



# Responsible Business Report 2025

Responsible business | *Empowering sustainable growth*



# Contents

3	About us
4	Welcome
5	Recognising excellence in responsible business
6	Responsible business strategy
9	Inclusion
16	Environment
22	Community
27	Client impact and collaboration





# About us

**Trowers & Hamlins is an international firm with a strategic purpose: to deliver expert legal solutions through collaboration with our clients.**

During our long history, we have held fast to the values and characteristics – such as service, quality, integrity and innovation – that have made us not only a leading law firm, but an inclusive and exciting place to work and establish a career. Some 240 years on, these attributes remain solidly embedded in our culture and our ways of working.

### Trowers at a glance

Founded: 1777

Offices: 10 across UK, Middle East and Asia

People: 170+ Partners, 350+ lawyers and 1,000+ talented people

### Our clients

We work hard to understand our clients’ businesses and focus on getting to the crux of the issues they face. Our goal is to think like our clients. This gives us the best foundations to extend our thinking beyond the day-to-day delivery of legal services and provide our clients with fresh thinking and commercially driven solutions.



Abu Dhabi



Bahrain



Birmingham



Dubai



Exeter



London



Malaysia



Manchester



Oman



Singapore

### Our core values

Our values are central to everything we do. They underpin our strong culture and guide the way we operate and the way we interact with others.

It is important to us that all of our people are seen to be living our values. In particular, we consider our leaders to be role models and ambassadors and look to them to lead, support, and encourage others in a way that is consistent with our positive, inclusive culture. This is why our first priority in embedding our values was to include them in the performance frameworks for our equity partners.

Since then, we’ve woven our values into every stage of all individual’s time at Trowers – from induction through to development and career progression.



**We collaborate**



**We savour success**



**We’re not afraid to be human**



**We are driven by innovation**



# Welcome

**Welcome to our latest responsible business report.**

When we first launched our strategy four years ago, we were clear on the direction we wanted to take, but always understood that our strategy would need to evolve as we learned and adapted to new challenges.

That flexibility has been important. While progress hasn't always been as fast as we'd like – this is complex work with a lot of moving parts – the realities we've faced have given us space to reflect and listen to feedback. This input has been key to shaping our progress and supported more considered decisions about how best to move forward.

Throughout the report, you'll see examples of how we have translated our strategy into action. Across teams, colleagues are driving change, championing initiatives, and finding new ways to make a difference through their work. Responsible business is no longer a separate strand of activity, it's a part of how we all work.

Some of the most important work we're doing – building a more inclusive organisation and reducing our environmental impact – is also happening against a backdrop of increasing scepticism. However, we are just as committed as ever to being a force for positive change.

For us, it is about fairness: levelling the playing field and removing barriers so everyone has the opportunity to succeed. It's also about broadening perspectives, so we can better reflect, and respond to, the world around us.

Likewise, we are seeing similar doubts emerge around net zero. In tough economic conditions, it's perhaps inevitable that some ambitions are questioned or delayed. But we're clear about our goals, and we're making meaningful progress in reducing our carbon impact.

We're proud of the progress we've made, and we're clear about where we're headed. Thank you to everyone who has helped shape our thinking over the past year. Your challenges, support and ideas have helped us build momentum and stay focused on what matters most.

We are always keen to hear what matters most to you and how we can keep improving. If you'd like to share any feedback or ideas, please get in touch with us.

**Sara Bailey, Senior Partner**



# Recognising excellence in responsible business



**Rebecca Wardle named “Best People Leader”**

Rebecca Wardle, Partner and Chair of our Gender, Work and Family Network, was named **Best People Leader** at the **People in Law Awards 2025**.

The award recognises Rebecca’s leadership on key initiatives that promote gender equity and social mobility, including our Gender Action Plan, which identifies and suggests recommendations to remove barriers to women’s progression to partnership.

She has also been instrumental in shaping our equal parenting initiatives and led the launch of our Solicitor Apprenticeship programme to widen access to the legal profession.



**Awarded Bahrain Deal of the Year by Islamic Finance News**

We are delighted to have been named the winner of the **Bahrain Deal of the Year** at the **Islamic Finance News Deals of the Year Awards 2024**.

The award is for our involvement as legal counsel for the Issuer on Bahrain Steel’s US\$450 million ESG financing facility.

The deal was commended for aligning financial incentives with sustainability goals, with Bahrain Steel demonstrating a commitment to ethical and responsible financing.



**Excellence in Thought Leadership and Best in Theme for Rethinking Regeneration**

We’re proud that our Rethinking Regeneration campaign was named winner of **Excellence in Thought Leadership** and **Best in Theme** at the **Management Excellence Awards 2025**, organised by the Managing Partners’ Forum in association with Harvard Business Review and the Financial Times.

The campaign drew on our UK-wide legal expertise to explore how regeneration can unlock long-term value for communities and future generations.

The award recognises our commitment to using our voice and insight to support responsible development.



# Responsible business strategy



# Designing a responsible system of governance

**Good governance sits at the heart of our commitment to operate as a responsible business.**

It provides a clear framework for our operations – one that enables us to assess and validate decisions through a responsible business lens.

Our priority is to promote strong oversight, transparency and risk management at all levels of the firm and throughout our supply chain both to make sure we remain resilient as a business and provide our clients with exemplary service.

**Leadership and compliance**

Our Strategic Board has overall responsibility for setting the firm’s direction and ensuring we meet our commercial objectives in line with our commitment to act responsibly. They provide active oversight of our responsible business strategy and hold accountability for its delivery.

Implementation is supported by our Management Committee and other dedicated bodies which are responsible for monitoring progress against our responsible business policies and ensuring our commitments are embedded across the firm.

These committees work collaboratively, recognising the interconnected nature of many of the challenges we face. They report regularly on their programmes of work and the progress being made.

This layered structure ensures responsible business considerations are built into decision-making – factoring in social and environmental impacts as part of how we assess risk, opportunity and long-term value. We also review our training programmes on an ongoing basis to ensure they remain relevant and inclusive.

Together, this approach promotes transparency, accountability and continuous improvement – and helps us move forward with confidence.



