



TRAVERS  
SMITH

# Responsible Business Report 2025

[traverssmith.com](https://traverssmith.com)



# In this year's report...

## Contents

<b>Forewords</b>	<b>3</b>	<b>Our people</b>	<b>23</b>
Edmund Reed, Managing Partner Andrew Gillen, Senior Partner		Employee benefits programme Providing time off when people need it most Flexible working Award-winning work on inclusivity	
<b>Introduction</b>	<b>6</b>		
<b>Highlights</b>	<b>8</b>	<b>Our business</b>	<b>38</b>
<b>Environment</b>	<b>10</b>	Sustainable procurement Compliance responsibilities Information security Zero tolerance for unacceptable behaviour ESG legal services Looking ahead	
Our commitments Net zero Energy consumption Waste Water ISO 14001 and ISO 50001 Winning awards Restaurants and catering Business travel Offering green financial products for employees Driving change across the legal sector and beyond Governance for sustainability-related initiatives Looking ahead		<b>Social impact</b>	<b>43</b>
		Pro bono Solicitor apprenticeships Corporate social responsibility (CSR) programme	
		<b>Conclusion</b>	<b>52</b>
		<b>Appendices</b>	<b>53</b>

# Forewords





**Being a sustainable and responsible business is not just a priority for us, it is also increasingly important to our clients, our partner organisations, and the local community in which we operate.**

In a world facing uncertainty, economic volatility and the escalating impacts of climate change, it is crucial we adopt a sustainability-focused approach in both our internal operations and the legal services we provide to our clients.

We are pleased to present our first Responsible Business Report, which outlines our achievements and the challenges we have overcome so far as a firm, in our work with clients, and the various organisations we interact with.

We are proud that we have made significant strides in some areas, such as cutting food waste at our in-house restaurant Braithwaite's, reducing energy consumption, winning an award for our employee benefits programme, and making legal careers

more accessible through our solicitor apprenticeship programme.

However, we know there is still room for improvement. We have reviewed our processes and programmes, consulted with leading experts, and listened to our employees and clients to identify necessary actions. Some of these changes have been quickly implemented, some will be achieved when we move to our new, highly sustainable premises in 2026, and some will require more time – this is a long-term journey.

Our goal is simple: to operate as an ethical and responsible business while reducing our environmental impact. I believe we are on the right track, and I look forward to sharing more results in due course.

---

**Edmund Reed**

Managing Partner



**At Travers Smith, driving positive change through our internal initiatives and our work with clients is central to who we are. I am delighted that in this, our first, Responsible Business Report, we clearly set out our ongoing commitment to having a positive impact on our people, our clients, and the broader world around us.**

People sit at the heart of our business – attracting, developing and retaining the best talent is the key to our future. As part of this commitment, we focus on providing sustainable and fulfilling careers in a supportive and collaborative environment. We aim to bring together people from diverse backgrounds and empower them to be ambitious and to achieve their goals in a wholly inclusive environment.

Our commitment to our people is rooted in values that allow us to build talented teams who genuinely care about our clients. Creating supportive environments where we can share ideas, solve problems, and deliver the best advice, puts the best interests

of our clients, our communities, and individuals at the heart of everything we do.

Beyond our people and our clients, this report also sets out how we are working to minimise our impact on the environment and support the communities where we operate. Our new charity partner, London Wildlife Trust, focuses on nature's recovery in London by caring for the city's diverse wildlife. It's another small way in which we aim to make the world a better place.

Thank you for joining us on a journey toward creating lasting, positive change.

---

**Andrew Gillen**

Senior Partner

# Introduction

Travers Smith is delighted to present our first comprehensive Responsible Business Report. Much of the sustainability-related work highlighted in this document has been undertaken by the firm for many years, but this report's publication marks the first time that we have spoken about these initiatives publicly.

