to support individuals in their work, self-employment and training journeys. In London, Hong Kong and Brussels, we have long-standing partnerships with local non-profits that reflect our ongoing commitment to building stronger communities.

During 2025, we welcomed three new London charity partners—The Maya Centre, James' Place, and the Single Homeless Project—into our community programme. In Hong Kong, we continue working with charities such as Drink Without Waste, Love 21, Snaildy Education, Heartline and AWEsum Care to support sustainability goals and people in our society with disabilities, the elderly and underprivileged groups.

### 2024/25 COMMUNITY IMPACT

| | |
|---|---|
| Total employee volunteering hours | 2,954 |
| Individuals reached through community programmes for work, self-employment and/or training | 131 |
| Non-profit organisations supported with financial charitable donations | 25 |
| Non-profit organisations reached through community programmes to improve capacity and sustainability | 11 |

The Slaughter and May Charitable Trust aims to improve the capacity and sustainability of partner organisations to positively impact access to education and employment opportunities, address local needs, such as homelessness and food poverty, and improve access to justice. Our charitable giving is generally structured so as to provide direct, unrestricted multi-year funding to selected charities delivering impact against these key focus areas.

CASE STUDY

# Building futures through literacy: Our 18-year partnership with the National Literacy Trust

Literacy skills are crucial to development and play a vital role in laying the foundations for progression in later life. For 18 years, we have partnered with the National Literacy Trust to boost literacy and early communication skills among primary school children in our local community.

Our funding supports two programmes. The Young Readers Programme inspires children from lower socio-economic backgrounds to develop a love of reading through engaging events that emphasise book choice and reading for enjoyment. We have funded the Young Readers Programme in two local primary schools since 2007. Over the past 18 years, the Young Readers Programme has gifted close to 10,000 books and supported, on average, 240 students annually.

In 2023, we also began to fund the National Literacy Trust's Early Words Together, a programme that strengthens early language and literacy skills in children aged 3 to 4 by working directly with families to enrich the home learning environment. We funded the programme in three local primary schools in the 2023/24 academic year and in five schools during 2024/25.

> "The Early Words Together Programme strengthens children's language, communication and early literacy, helping to close disadvantage gaps and ensuring they start school with the skills and confidence they need to succeed."

***Tracy Jackson***
*Assistant Director of Early Years,*
*The National Literacy Trust*


## Looking ahead

To amplify our social impact, we will continue using our expertise, time and resources to support the social impact of partner charities and community-led organisations and will continue to seek out new opportunities. For example, we have agreed to work with Rights of Women, which provides legal advice to women and girls experiencing gender-based violence, and the Schools Consent Project, which normalises conversations about sexual consent with young people across the UK. We will also expand our scholarship offering to support more young people—helping reduce financial barriers and create greater access to university education.

GOVERNANCE

# Integrity meets strategy

We have built our firm on the resilient foundations of ethics, responsibility and transparency. These foundations combine with our values to promote a lasting, firm-wide culture of integrity and excellence.

# Governance

Overall responsibility for strategic decisions sits with the Partnership Board. Our Responsible Business Committee works alongside other relevant committees and working groups to ensure alignment and delivery. This responsibility is supported by Practice Groups and Business Services teams.

## Partnership Board

**Key strategic decision-making body**

### Responsible Business Committee

Advises the Partnership Board on the ESG landscape and implications for the firm and our clients

Oversees development and implementation of ESG strategy

Reports ESG progress to the Partnership Board annually

### Community and Pro Bono Committee

Oversees charitable donations, pro bono work and volunteering activities

### Audit and Risk Committee

Manages principal business risks

Monitors effectiveness of risk mitigation measures

### Operating Committee

A subset of the Partnership Board that oversees operational aspects of the firm's business

**Two working groups provide input on our ESG strategy, implementing actions and monitoring progress on a regular basis.**

### Environment Steering Group

Monitors and reviews progress towards our net zero targets

Coordinates environmental policies and procedures

### Diversity and Inclusion Leadership Group

Leads inclusion activities and efforts to increase diversity at all levels

Monitors and reviews diversity targets and progress

## 2025 Partnership Board composition[2]

**Total members: 11**

**Women**

45.5%

**Ethnic minorities**

9.1%

**Lower socio-economic background**

10.0%

[2] The snapshot date for calculating the composition of our Partnership Board is 1 May of each year, based on 100% disclosure on gender and ethnicity and 90% for socio-economic background. The indicator we use for socio-economic background is "parental occupation at age 14". For lower socio-economic backgrounds this includes technical and craft occupations; routine, semi-routine manual and service occupations; and long-term unemployment.