**AI Governance Group**

Monitors the use of AI to identify and report on opportunities and risks for the firm and our clients.



**Risk and Audit Committee**

Provides oversight of the firm’s legal, regulatory and risk management frameworks, including assessment of the effectiveness of internal and external controls.



**Equity, Diversity and Inclusion Committee**

Tracks progress against diversity targets and drives initiatives to promote inclusion, ensuring staff understand the firm’s strategy and receive training and support to foster a genuinely inclusive workplace.



**Social Impact Committee**

Implements programmes and initiatives to achieve the aims and objectives of the firm’s pro bono and volunteering work.



**Sustainability Committee**

Monitors progress against the firm’s net zero targets and lead communication, training, and support to engage staff effectively.

# Standards and security

This year, we strengthened the foundations of how we work – from the way we engage our suppliers, to how we manage risks and uphold international standards.



### Sustainable procurement

Following the commitment we made in last year's [Responsible Business Report](#), we've strengthened how we work with suppliers by launching a refreshed Supplier Code of Conduct. The Code sets out the standards we expect across areas including climate change, health and safety, business ethics, human rights, diversity and inclusion, and information security. It is now embedded in our onboarding and engagement processes and published externally as a clear statement of our expectations.

In the next 12 months, we will build on this by beginning a structured review of our UK supplier base. This will help us improve the quality of our data. Our goal is to ensure our supply chain not only meets high standards, but also reflects our values and supports inclusive, sustainable growth.

Read our Supplier Code of Conduct [here](#).



### International standards and resilience

We are certified to ISO 14001 (Environmental Management), ISO 9001 (Quality Management), and ISO 27001 (Information Security) – internationally recognised standards that reflect our focus on sustainability, quality, and data security.

These benchmarks not only help us meet rising client expectations but also embed accountability and a culture of continuous improvement across our business.

They reinforce our resilience and ensure we deliver secure, high-quality, and responsible legal services.



### Risk management

Our dedicated Risk & Audit Committee and firmwide risk framework maps and tracks risks, aligns mitigation strategies, and escalates significant issues as required.

By defining a clear risk appetite, we support responsible growth while ensuring consistency and clarity in how risks are managed daily.



Strengthening the way we work with suppliers and managing risks responsibly is essential to our long-term success. I've been impressed by the care and rigour our teams have brought to these areas – embedding high standards, supporting sustainable growth, and ensuring our values are reflected in the decisions we make every day.

Adrian Carter,  
Managing Partner, London





# Inclusion



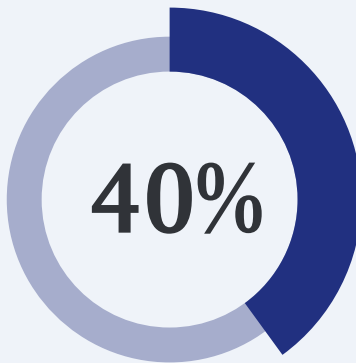
# Progress against targets

We're proud of the progress we have made towards our targets, but we recognise there is more to do. Through targeted recruitment, mentoring and inclusive leadership development, we are committed to accelerating progress.

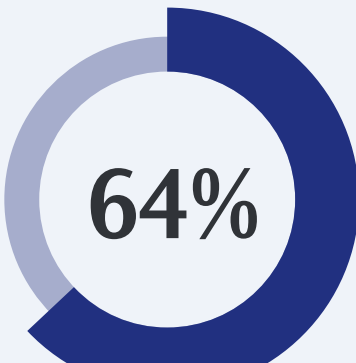
	Where we've got to	Target by 2026
Female partners	40% of partners globally are female.	Increase the proportion of female partners globally to 42%.
Black and Black heritage fee-earners	2% of fee-earners in the UK are Black or Black heritage.	Increase the representation of Black and Black heritage fee-earners in the UK to 6%.
Black and Black heritage business service colleagues	6% of business services colleagues in the UK are Black or Black heritage.	Increase the representation of Black and Black heritage business services colleagues in the UK to 6%.



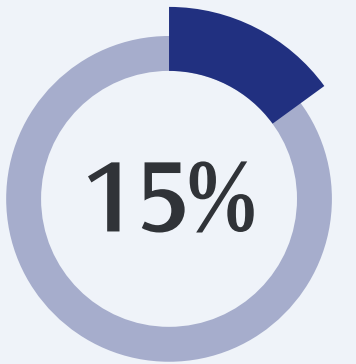
## Representation across the firm



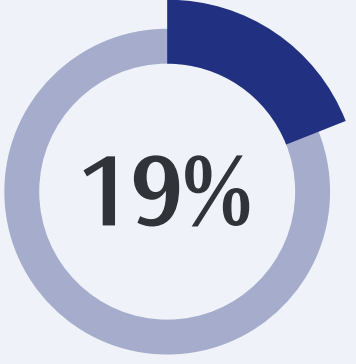
of partners across the firm are women.



of colleagues across the firm are women.



of UK partners are ethnic minorities.



of all UK colleagues are ethnic minorities.



For a full set of metrics and year-on-year progress, [click here](#).



# Amplifying voices

We believe in listening to colleagues’ lived experiences and translating their feedback into meaningful action.

This year, we’ve strengthened how we listen and respond by engaging in targeted conversations with underrepresented voices and continuing to gather firmwide feedback through our engagement survey. These insights are shaping our Gender and Race Action Plans, helping us remove barriers to progression, and fostering an environment where people feel supported and empowered to succeed.



## Objectives

- Remove barriers to progression for underrepresented groups, including women and colleagues from Black and ethnic minority backgrounds.
- Ensure employee voices directly shape policy and decision making.
- Strengthen engagement and inclusion across the firm through targeted listening and data analysis.

## Highlights from the last 12 months

- Published our Gender Action Plan Summary Report on International Women’s Day, setting out targeted, evidence-based actions informed by insights from senior women, alumni, and male colleagues. The report provides a comprehensive view of the challenges and opportunities around the progression of women at Trowers.
- Held focus group and one-to-one interviews with Black and Black heritage colleagues. These conversations, alongside analysis of senior-level representation, promotion outcomes, and exit interviews, guided the development of our Race Action Plan Summary Report which will be published in October 2025.
- Evolved our award-winning Pathways programme to offer greater flexibility and long-term support. Enhancements include the option to pause and resume participation during parental leave and mentorship from senior colleagues who are balancing leadership and family life.
- Introduced a new Legal Director role to expand career progression opportunities. The role recognises technical excellence, strategic contribution, and client leadership, while offering greater autonomy.
- Ran our annual WeThrive engagement survey, improving both engagement and participation scores. New ED&I-related questions provided deeper insights into inclusion, belonging, and growth opportunities across the firm.