The report takes into account a complex set of metrics and data points across environmental, social and governance (ESG) topics. Since we have developed the report in a fast-moving technical and commercial landscape, we have needed to use balanced judgements, estimations, and assumptions (due to global influences and uncertainty surrounding the nuanced issues involved). It is important to highlight that the sustainability data, models, and methodologies utilised in this report are relatively new and continue to evolve. Consequently, and particularly in the context of climate change and its progression, historical data cannot necessarily be relied upon as a reliable indicator for future trajectory. Any forward-looking statements made by or on behalf of Travers Smith are valid only as of the date they are issued and are subject to a greater degree of risk than, for example, recognised accounting standards.





**As a business, we are proactively working to address sustainability on multiple fronts, including minimising our environmental impact, looking after our people, making careers in law more accessible to everyone, and delivering a positive impact on society. We have structured the content into the following chapters:**

- The environment (covering topics such as carbon emissions, energy consumption and waste reduction)
- Our people (explaining how we look after our staff and equip people from all backgrounds to thrive)
- Our business (covering topics such as our procurement, supply chain, values and governance)
- Social impact (outlining areas such as our pro bono work and our corporate social responsibility programme, including our art programme).

Throughout the report, we aim to provide a clear and balanced account of our performance. We recognise that we are on a journey, and we want to be open about our progress. This means that while we highlight our

achievements, we are also honest about the challenges faced and the work still to be done.

This report primarily covers the period of FY23/24 (1 July 2023 to 30 June 2024). However, since this is our first Responsible Business Report, we have also included some prior work and achievements.

Rather than providing an exhaustive list of initiatives, this report aims to deliver a high-level overview of our work across different aspects of sustainability and summarise the areas we feel are most important at this time. More detailed information is available in the appendices. If you have any questions or would like further information, please get in touch.

# Highlights





<b>Our planet</b>	<b>32%</b> cut in greenhouse gas emissions since 2019-20	<b>28%</b> reduction in energy consumption since 2019-20	<b>88%</b> recycling rate overall	<b>100%</b> of paper is recycled	<b>2</b> Clean City Awards won for reducing our environmental impact 2024
<b>Our people</b>	<b>5</b> Our employee benefits programme was shortlisted for five awards, winning one and coming "highly commended" for two	<b>14.8%</b> growth in our default Aviva pension from January 2024 to January 2025	<b>3</b> types of interest-free loan available to employees	<b>64%</b> of new lawyer joiners in 2023 were women	<b>274</b> virtual GP appointments took place through our benefits programme from April to December 2024
<b>Social impact</b>	<b>4x</b> Our pro bono hours have quadrupled over the past four years	<b>100</b> We have advised on more than 100 pro bono matters in the past 12 months	<b>15</b> Our pro bono practice has won 15 industry awards	<b>592</b> applications received for our solicitor apprenticeship programme	<b>73</b> employees spent a total of 315 hours volunteering for Little Village (our major charity partner)



An aerial photograph showing a dense green forest in the upper half, a small cluster of houses with brown roofs in the middle right, and a large green field with visible tire tracks in the lower half. A semi-transparent white geometric shape, resembling a large '7' or a stylized arrow, points from the houses towards the field.

# Environment

At Travers Smith, we are working hard to understand our impact and protect the environment as best we can. We are proud that our efforts are helping us stand out from the crowd and helping us to win recognition.





I am really proud of the work we're doing to protect and enhance the environment as a firm. We have always taken this topic seriously, but over the past five or six years, our focus on this area has reached a new level.

Our Environment Action Group meets regularly, has senior management buy-in and includes a broad cross-section of people from the firm who are dedicated to the environment. Plus, it now has a much wider remit, helping us to implement improvements consistently across the business. We have made significant achievements far beyond simple compliance – from reducing and recycling waste, to EcoVadis assessments for our firm and our key suppliers, gaining ISO and other industry certifications and awards, transforming our on-site restaurant, and working towards hopefully setting a science-based net-zero target when we have finished measuring baseline carbon emissions across our business activities. All of this helps us make a small, but meaningful, difference to the planet, and it puts us in a great position to not only advise our clients on ESG matters, but also meet their expectations of our performance in these areas.