## Ethical leadership and professional standards

We are committed to the highest standards of professionalism, ethics and integrity and to complying with all applicable laws and professional obligations. This is reflected in our Code of Business Conduct, which aligns with the UN Global Compact Ten Principles in the areas of human rights, labour, environment and anti-corruption. These principles are covered in inductions for new staff and reinforced through training.

## Understanding the firm's material ESG topics

In summer 2024, we conducted a double materiality assessment to deepen our understanding of the ESG issues that are important to our stakeholders and business. Double materiality assesses both the firm's impacts on society and the environment (impact materiality), as well as the risks and opportunities ESG issues may present to the firm (financial materiality).

Through this assessment, we identified the following topics as material:

### People

- Employee attraction, engagement and development
- Diversity and inclusion
- Employee wellbeing
- Social mobility

### Governance

- Business acceptance
- Ethical business conduct and values
- Data protection and security
- Technology innovation and accessibility
- Sustainable procurement

### Planet

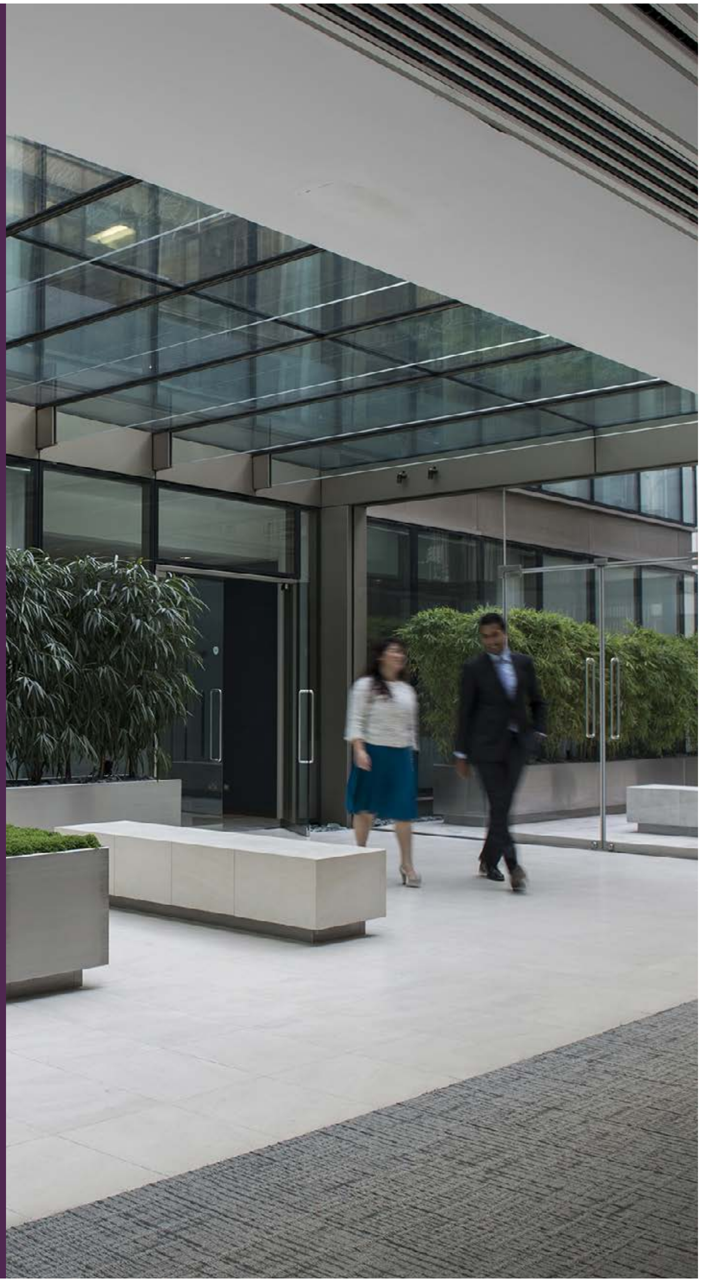
- Net zero transition and our carbon emissions
- Resource use and circular economy
- Biodiversity and ecosystems