## Looking ahead

- Roll out actions from our Race Action Plan Summary Report, with annual progress reviews.
- Advance our Gender Action Plan by focusing on flexible career progression and inclusive leadership development.
- Act on key themes from our engagement survey through new initiatives.
- Continue embedding ED&I metrics into our engagement survey to track progress and guide future inclusion efforts.



# Embedding allyship

Allyship is fundamental to building a workplace where everyone feels supported.

From network-led campaigns to targeted training, we're embedding allyship in how we lead, how we show up for colleagues, and how we live our values of collaboration and being human.

## CASE STUDY

### International Women's Day: Accelerating Action through Allyship

Our **Gender, Work and Family Network** and **Allyship Network** joined forces to explore the role of allyship in accelerating gender equality.

#### Key moments:

- Chaired a discussion with industry experts on improving gender balance in housing and construction.
- Hosted a session exploring how men and women can work together to close the equality gap.
- Moderated a panel event with industry peers, clients and colleagues on the topics of inclusivity, promoting allyship and empowering women in the workplace.
- Senior leaders shared personal stories of how strong allies have stepped in to challenge bias, offer support and help foster a more inclusive culture.



Allyship initiatives, like our IWD events, help foster a culture where every colleague feels seen, heard and supported. They shine a spotlight on the ways allyship matters – and, importantly, the practical ways it can be put into action.

Rebecca Wardle, Partner and  
Head of Gender, Work and Family Network, London



## CASE STUDY

### Ramadan 2025: Fostering Empathy and Cultural Awareness

Our **Religion and Belief Network** and **Allyship Network** collaborated to create opportunities for colleagues to better understand Ramadan and the daily discipline of fasting.

#### Key moments:

- Invited colleagues to join a Fast for A Day challenge encouraging participation and reflection on the daily discipline of fasting.
- Facilitated open conversations about the cultural and spiritual significance of Ramadan.
- Planned and hosted Iftar (the evening meal eaten to break the fast) events across the firm.
- Organised a client Iftar event in Birmingham extending the spirit of Ramadan to the wider community.



The Fast for a Day challenge was a great way to get colleagues from different backgrounds together and to learn from each other's experiences. It showed me how small acts can make a big difference in building a more inclusive workplace.

Samira Choudry, Legal Assistant, Birmingham





# Unlocking talent, the inclusion advantage

We're in no doubt that being inclusive gives us a real advantage – making us a stronger, more capable and more competitive firm.

That's why we're focused on making our recruitment more transparent and inclusive, and building partnerships that support underrepresented groups at every stage of their career journey.



## Expansion of 10,000 Black Interns Programme

Our partnership with the 10,000 Interns Foundation is a key part of this commitment. The programme supports Black and Black heritage university students and recent graduates as they take their first career steps. This year, we expanded our offering to include places across our legal and business services teams and across all UK offices.

### Highlights

- ✓ 75% of candidates from Year 1 were offered and accepted a training contract with us.
- ✓ One of the top five business pledging internships this year.
- ✓ Interns described their experience as “invaluable” and said they “felt seen and wanted” – reflecting the supportive and empowering environment we strive to create.

## Fairer recruitment through Cappfinity

To make our recruitment process truly inclusive, we've worked with Cappfinity for all our early talent recruitment.

Their strengths-based assessment is designed with accessibility, equity and diversity at its centre. It helps reduce unconscious bias and is aimed at ensuring we are measuring what matters for a person to succeed in the role, regardless of their background.

By making our assessment processes more inclusive, we are committed to focusing recruitment decisions on ability and potential.

# Opening a new route into the law

In September 2025, we welcomed our first cohort of Solicitor Apprentices to the firm. Our new Solicitor Apprenticeship programme opens a new route to qualification and reinforces our commitment to promoting greater social mobility in the legal profession.

It is designed to tackle the barriers that have prevented many talented people from entering the legal profession.

During the application process, we partnered with **Uptree**, an organisation addressing unequal access to work experience, to host insight days at each of our UK offices to give local school students an opportunity to learn more about life at a law firm and what the apprenticeship involves. We also ran application masterclasses for candidates and connected with around 200 students via this partnership.

The programme is just one way we're working to create a more diverse and inclusive profession. We are proud to support and partner with organisations like: Prime, City Solicitors Horizons, Aspiring Solicitors and the Girls' Network.



Introducing our solicitor apprenticeship programme is a proud moment for us as a firm. It opens up a new, accessible route into the legal profession and reflects our commitment to breaking down barriers and supporting social mobility. We believe talent should never be held back by circumstance, and this initiative is a meaningful step towards a more inclusive future for law.



Rachel Chapman, Head of Early Talent, Birmingham





# TrowersIncludes: Celebrating our ED&I networks



“

Celebrating cultural moments together through lunches, national days and shared traditions has brought the office closer. It's a great opportunity for reflection and celebration.

Sharina Viegas, Office Manager, Bahrain





# Environment








# Performance at a glance

We are committed to achieving meaningful environmental change across our operations.

Our net zero target is to reduce absolute Scope 1, 2 and 3 greenhouse gas emissions by 50% by 2030 and 90% by 2050, from our 2019/20 baseline.