**Harrie Narain** | Senior Associate in the Operational Risk and Environment Group, Travers Smith

# Our commitments

**Our Energy and Environmental policy provides a high-level overview of our commitments in relation to environmental matters. This includes commitments to:**

- Fulfil and, where appropriate, exceed compliance obligations of environmental regulations
- Reduce our negative impact on the environment – for example, by preventing pollution
- Monitor our environmental performance and strive for continuous improvement, including through third-party standards and auditing metrics
- Measure and reduce our carbon emissions year-on-year
- Put energy efficiency at the heart of our decisions when sourcing new equipment and renovating our premises
- Use less polluting forms of transport for business travel where possible
- Reduce, reuse and recycle, and adopt the principles of a circular economy
- Separate food waste for conversion into renewable energy and nutrient-rich fertiliser
- Partner with other organisations to benefit the natural world – including working with non-profits to support biodiversity
- Catalyse broader change across the legal sector as part of the Legal Sustainability Alliance
- Raise awareness of environmental issues among our employees, clients, suppliers and the broader community
- Encourage our people to get involved in eco-friendly initiatives at home and at work





# Net zero

**We take net zero very seriously. Setting a net-zero target involves accurately calculating carbon emissions across the entire business and its supply chain. We are progressing towards this by working with our suppliers to obtain precise primary data. However, this is very much dependent upon each supplier's level of carbon maturity, and carbon accounting methodologies for some categories are still evolving.**

Once we have established a robust, comprehensive baseline measurement for the carbon emissions across all our business activities, we plan to use it to set a long-term, science-based net-zero target that we are confident we can achieve.

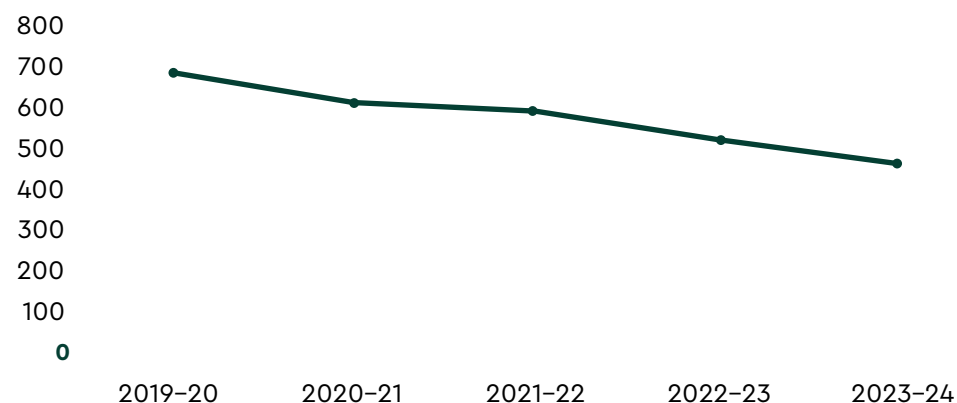
As a stepping-stone, we are working towards setting a target of 50% reduction in carbon emissions in the medium term.

But the climate crisis is urgent, and action cannot wait. So, in parallel with measuring our baseline, we are working to continuously drive down carbon emissions within our own operations and our supply chain. We have already had significant success in shrinking the carbon footprint of our office premises (as discussed on the next page).

# Energy consumption

We have reduced energy consumption across our offices, which in turn has lowered emissions. Compared to our baseline year of 2019–20, we have already cut greenhouse gas emissions by 32% and energy consumption by 28%.

Scope 1 and 2 Greenhouse gas emissions (tCO<sub>2</sub>e): 2019–24



## Festive energy initiative

We saved over 10 tonnes of carbon emissions by opening only a single floor of our London offices over the festive period. Although other parts of the office could still be accessed, we turned off the heating to save energy. This had minimal impact on employees, because many people take time off or work remotely during the festive period.