### Client advice

- Sustainability and human rights advice offered to clients

### Social impact

- Community partnerships
- Pro bono services



# Managing risk

Our risk management process factors in short-, medium- and long-term risks, while our risk management framework identifies the potential impact of material risks associated with the firm's activities, including ESG risks.

We have an established Audit and Risk Committee with formal responsibility for identifying and assessing key risks and controls. However, everyone who works for the firm has a role to play in effective risk management, which requires them to be risk aware and actively seek to identify and address risks proportionately.

To support this, last year we introduced regular "bitesize" training sessions on legal and ethical risks, covering topics such as data privacy, financial crime and employee relations—supported by an on-demand training library.

## Human rights

We strive to maintain the highest ethical standards in every aspect of our business, including with regards to human rights protection. We take steps to seek to ensure slavery and human trafficking are not present in any of our supply chains or any part of our business. This includes identifying where there is an increased risk of modern slavery or human trafficking in our supply chain and conducting further due diligence if needed, delivering internal training and encouraging open dialogue with our suppliers.

We are an accredited Living Wage Employer by the Living Wage Foundation. All staff are paid at market rates and always in excess of the London Living Wage. We also require our our on-site catering, cleaning, engineering and security contractors to pay their personnel a salary that is equivalent at least to the London Living Wage.

## Sustainable procurement

We seek to drive positive change through our supply chain, working with suppliers to improve their performance in line with our expectations on climate, modern slavery, fair employment practices, and diversity and inclusion.

Our due diligence process for tenders and new supplier onboarding includes a questionnaire on sustainability performance covering our main areas of focus listed above. We also engage with suppliers through our Supplier Code of Conduct, which addresses social and environmental impacts—and which we require key suppliers to comply with—or to confirm that their own Code of Conduct contains equivalent standards.

## Business acceptance

We have a robust, firm-wide process for evaluating new business, which all partners across our offices are required to follow. This process is overseen by the firm's Global Business Acceptance Team, comprising compliance and money-laundering specialists who advise partners on observing legal and professional obligations. As part of these business acceptance procedures, we look at a range of issues under the broad headings of reputational and business risk, including regulatory risk, financial risk, ESG factors and the ability to attract and retain talent and clients.

Key trends in business acceptance are monitored by the Global Business Acceptance Team and reported twice a year to the firm's Audit and Risk Committee and annually to the Partnership Board.

# Information security and data responsibility

When it comes to safeguarding the privacy of the personal information entrusted to us, we maintain an advanced data privacy programme. We also provide compulsory digital security and privacy training to new joiners and annual refresher training for all employees. Our information security management system is managed and certified in adherence to the ISO 27001 standard.

CASE STUDY

## Building a culture of data responsibility

As a trusted adviser and responsible employer, we are committed to protecting client and employee information. Our Information Security and Privacy (ISP) Programme is designed to ensure compliance with data protection laws and foster a culture of accountability.

Technology is critical, but people are our strongest defence. Under our "Think. Understand. Protect." campaign, we refreshed ISP training to make security and privacy relevant, engaging and easy to apply. The rolling campaign includes:

- An annual, mandatory eTutorial based on real-world scenarios
- Weekly ISP tips linked to internal and external trends
- Live case-based training tailored to different teams

We also promote open incident reporting, creating a safe environment where employees can speak up and seek expert support. This transparency is key to early detection and continuous improvement.

> "The campaign has boosted our team's visibility across the firm, sparking a stronger awareness of ISP's impact and the shared responsibility for compliance. As a result, we have seen more people checking in with us on potential incidents, high participation in our Data Privacy Day quiz, more than 90% completion of the ISP eTutorial and a real shift in how project teams engage, implementing information security and privacy by design into a number of key initiatives."