### Environmental performance

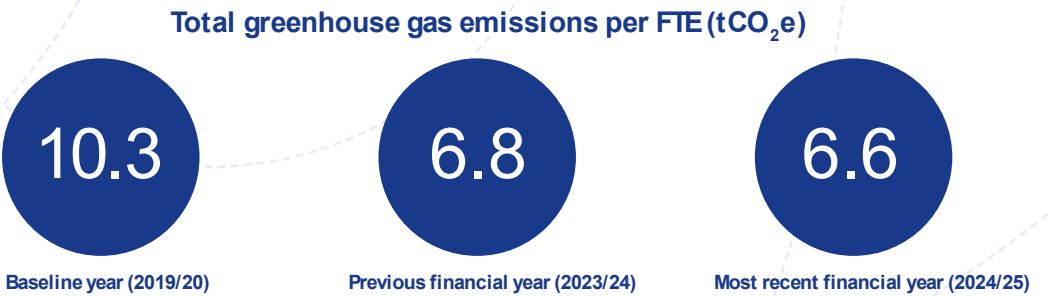
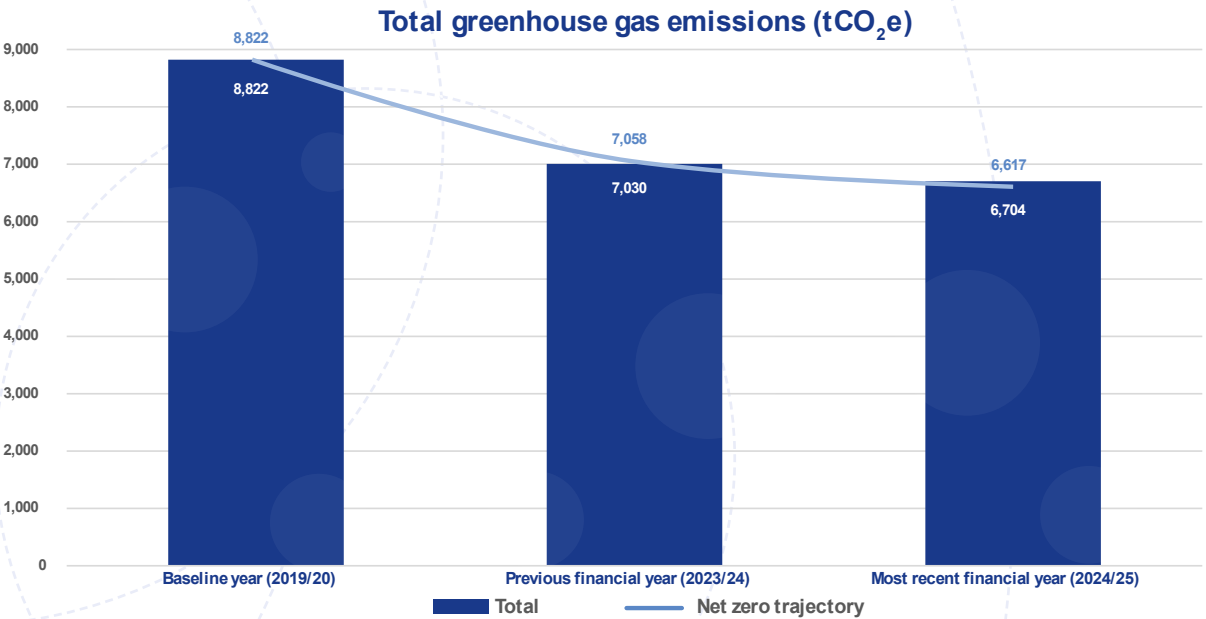
We continue to track and improve our environmental performance across key areas of our operations. Compared to our baseline, our performance shows absolute, measurable reductions of:

-  **73%** reduction in paper purchased.
-  **27%** improvement in energy efficiency.
-  **33%** reduction in waste generated.
-  **16%** reduction in water usage.
-  **3%** reduction in emissions from business travel.

### Highlights

We are progressing towards our net zero trajectory having achieved a:

-  **24%** absolute reduction in total firmwide greenhouse gas emissions.
-  **36%** reduction per full-time equivalent (FTE).



Click here for our full carbon and environmental metrics scorecard



# Sustainable workplaces and local impact

## Closing the loop

We are putting sustainability and circular economy principles to work in how we fit out, refurbish, and run our offices.

Our move to One Snowhill in Birmingham has brought improvements in energy efficiency and building performance. A key part of this transition is our landlord’s commitment – embedded in our lease – to upgrade the building’s EPC rating and install fully electric boilers within the first 12 months.

The building also features enhanced building management systems (BMS). These include centrally controlled, zoned heating and cooling schedules; smart LED lighting controls; and air quality and performance monitoring – together driving a step change in operational efficiency.

We have also upgraded office equipment by replacing older monitors, docks, and hardware with modern, energy-efficient models, further reducing energy consumption.

Our partnership with **Waste to Wonder**, a social enterprise specialising in ethical office clearances, ensures that old furniture and equipment are redistributed rather than discarded.

### So far, from our work with Waste to Wonder we have...

- ✓ Saved over 46 tonnes of office furniture and equipment going to waste with 100% repurposed.
- ✓ Prevented more than 123,000 kg of carbon emissions.
- ✓ Donated £104,000 worth of items.

## Extending the impact

We are applying the same principles across our wider office footprint. Whether downsizing, refurbishing, or reconfiguring space, we are prioritising reuse, energy efficiency, and responsible disposal. These efforts are helping us reduce our environmental impact while creating smarter, more sustainable workplaces.