**32%**

cut in greenhouse gas emissions since 2019–20



**28%**

reduction in energy consumption since 2019–20



88%

recycling rate overall

100%

of paper is recycled

142

tonnes of carbon emissions saved  
per year through recycling

4.44%

reduction in waste despite an  
increase in office attendance

# Waste

We monitor and audit our waste streams. Our overarching objective is to adopt the principles of a circular economy by:

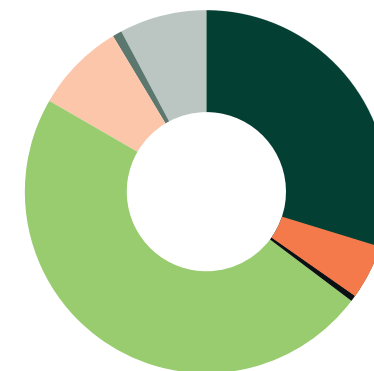
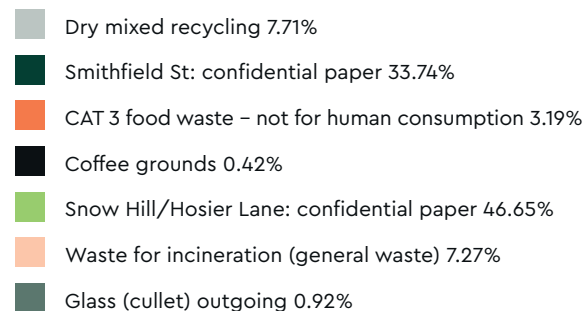
1. Keeping products and materials in use as long as possible
2. When this is not viable, using eight different recycling streams to prevent waste going to landfill.

For example, our food waste is sent to a special facility to be converted into energy. Plus, we have started using Tork PaperCircle – the world's first paper hand-towel recycling service – which has significantly cut our firm's carbon footprint from these towels.

Our waste reduction and recycling initiatives have resulted in:

- An 88% recycling rate overall, with 100% for paper. This saves 142 tonnes of carbon emissions a year – the equivalent of 92 households' electricity consumption.
- A 4.44% reduction in waste material generated in FY23/24 from the baseline year of FY22/23, even though office attendance increased during that period.

## Carbon emissions from waste 2023–24







Attaining ISO 50001 has been a significant achievement for us. It involved huge collaboration within the firm – ranging from the kitchen team looking at cleaning fridge filters to the hospitality team setting controls for optimum performance in meeting rooms. It was wonderful to get everyone on board, and we are committed to continually improving this moving forward.



**Paul Mullis** | Workplace ESG Manager, Travers Smith

# Water

Some areas have been equipped with water-saving devices, which can reduce consumption by 60%. We continue to monitor water usage with the aim of achieving further reductions.

## ISO 14001 and ISO 50001

**ISO 14001 is the internationally recognised standard for managing environmental issues relating to company operations, such as waste management, resource use and efficiency. ISO 50001 relates to premises' energy consumption.**

We are one of a handful of law firms to hold both of these certifications. We achieved them both in 2024, less than a year after applying – far faster than the average time needed to achieve certification – due to our sustained energy reduction since 2019. Both accreditations are certified by the British Standards Institute (BSI) following a stringent audit regime that requires us to demonstrate continual improvements.



# Winning awards

We are delighted to gain recognition for our hard work in reducing our environmental impact.

A recent highlight was winning two prestigious Clean City Awards in a scheme organised by the City of London Corporation:

- **The Chairman's Cup:** Awarded for our outstanding commitment to using procurement to support carbon reduction, biodiversity and circular-economy initiatives, and reduce single-use plastics
- **Circular economy:** Awarded for achievements in reducing waste through reuse, minimising waste generated on-site, and keeping items in circulation.
- Our front-of-house and hospitality teams have cut energy usage by carefully managing our client spaces
- The maintenance team repairs furniture, doors and equipment wherever possible, reducing the need to buy new furniture
- Our procurement team works with our suppliers to ensure that products we buy are aligned with our ethics and environmental commitments
- We also seek advice from suppliers so that we get the best out of their products and keep them in circulation as long as possible
- Our business development and communications teams promote ethical recycling through events, such as our annual Waste Awareness Day and Environmental Awareness Week.
- We have reduced food waste through 'Use Up Fridays', whereby our chefs scan the fridges, freezers and store cupboards on Thursdays and create Friday menus that use up ingredients left over from the week
- Providing an in-house catering facility, which reduces take-away food packaging

We were awarded Bronze Medal status by EcoVadis, the global sustainability rating platform for the measurement of sustainability, placing Travers Smith in the top 35% of organisations assessed. This award recognises our sustainability achievements in the domains of the environment, HR and labour, procurement, and ethics.