***Jemma Ralph***
*Co-Head of Privacy Compliance, Slaughter and May*

> "Very useful and important reminders on relevant issues which are extremely topical. Useful to see case studies, and interactive elements were good."

***Participant of the Protecting Data.***
*Preserving Trust. Trainee Induction, Slaughter and May*

CLIENT ADVICE

# Leadership meets collaboration

For more than 135 years, we have built our firm on meaningful client relationships—from leading legal services to strategic commercial advice. This legacy structures how we help our clients and the market navigate and respond to rising stakeholder expectations of a fast-moving ESG landscape.

# Client advice

Our reputation for forging deep and enduring client relationships is based on our commitment to be there for them when it matters most, supporting them on a broad spectrum of complex legal and business issues. Our clients rely on us for strategic advice that helps them succeed in their commercial endeavours across the globe.

Over the years, these client relationships have raised us to a leadership position in the legal market. As trusted advisers, we support clients across the full range of their operational and strategic concerns, including matters such as climate change mitigation, human rights, supply chain due diligence, biodiversity, sustainability finance and the energy transition.

Our client work includes advising businesses engaged in their own decarbonisation journeys. This includes clients operating in hard-to-abate sectors where decarbonisation is more difficult to achieve. We recognise that the additional challenges that they face require long-term, strategic planning, and that these clients have the potential to make a significant contribution to an economy-wide transition towards net zero. We also advise on new technologies, such as low-carbon hydrogen and carbon capture and storage.

We believe we also have a role beyond client service—contributing to the development of sustainability law and practice and its application to the corporate world. Our lawyers participate in global forums, publish thought leadership pieces and host bespoke, collaborative client events to advance best practice and foster an exchange of ideas. We are not just reacting to change, we are helping shape what comes next.

Here, we highlight just some of the ways we have advised clients, provided pro bono support and encouraged peer learning on ESG matters during 2024/25.

## Supporting clients' sustainability projects

Clients from around the world turn to us for support on their complex, innovative projects; we apply independence of thought and in-depth subject matter expertise to get the right outcome for them.

**During 2024/25, we:**

Continued to deliver market-leading energy transition transactions for our clients across a range of sectors, such as nuclear power, low-carbon hydrogen, carbon capture, utilisation and storage, and renewables. For example, we advised Centrica on their cornerstone investment into the Sizewell C nuclear power plant, a £38bn project that will deliver low-carbon, secure power in the UK for 60 years.

Acted on a number of low-carbon hydrogen mandates in the last year in the UK and internationally, including advising Hyphen Hydrogen Energy on its vertically integrated large-scale green hydrogen project in Namibia.

Advised Tata Steel on the £500mn bespoke grant funding agreement that was entered into with the UK government. Securing this agreement is expected to enable Tata Steel to install a state-of-the-art electric arc furnace at its Port Talbot steelworks in Wales. One of the UK's largest industrial transition projects currently being prepared, this installation will support production of low-carbon steel, enhance reuse and circularity of steel scrap, and reduce the UK's industrial carbon emissions by 8%.

Worked with the National Wealth Fund on a series of transactions to facilitate lending to the social housing sector, supporting housing associations in meeting their net zero ambitions. Social housing represents almost 15% of all UK homes in fuel poverty and 10% of total national housing emissions. As such, sector financing improvements are fundamental to the government's Warm Homes Plan.

CASE STUDY

## Guiding Standard Chartered's Climate Transition Plan

We recognise tackling climate change is a critical, strategic priority for many of our clients. We worked with Standard Chartered to develop their Climate Transition Plan, which was published in February 2025. The plan establishes how the bank will integrate climate considerations into operations and decision-making to meet its net zero goals while enabling sustainable growth.

Collaborating with the bank's legal and sustainability teams, we offered expert guidance, consistent with the recommendations of the Transition Plan Taskforce, to ensure that the plan was suitably robust in its forward-looking projections and aligned with industry best practices.

> "This Transition Plan represents an important milestone as we continue to deliver against our Net Zero Roadmap, which we published in 2021 and remains unchanged. It speaks to the collaborative efforts of teams across the bank and will serve as a fundamental catalyst for delivery, translating our commitments into a framework for operationalising and executing on our net zero agenda."