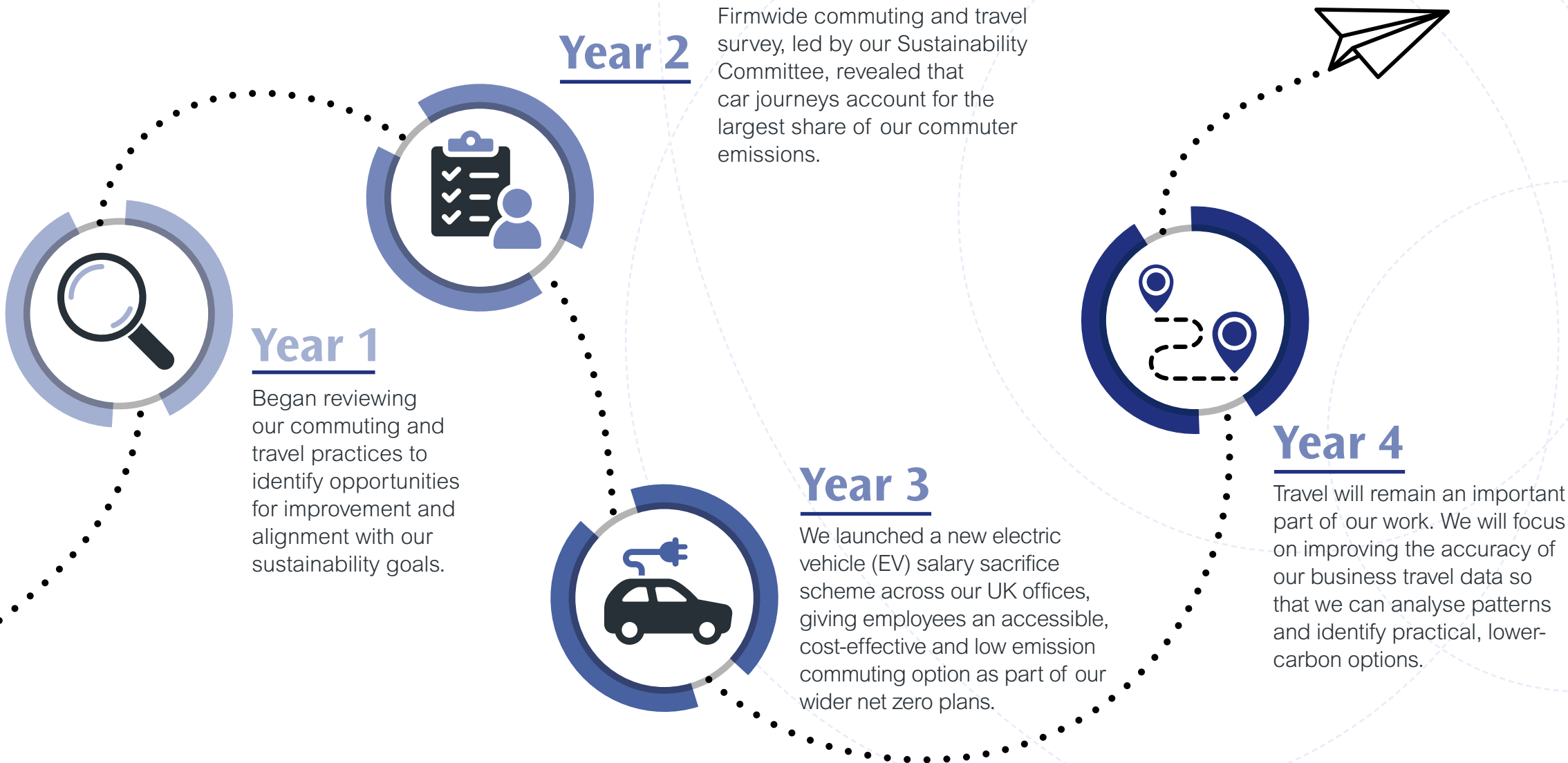
**Sustainability is increasingly shaping how we think about our offices. From rethinking layouts to reducing waste, our teams have embedded environmental thinking into decision-making and delivery. This was evident in our recent Birmingham move, where sustainable choices were built into the process. The resulting space is one that colleagues feel proud of.**

Paul Marco, Managing Partner, London





# Rethinking commuting and travel



Signing up to the EV scheme was an easy decision. Living in an area with limited public transport, I rely on my car for commuting. The scheme offers a practical way to cut my carbon footprint and take advantage of the firm's commitment to sustainable travel. It's a benefit I know many colleagues value.

Dan Park, Senior Associate, Exeter



# Transparent carbon reporting

Open, accurate reporting on our carbon emissions isn’t just important to us – it’s increasingly expected by our clients, regulators and other stakeholders.

Demonstrating that we are managing and reducing our environmental impact is key to building trust and aligning with our clients’ own sustainability priorities.

**Investing in better data**

To strengthen our efforts, we’ve invested in a specialist carbon software platform. This gives us a more detailed picture of our Scope 1, 2 and 3 emissions.

With this enhanced visibility, we can make more informed decisions as we grow whilst staying on track with our long-term sustainability goals and giving our clients the assurance that they need around our environmental performance.

**Publishing our first Carbon Reduction Plan**

This year, we published our first Carbon Reduction Plan outlining the steps we’re taking to cut emissions across energy consumption, business travel, waste management and procurement.

With clients increasingly prioritising sustainability, the plan demonstrates our ability to meet growing demands for transparency and shared sustainability values.

You can read the full plan [here](#).

Firmwide <sup>1</sup> Greenhouse Gas (GHG) emissions (tCO <sub>2</sub> e)	FY19/20 <sup>2</sup> base year	FY23/24	FY24/25
Scope 1 Total	452	328	357
Scope 2 Total (Market)	1,247	241	248
Scope 2 Total (Location)	933	749	765
Scope 3 Total	7,124	6,462	6,099
Total Scope 1, 2 (Market) & 3 emissions	8,822	7,031	6,704
TOTAL 1, 2 & 3 (Location)	8,508	7,538	7,220
Total Scope 1, 2 (Market) & 3 emissions intensity (tCO <sub>2</sub> e/FTE)	10.6	6.8	6.6

1. All years include data for our Abu Dhabi, Bahrain, Birmingham, Dubai, Exeter, London, Malaysia, Manchester, Oman offices. Data for FY24/25 includes our newly opened Singapore office.

2. Our reporting year runs from 1st April to 31st March.





# Beating plastic pollution

We used this year’s UN World Environment Day to expand our efforts on cutting single-use plastics. Over the course of a full week, our Sustainability Committee’s Education and Communication Taskforces led a programme of action, volunteering, and awareness-building events.



We welcomed **Recorra** to host an interactive pop-up stall where the team shared practical advice on recycling and answered common questions about waste management. We have also standardised the waste separation systems in our UK offices, making it easier for everyone to recycle correctly.



We ran a “Recycling Smarts” quiz to help improve understanding of what can and can’t be recycled. For every completed quiz, we made a donation to **The Ocean Cleanup**, raising £2,500 to support their work in removing plastic waste from rivers and oceans. Volunteers also teamed up to take part in a riverbank clean-up along the River Thames removing plastic and litter.