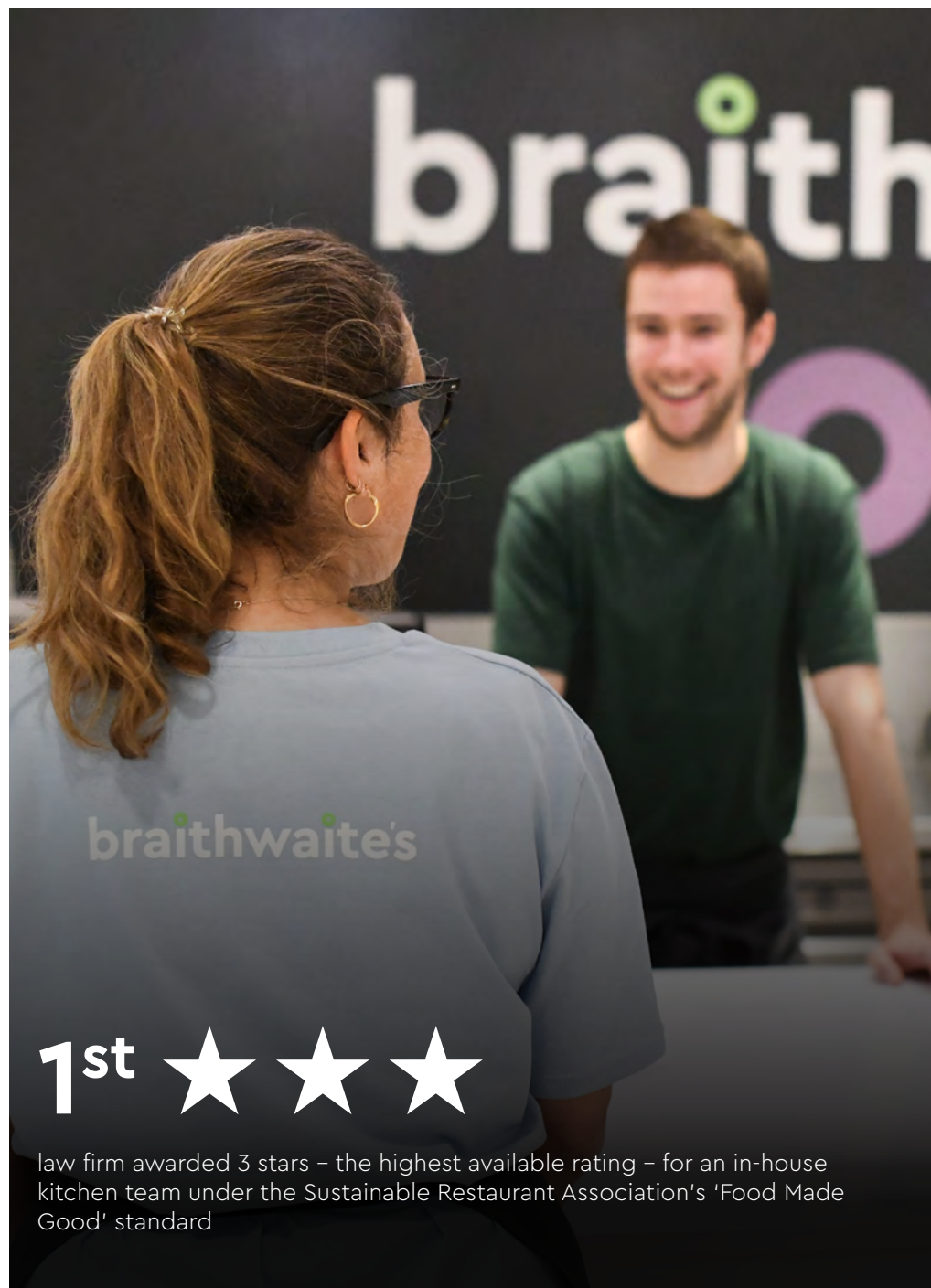


# Restaurants and catering

**Our restaurant Braithwaite's provides free meals for staff using sustainably sourced ingredients, taking into account the health of our people and planet. We have worked with a nutritionist to ensure that our menus are balanced and in line with nutritional guidelines.**