***Marisa Drew***
*Chief Sustainability Officer,*
*Standard Chartered*

## Policy influence, thought leadership and collaboration

We contribute to shaping the sustainability agenda through external engagement and pro bono work, often in collaboration with clients, other industry leaders and cross-sector partners.

**During 2024/25, we:**

Partnered with a FTSE 250 client to host an event spotlighting the emerging carbon markets industry. The session delved into the intricacies of contracting for carbon removals, evolving standards and methodologies, and the implications of Article 6 of the Paris Agreement.

Responded to current sustainability issues—from climate change and the energy transition to social impact and human rights—on our Sustainable Matters blog, exploring the commercial implications relevant to our clients. For example, we shared key takeaways and insights as attendees of the 13th UN Forum on Business and Human Rights.

Partnered with sustainable business network and consultancy BSR (Business for Social Responsibility) to host roundtable events on the EU Corporate Sustainability Reporting Directive (CSRD) and climate transition planning.

Contributed to the Oxford Climate Policy Hub's 2024 Oxford Climate Policy Monitor; and we are now contributing, alongside other law firms, to the 2025 edition. This initiative assesses how policies and regulations align with climate goals across 30 jurisdictions. Operating as part of this global law firm network, we identify and analyse policy tools relevant to climate-related disclosure and transition planning. By doing so, we help enable the Monitor assess their ambition, stringency and comprehensiveness.

Published ESG content and podcast episodes through our Horizon Scanning Programme to help clients stay ahead of global business trends. Recent features explored topics such as the shift towards a circular economy, effective due diligence across value chains and the evolving intersection of AI and the energy transition.

CASE STUDY

## Driving integrity and trust in the voluntary carbon market

As more organisations look to offset emissions, genuine, measurable carbon credits are critical. This is what the Integrity Council for the Voluntary Carbon Market (ICVCM) seeks to achieve.

We are advising the ICVCM on legal matters related to developing and promoting the first global benchmark for high-quality carbon credits. This ongoing work is aimed at building trust and confidence, as well as increasing voluntary carbon market standardisation.

The ICVCM is an independent, non-profit governance body that has taken a multi-stakeholder approach to establish Core Carbon Principles (CCPs). These principles provide a consistent standard that enhances confidence in carbon credit quality and helps direct funding to projects, particularly in the global south.

The ICVCM published the CCPs in July 2023 and announced its first Board decisions on eligible carbon credit programmes in April 2024.

> "Advising the ICVCM on this pioneering initiative draws on our deep expertise in complex regulatory matters and market governance. By helping to shape robust standards for carbon credits, we are demonstrating our support for the integrity and long-term growth of the voluntary carbon market."

***Samay Shah***
*Partner, Slaughter and May*

CASE STUDY

## Sharing insights from global experts

We publish various podcasts to share insights on key topics, drawing on the expertise of Slaughter and May employees and external guests. During 2024/25, we hosted three podcasts where Slaughter and May's Harry Hecht, Philippa O'Malley and Moira Thompson Oliver were joined by Michael Arnold, Partner at Cravath, Swaine & Moore LLP, to discuss ESG's increasing entanglement in the electoral cycle on both sides of the Atlantic. The episodes explored the evolving diversity, equity and inclusion narrative and how political dynamics are shaping corporate approaches to sustainability.

We also created a three-part mini-series with Slaughter and May's Oly Moir and Kathryn Emmett that reflects on the current state of the UK low-carbon hydrogen market—an emerging part of the energy transition landscape, which brings investment opportunities and challenges as a relatively new asset class. The podcast episodes also discuss horizon scanning of what's next for this market.

# Data scorecard

We have aligned our disclosures to the World Economic Forum Stakeholder Capitalism Metrics framework. This is the second year we are voluntarily sharing some of our data against this framework, and we continue to explore how we can expand on this set of indicators in the coming years.

Unless otherwise stated, our data reflects our global presence and is measured from 1 January–31 December each year.

The firm's GHG emissions figures have been verified by an independent third party on a limited assurance basis in accordance with the ISO 14064-3:2019 standard. Please note that the 2024/25 figures have been calculated using an updated methodology, which is detailed in the notes in the Planet section.