Rounding out the week, the **Devon Environment Foundation** delivered a talk on the importance of cutting plastic waste to help restore damaged ecosystems. We heard how simple, every day choices can collectively have a tangible impact on driving meaningful environmental progress.



In 2024, we introduced reusable Huskee Cups across all our UK sites. Since launch, we’ve made a measurable difference:



**Over 17,500 single-use cups eliminated.**  
That’s 17,500 fewer cups in bins, landfill and oceans.



**98% of hot drinks now served sustainably.**  
Nearly every coffee, tea or hot chocolate is poured into a Huskee Cup.

**Building on the success of the Huskee Cup scheme, we have introduced reusable containers to our catering areas to further reduce reliance on single-use packaging.**



# Community



# Volunteering and outreach

We believe in working alongside our communities. Whether it's mentoring young people, offering free legal advice or volunteering our time, we're committed to removing barriers and opening doors to deliver practical support that makes a real difference.

Colleagues are encouraged to complete **25 hours per year** to contribute to initiatives that drive positive change. They have delivered:



Over 12,000 responsible business hours in the last 12 months.



Over 700 pro bono hours in the last 12 months.

## Partnering with Let's Feed Brum

In Birmingham, colleagues have partnered with local charity **Let's Feed Brum** to support people experiencing homelessness.

Through regular volunteering shifts, the team has helped prepare and distribute hot meals, drinks, and essential items while also taking the time to chat and connect with those who they meet.

Over the past 12 months, more than 1,000 people have been supported through their efforts, helping to meet immediate needs and offer a sense of care and community to some of the city's most vulnerable residents.



## Iftar Box Volunteering

During Ramadan and Eid, colleagues from our Middle East and Southeast Asia offices partnered with local outreach organisations to prepare and distribute hundreds of Iftar boxes. The packages, traditionally used to break the daily fast, typically contain items such as dates, rice, fruit, and water.

By volunteering in local neighbourhoods and at labour camps, colleagues provided vital support to those in need and strengthened relationships with community partners.





CASE STUDY

Our work with Peabody

We recognise that collaborating with clients on responsible business initiatives is a great way to build relationships and achieve greater impact. Our ongoing collaboration with **Peabody** is focused on delivering practical support and driving social impact in local communities.

Recent projects have included participating in **Peabody's Career and Volunteer Fair**, as well as various engagements requested by Peabody with schools and community organisations, where our team shared insights into careers in the legal profession to help residents explore new pathways and build confidence."

We've also supported hands-on activities such as gardening and renovation projects. For example, we joined Peabody at **Little Nest Nursery** to plant fruits and vegetables which will be used for fresh meals at the nursery and cared for by the children as part of their learning about healthy eating and looking after the environment.

Feedback from Little Nest Nursery and Peabody described the space as **"transformed far beyond expectations"** and praised the team's role in **"reinforcing the community spirit"** of the nursery.

Looking ahead, we are working with Peabody and other partners to launch a new internship programme for residents from social housing communities. This initiative will offer hands-on work experience, professional skills development, and exposure to career pathways in the legal sector.

Through these activities, we continue to demonstrate our commitment to making a positive difference.



Being part of our partnership with Peabody has been such a highlight. From planting vegetables for children to enjoy healthy meals or helping residents build confidence and explore new career paths, it's work that reflects our values. Knowing that it delivers lasting change feels incredibly rewarding.

Alina Kazmi, Trainee Solicitor, London



**Trowers & Hamlins have shown what's possible through a joined-up effort across a major business. The availability of colleagues across the business mean it's always easy to bring new initiatives to the Trowers team. We look forward to continuing our partnership in the years ahead.**

Corin Menuge, Social Value Lead at Peabody





# Supporting ambition, sharing experience

We support programmes that spark ambition and build confidence in the next generation – particularly among young people facing barriers to opportunity.

## CASE STUDY

### Local Village Network (LVN)

One example is our partnership with the charity LVN, through which we delivered the Amplify Me mentoring programme for sixth form students from disadvantaged backgrounds. Over six weeks of one-to-one mentoring and group workshops, our colleagues helped students clarify their goals, develop practical skills, and build self-confidence.

Feedback on the Amplify Me programme from students and mentors alike was hugely positive and, building on this success, we are developing a second summer internship opportunity with LVN.



## CASE STUDY

### Social Mobility Business Partnership Work Insight and Skills Week

For the past three years, in partnership with Adidas, Manchester United Football Club and The Nationwide, we have hosted SMBP's Work Insight and Skills Week in Manchester.

Year 12 and 13 students who meet social mobility criteria spend time with each organisation, gaining behind-the-scenes insight into how different industries operate and developing key workplace skills. Our contribution focuses on the legal and commercial dimensions, offering interactive sessions and mentoring.



# Pro bono

As signatories of the Law Society’s Pro Bono Charter, we’re also contributing to the sector’s development through our involvement in the working group updating its pro bono manual.

Our pro bono network includes partnerships with organisations such as **A4ID**, the **Commercial Litigation Forum**, the **Royal Courts of Justice** – helping extend legal support to individuals and communities who need it most.



## CASE STUDY

### University of Exeter’s Access to Justice Clinic

Our work with the **University of Exeter’s** Access to Justice Clinic continues to go from strength to strength, including now providing a model for similar initiatives elsewhere.

Colleagues mentor and support law students as they provide free legal advice to the public, either through weekly clinics or one-off events like “Law on the Beach” and “Law in the City” days. Cases range from neighbourhood disputes and property disagreements to noise complaints and unfair dismissals.



Increasing fairness and access to justice – a main goal of our social impact strategy – provides great opportunities to put or legal skills to work in society.

Tom Sampford, Partner, Exeter



The success of the Exeter programme has inspired a clinic at the University of Law in London and we are exploring a similar partnership with Manchester Metropolitan University. We have also launched a legal advice service for homeless people at the Whitechapel Mission in London.

## CASE STUDY

### Enabling change

We provided pro bono legal advice to a not-for-profit women’s centre to help them navigate complex public grant agreements and secure funding for volunteer training and development.

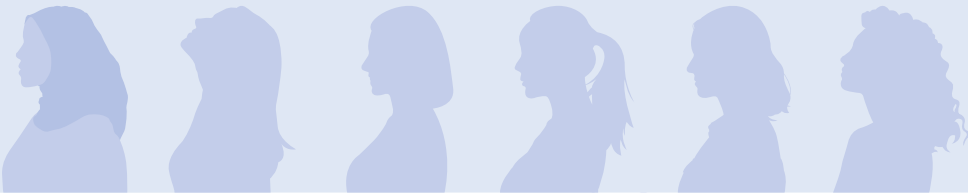
Our team produced a tailored risk report to help clarify key considerations and support the centre’s decision-making across future funding applications.

This work enables the centre to pursue opportunities that enhance personal development for volunteers and reflects our commitment to inclusion and community empowerment.



By helping the women’s centre navigate complex funding agreements and providing clear, practical guidance, we’ve enabled their volunteers to access new opportunities for growth and development. It’s a great example of how legal expertise can help organisations making a real difference.

Madeleine Harper, Trainee Solicitor, London





# Client impact and collaboration

# Legal expertise and insights

Across our practice areas, we are increasingly bringing our expertise and experience to bear to help clients achieve their own responsible business goals.

Alongside the specialist advice we provide, we actively share knowledge and ideas through a growing library of thought leadership publications, podcast series and participating in sector-wide events and conferences.

**Legal advice with purpose**

We are proud to have supported a range of impactful client projects this year including:

**Our sponsorships and partners**

We are proud to support and collaborate with a range of organisations driving positive change across the market.



Legal counsel on a \$450 million ESG financing facility for **Bahrain Steel**, awarded Bahrain Deal of the Year by Islamic Finance News for its alignment of financial and sustainability goals.



Advising **Birmingham City Council** on the major Druids Heath regeneration project which will deliver 3,500 new homes - over half of which will be affordable, including 400 earmarked for social rent - to help tackle acute housing shortages and social inequality. The project will also involve enhancing green spaces, improving infrastructure and transport links and revitalising important local community and commercial buildings.



Helping **The Housing Finance Corporation** launch a £150 million debt financing facility to fund decarbonisation in the social housing sector. The facility will help provide long-term unsecured loans to housing providers to install low-carbon heating and lighting, insulation, ventilation, with a particular focus on the 34% of socially rented homes that are energy rated below Band C.



Advised **Muscat City Desalination Company** on the development of its first tailored ESG reporting framework and sustainability report. The framework aligns with new mandatory reporting requirements introduced by the Muscat Stock Exchange. It is not only the first of its kind for Oman but a benchmark for responsible business reporting across the region.



Supporting the **Peabody Trust**, one of the UK's largest social housing providers, in securing a £60 million funding package to finance a major green retrofit programme as part of its Sustainability Action Plan - a plan which closely matches our own approach to carbon reduction and net zero. The innovative deal is the first Green Retrofit Loan Facility for a social housing provider to be backed by Lloyds Bank and guaranteed by the National Wealth Fund.

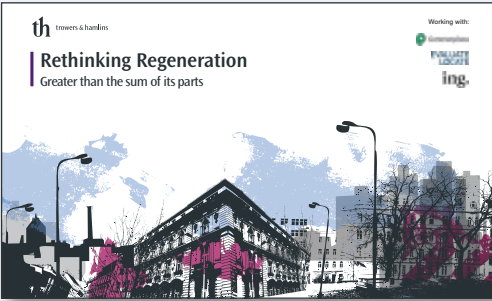


Advised a number of registered providers of affordable housing on the conditions of funding under the £1.29bn Warm Homes: Social Housing Fund (Wave 3) supporting the implementation of grant funding for insulation and low carbon heating measures. The funding is the cornerstone of our clients' decarbonisation ambitions, and our guidance enabled them to mitigate contractual and statutory risks to drive progress towards net zero and tackling fuel poverty.

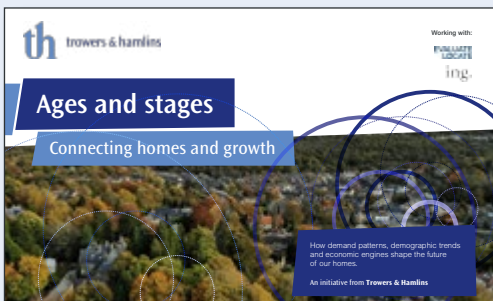


# Knowledge sharing and thought leadership

Thought leadership is an important tool for change – helping clients navigate complex ESG challenges while inspiring a culture of responsibility across our firm and stakeholder community.



**Rethinking Regeneration:** Our award-winning report explores how regeneration can unlock long term value for communities.



**Ages and Stages:** Our latest big thought leadership report explores the vital links between UK housing and economic growth with a focus on how better housing can support more inclusive and sustainable development.



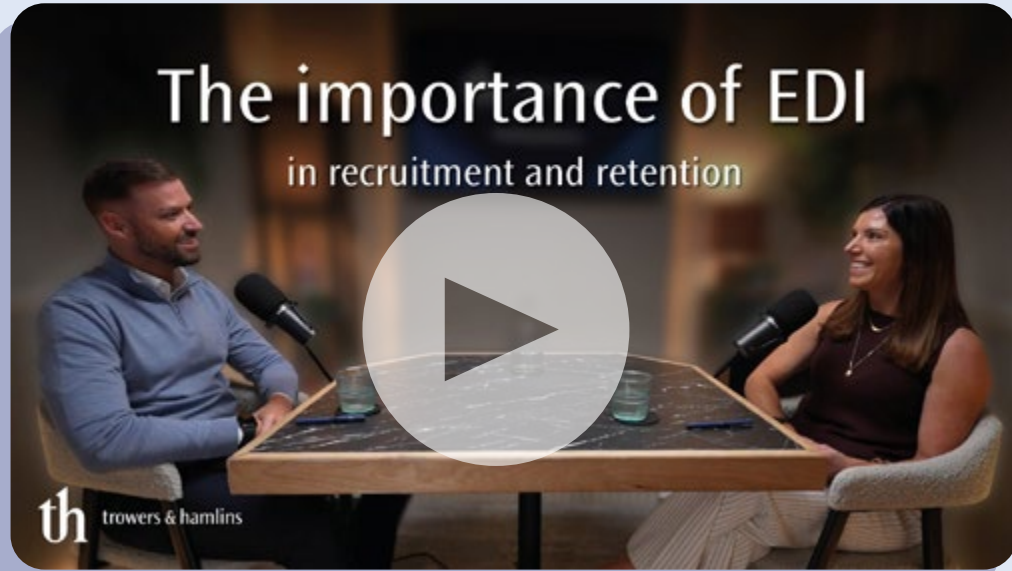
**Responsible Business Newsletter:** Our Spring 2025 edition included insights on renewable energy trends in the Middle East from our Projects, Energy and Infrastructure team.