## Governance

| | Unit | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|---|
| **Culture and values** | | | | | | |
| Read about our values framework on page 5 of our report. | | | | | | |
| **Ethical behaviour** | | | | | | |
| Read about our commitment to ethical leadership and professional standards on page 29 of our report. | | | | | | |
| **Governing body compositions[3]** | | | | | | |
| Partnership Board | # | 11 | 11 | 11 | 11 | 11 |
| Women | % | 45.5% | 45.5% | 45.5% | 63.6% | 45.5% |
| Ethnic minorities | % | 9.1% | 9.1% | 9.1% | 9.1% | 9.1% |
| Lower socio-economic background | % | 10.0% | 10.0% | 10.0% | 11.1% | 0.0% |
| **Data protection and security** | | | | | | |
| We are committed to safeguarding the privacy of the personal information that is provided to or collected by us during the course of our business. The firm has a comprehensive data privacy programme and provides compulsory training on digital security and privacy to all new joiners and on an annual basis for all employees. Our information security management system (ISMS) is managed and certified in adherence to the ISO 27001 standard. Find out more about how we build a culture of data responsibility on page 31 of our report. | | | | | | |
| **Stakeholder engagement** | | | | | | |
| Read about our approach to materiality and engaging our stakeholders on page 29 of our report. | | | | | | |
| **Risk and opportunity oversight** | | | | | | |
| Read about how we manage risk on page 30 of our report. | | | | | | |

3 The snapshot date for calculating the composition of our Partnership Board is 1 May of each year. Reporting on these statistics relies on voluntary disclosure, which means that there are individuals who have not provided this information. During this reporting period, 100% of individuals on the Partnership Board shared their gender and ethnicity. The disclosure rate of socio-economic background has increased from 81.8% to 90.9% in the past five years, improving accuracy.

# People

| | Unit | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| **Diversity and inclusion** | | | | | |
| Diversity and inclusion is an integral part of how we do things as a firm. We believe that an inclusive and diverse workforce drives better collaboration and enhances business performance. Our UK Diversity and Inclusion Statistics 2025 reflects data declared by our workforce. Find out more about our progress on diversity and inclusion in our report on pages 11–13. | | | | | |
| **Pay gaps**[4] | | | | | |
| Gender pay gap (mean) | % | 18.1% | 14.7% | 13.8% | 16.8% |
| Ethnicity pay gap (mean) | % | 15.4% | 9.5% | 11.9% | 10.3% |
| Socio-economic background pay gap (mean)[5] | % | 25.9% | 27.3% | – | – |
| Disability pay gap (mean) | % | -0.8% | -5.3% | – | – |
| LGBTQ+ pay gap (mean) | % | -4.3% | -12.7% | – | – |
| **Living Wage** | | | | | |
| Employees and on-site contractors at our London office paid the London Living Wage | % | 100% | 100% | 100% | 100% |
| **Talent development**[6] | | | | | |
| Total hours of training, learning and development delivered | # | 1,501 | 1,631 | – | – |
| **Health and wellbeing** | | | | | |
| Read about our approach to wellbeing, health and safety on page 14 of our report. | | | | | |
| **Human rights and modern slavery** | | | | | |
| Read about the steps we take to seek to ensure that slavery and human trafficking are not taking place in any of our supply chains or in any part of our business in our annual Modern Slavery and Human Trafficking Statement and on page 30 of our report. | | | | | |

4 The snapshot date for calculating pay gap data is 5 April each year. This data only includes employees in the UK. Further information about our pay and bonus gaps can be found in our Pay Gap Report 2024.

5 This figure is our lower vs professional pay gap. Data on our lower vs intermediate and intermediate vs professional pay gaps can be found in our Pay Gap Report 2024.

6 This data represents our activities in London and Brussels and includes skills training, legal training, IT training and one-to-one/coaching sessions organised by the Learning and Development Team. All fee-earning groups manage their own programmes of legal training in addition to the Learning and Development offering.

The reporting period for our environment data is 1 April–31 March of the next year. For example, for our 2024 data, we report on figures from 1 April 2024–31 March 2025.