## Responsible business podcasts

Our podcast series offer a platform for experts, changemakers and colleagues to share insights on the issues shaping responsible business today.

In our Trowers Tuesday: Summer of Inclusivity series, we tackled topics ranging from women’s health and wellbeing to multigenerational workplaces and social mobility – all within the context of a shifting ED&I landscape.

Our Thinking Business podcast has recently focused on the financial challenges of energy transition in the built environment and the importance of inclusive recruitment strategies.



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# Environment appendix

Firmwide <sup>1</sup> Greenhouse Gas (GHG) emissions (tCO <sub>2</sub> e)	FY19/20 <sup>2</sup> base year	FY22/23	FY23/24	FY24/25	Trend since base year
Scope 1 Total	452	517	328	357	21%
Scope 2 Total (Market)	1,247	1,016	241	248	80%
Scope 2 Total (Location)	933	800	749	765	18%
Scope 3 Total	7,124	5,746	6,462	6,099	14%
Purchased goods and services	5,109	4,115	4,695	4,327	15%
Fuel and energy related activities	70	63	57	59	16%
Waste generated in operations	16	6.1	7.5	6.1	63%
Business Travel (Air, Rail, Road, Hotels)	849	635	826	820	3%
Employee commuting and homeworking	941	818	795	805	14%
Upstream leased assets	-	0.4	7.5	9.8	-
Downstream leased assets	139	108	74	72	48%
Total Scope 1, 2 (Market) & 3 emissions	8,822	7,279	7,031	6,704	24%
TOTAL 1, 2 & 3 (Location)	8,508	7,063	7,538	7,220	15%
Total Scope 1, 2 (Market) & 3 emissions intensity (tCO <sub>2</sub> e/FTE)	10.3	7.3	6.8	6.6	36%

<sup>1</sup> All years include data for our Abu Dhabi, Bahrain, Birmingham, Dubai, Exeter, London, Malaysia, Manchester, Oman offices. Data for FY24/25 includes our newly opened Singapore office.

<sup>2</sup> Our reporting year runs from 1st April to 31st March.

<sup>3</sup> Office Energy Usage Intensity is the kWh sum of 'Electricity' + 'Natural Gas' + 'District Cooling' / M2 (Net Internal Area).

<sup>4</sup> Business Travel Emissions Intensity is the tCO<sub>2</sub>e sum of 'Air' + 'Rail' + 'Road' + 'Hotels' / 'FTE'.

<sup>5</sup> FY24/25 increase in waste volumes due to waste generated during our London right-sizing project and Birmingham office relocation.

<sup>6</sup> Offices located in high or extremely high baseline water stress according to the WRI Aqueduct Water Risk Atlas Tool.

<sup>7</sup> Offices located in or within the immediate vicinity (within 1km) of key biodiversity areas according to the Key Biodiversity Areas database.

Firmwide <sup>1</sup> Greenhouse Gas (GHG) emissions (tCO <sub>2</sub> e)	FY19/20 <sup>2</sup> base year	FY22/23	FY23/24	FY24/25	Trend since base year
Energy					
Electricity (MWh)	3,750	3,582	3,109	3,157	16%
Natural gas (MWh)	1,801	1,747	1,162	1,191	34%
District Cooling (MWh)	604	611	633	710	-17.5%
Electricity from Renewable Sources (%)	0%	19%	79%	86%	86%
Office Energy Usage Intensity (kWh/M2) <sup>3</sup>	377	357	295	276	27%
Business Travel and Employee Commuting					
Employee Commuting (Million Km)	14	8.3	7.5	7.3	46%
Business Travel Emissions Intensity (tCO <sub>2</sub> e per FTE) <sup>4</sup>	0.99	0.64	0.80	0.81	18%
Waste					
Waste generated (Kgs) <sup>5</sup>	248,023	106,142	112,798	166,748	33%
Waste generated per FTE (Kgs)	289	107	109	165	43%
Recycling rate (%)	81%	65%	71%	73%	-9%
Resource Use and Ecological Sensitivity					
Supply chain intensity (tCO <sub>2</sub> e / £100k Spend)	23.3	14.8	15.2	12.2	48%
Paper purchased (Kgs)	39,590	11,450	14,082	10,704	73%
Paper purchased per FTE (Kgs/ FTE)	46	12	14	11	77%
Water use (m <sup>3</sup> )	11,891	9,326	11,738	9,980	16%
Water use per person (m <sup>3</sup> /FTE)	14	9	11	10	29%
No. of offices in water stressed areas <sup>6</sup>	5	5	5	5	0%
Water use in water stressed areas (m <sup>3</sup> )	7,942	5,306	7,418	5,917	25%
Water use in water stressed areas (%)	67%	57%	63%	59%	-8%
Offices in or adjacent to ecologically sensitive areas <sup>7</sup>	0	0	0	0	-

# Training appendix

	FY23/24		FY24/25	
	M	F	M	F
Total hours of training	10,105	15,415	9,638	14,464
Avg hours of training	24	23	23	21

	FY23/24		FY24/25	
	FE	BS	FE	BS
Total hours of training	20,461	5,059	19,490	4,611
Avg hours of training	29	12	27	12

	FY23/24	FY24/25
Anti-Bribery and Corruption completion rate	97%	92% <sup>1</sup>
Anti-Money Laundering completion reate	95%	92% <sup>1</sup>
Cyber Security completion rate	91%	91%
Modern Slavery completion rate	95%	95%

<sup>1</sup> A new course and refresher training were rolled out during the financial year, resulting in a dip in the completion rate as colleagues worked through updated content.