# Planet

| | Unit | 2024 | 2023 | 2022 | 2018 base |
|---|---|---|---|---|---|
| **Carbon emissions**[7] | | | | | |
| **Total Scope 1 emissions** | $tCO_2e$ | 621 | 715 | 749 | 684 |
| **Total Scope 2 emissions** | $tCO_2e$ | 1,406 | 1,636 | 1,621 | 2,415 |
| **Total Scope 3 emissions** | $tCO_2e$ | 14,230[8] | 8,594 | 6,667 | 10,544 |
| Purchased goods and services: Other[9] | $tCO_2e$ | 2,605 | 3,817 | 3,380 | 5,002 |
| Purchased goods and services: Professional services[10] | $tCO_2e$ | 6,184 | – | – | – |
| Capital goods | $tCO_2e$ | 1,310[11] | – | – | – |
| Fuel- and energy-related activities | $tCO_2e$ | 579 | 670 | 586 | 639 |
| Upstream transportation and distribution | $tCO_2e$ | 3 | 4 | 2 | 39.7 |
| Waste generated in operations | $tCO_2e$ | 12 | 6 | 42 | 8 |
| Business travel (hotel stays, flights, rail and taxi) | $tCO_2e$ | 2,733 | 3,088 | 1,529 | 3,184 |
| Employee commuting | $tCO_2e$ | 774 | 973 | 1,065 | 1,619 |
| Upstream leased assets | $tCO_2e$ | 31 | 36 | 63 | 52 |
| **Total Scope 1, 2 and 3 emissions** | $tCO_2e$ | 16,257[12] | 10,945 | 9,037 | 13,644 |
| **Total Scope 1, 2 and 3 emissions intensity** | $tCO_2e$ /FTE year | 9.57 | 6.34 | 5.75 | 10.38 |

7 Please note that the figures in respect of 2024 have been calculated pursuant to an updated methodology, which is detailed in the following notes. Where historical data is not directly comparable, this has been greyed out.

8 Scope 3 emissions in respect of 2024 have been calculated pursuant to an updated methodology—refer to relevant footnotes for more detail. For the sake of comparability, we have split out the emissions associated with expenditure on professional services, which was not included in previous methodology.

9 There has been an amendment to the spend-based emissions factors database used until 2023, which has resulted in a decrease of approximately 1.3kt $CO_2e$ from the emissions associated with the "Purchased goods and services: Other". The emissions figure, if calculated according to the database used in 2023, would have been approximately 3.9kt $CO_2e$.

10 Emissions associated with expenditure on professional services have been included for the first time within "Purchased goods and services", accounting for approximately 6.2kt $CO_2e$, as shown in the table. We have split this out for this year for the purposes of comparability. Coupled with the amendment described in the footnote above, these methodological changes have resulted in an aggregate increase of approximately 4.9kt $CO_2e$ in purchased goods and services.

11 These emissions relate to the refurbishment of our London and Brussels offices.

12 The majority of the discrepancy between the total emissions for 2024 and 2023 has arisen from the change in methodology (approx. 4.9kt $CO_2e$) and the refurbishment (approx. 1.3kt $CO_2e$).

| | Unit | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| **Energy**[13] | | | | | |
| Total gas consumption | MWh | 3,061.5 | 3,366 | 4,099 | 2,674[14] |
| Total electricity consumption | MWh | 6,183 | 6,911 | 7,253 | 7,830 |
| Electricity from renewable sources | % | 95% | 92% | 89% | 91% |
| Total energy intensity | kWh/m$^2$ year | 338 | 372 | 411 | 381 |
| **Water and resource use** [15] | | | | | |
| Total water consumption | m$^3$ | 22,683[16] | 13,372 | 19,054 | 14,759 |
| Total water intensity | m$^3$/FTE year | 13.35 | 7.74 | 12 | 11 |
| Total waste produced | Tonnes | 673.19 | 371 | 362 | 365 |
| Total waste intensity | kg/FTE per week | 7.62 | 4.13 | 4.43 | 5.34 |
| Waste recycled or recovered | % | 95% | 91% | 86% | 83% |

## Prosperity

| | Unit | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| **Employment** | | | | | |
| Total employees[17] | # | 1,577 | 1,530 | 1,409 | 1,342 |
| **Social mobility outreach programmes**[18] | | | | | |
| **Primary school support** | | | | | |
| Total individuals reached through one-to-one literacy support | # | 29 | 28 | 25 | 7 |

13 The 2024 energy figures include both business as usual and refurbishment data.

14 Due to a metering issue that has since been resolved, gas consumption data was under reported in 2018. Where historical data is not directly comparable, this has been greyed out.

15 The 2024 water and resource use figures include both business as usual and refurbishment data.

16 Total water consumption has increased significantly due to a change in meter and rebill in 2024.

17 The snapshot date for calculating our employee figures is 1 May of each year.

18 The reporting period for the majority of our social mobility outreach programmes aligns with the academic calendar ending that year. For example, for our 2024 data, we report on activities from 1 September 2023–31 August 2024. This data represents our activities in the UK.

| | Unit | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| Total books distributed through charity partnerships | # | 800 | 800 | 900 | 900 |
| **Secondary school support** | | | | | |
| Total individuals reached through GCSE and A-Level tutoring | # | 80 | 80 | 79 | 78 |
| Of those, students in year 13 receiving university access support | # | 20 | 19 | 19 | 20 |
| Of those, students receiving offers from top-third universities | % | 90% | 84% | 89% | 100% |
| **Work insights and mentoring for 16–18-year-olds** | | | | | |
| Total individuals reached through work insight and mentoring | # | 66 | 79 | 81 | 75 |
| Of those on work insight programmes, students reporting increased understanding of a career in the legal sector | % | 100% | 88% | 100% | 90% |
| **Work insights and mentoring for undergraduates**[19] | | | | | |
| Total individuals reached through mentoring | # | 144 | 140 | 125 | 123 |
| Total individuals also reached through work insight programmes | # | 36 | 42 | 37 | 39 |
| Students on undergraduate legal sector access programme reporting ability to make an informed career choice | % | 98.2% | 96% | 97% | - |
| Students on undergraduate legal sector access programme securing legal work experience | % | 66.4% | 37% | 26% | 50% |
| **Slaughter and May Scholarship scheme** | | | | | |
| Three-year scholarships awarded | # | 10 | 10 | 10 | 10 |
| Total students supported since launch of the scheme | # | 40 | 30 | 20 | 10 |

[19] The reporting period for our undergraduate work insight and mentoring programmes is 1 January–31 December of each year.

| | Unit | 2024 | 2023 | 2022 | 2021 |
|---|---|---|---|---|---|
| **Community investment through skilled volunteering[20]** | | | | | |
| Individuals reached through community programmes for work, self-employment and/or training | # | 131 | 71 | 141 | 15 |
| Non-profit organisations reached through community programmes to improve capacity and sustainability | # | 11 | 11 | 12 | 11 |
| Total employee volunteering hours | # | 2,954[21] | 3,092 | 2,354 | 1,500 |
| **Financial charitable donations[22]** | | | | | |
| Non-profit organisations supported | # | 25 | 23 | 22 | 18 |
| **Pro bono services** | | | | | |
| Pro bono clients advised | # | 104 | 99 | 94 | 86 |
| Pro bono matters advised on | # | 172 | 161 | 187 | 169 |
| Individuals reached through community legal advice projects and funding[23] | # | ~770 | ~690 | ~500 | ~500 |
| **Incubator programmes supporting innovating new businesses** | | | | | |
| Businesses supported | # | 6 | 5 | 4[24] | 9 |

20 This data represents our activities in the UK.
21 We have improved our reporting and our data for 2024 now includes volunteering hours from our undergraduate work insight programme. As a result, our historical data is not directly comparable and has been greyed out.
22 The reporting period for the Slaughter and May Charitable Trust aligns with the financial year ending that year. For example, for our 2024 data, we report on charitable funding from 6 April 2023–5 April 2024, which is audited and submitted in our annual return to the Charity Commission in 2025.
23 This data represents our activities in London and Brussels.
24 In 2022, we also continued to support four businesses from our 2021 Collaborate cohort. This number has not been included here as it is reported in 2021.

Check our site for more:

Slaughter and May Responsible Business





2025