We are proud to be the first law firm to have been awarded three stars – the highest available rating – for an in-house kitchen team under the Sustainable Restaurant Association's 'Food Made Good' standard. Highlights include:

- A 92% rating for provenance, thanks to our focus on where ingredients come from and our work with suppliers
- A 98% rating for the society pillar, which focuses on how staff are treated, how healthy the food is, and how well the local community is supported
- An 89% rating for food waste, thanks largely to our 'Use Up Fridays' (mentioned on the previous page) and the Head Chef planning the number of covers for each day based on office occupancy.
- The honey in our restaurant comes from the hives we sponsor at a non-profit organisation called Bees In Our Community. This sponsorship helps us play our part in ensuring that honey bees receive the support and care they need to survive and thrive.
- We are proud to announce the onboarding of Lake District Farmers as part of our supply chain. This celebrates the very best of British producers – those that are closely connected to the people and landscape.



1<sup>st</sup> ★ ★ ★

law firm awarded 3 stars – the highest available rating – for an in-house kitchen team under the Sustainable Restaurant Association's 'Food Made Good' standard

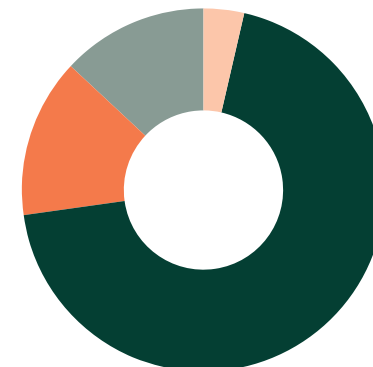
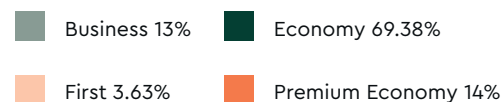




# Business travel

Our business travel policy provides our people with guidance and support on how to travel sustainably. This includes avoiding unnecessary travel, and travelling in economy class where appropriate, as these seats have a much smaller carbon footprint compared to business- or first-class travel. In FY23/24, 69% of international flights were booked in economy class, with just 4% in first class.

## Flights by type 2023-24





Through our green incentives, we aim to make it easier for employees to make environmentally-friendly choices, such as adding extra insulation to their homes or switching to electric vehicles. We are proud to be one of the first UK law firms to offer ESG-focused benefits and rewards to employees.

# Offering green financial products for employees

We offer a range of sustainability-focused financial products as part of our benefits package, to help employees make environmentally-friendly choices.

## Pensions

Our default pension fund, Aviva's My Future Focus Investment Strategy, has ESG considerations at its core, with investment managers using their influence to encourage organisations to act more sustainably and respond to climate change. Employees can choose between the default pension fund or more than 200 individual alternative funds. Our Pensions Governance Committee monitors the plan's performance and ensures that annual administration charges remain very low.

## Electric vehicle leasing scheme

We offer an EV leasing scheme that lets employees try out fully electric vehicles. We didn't expect a high uptake initially, but so far 20 people have signed up. We also expect that more will join as their existing car leases come to an end, given that more than 231 people have accessed the electric car portal so far, and around 20 people per month log in and explore their options.



**Jackie Buttery** | Head of Benefits and Rewards, Travers Smith





### **Cycle to work scheme**

We offer the Cyclescheme employee benefit, which enables employees to save up to 42% on a bike and accessories that they can use to cycle to work. Employees pay nothing upfront, and payments are taken tax-efficiently from their salaries.

### **Green interest-free loans**

We provide interest-free loans for employees to help them make environmentally-friendly home improvements, such as installing EV charging points, insulation, solar panels and heat pumps.

### **Green mortgages**

We have negotiated special reduced rates for employees to access third-party mortgage brokers. These brokers provide specialist advice on green mortgages, which are products that offer potentially lower interest rates for people buying environmentally-friendly homes. This includes people purchasing energy-efficient properties or undertaking green self-build projects.



# Driving change across the legal sector and beyond

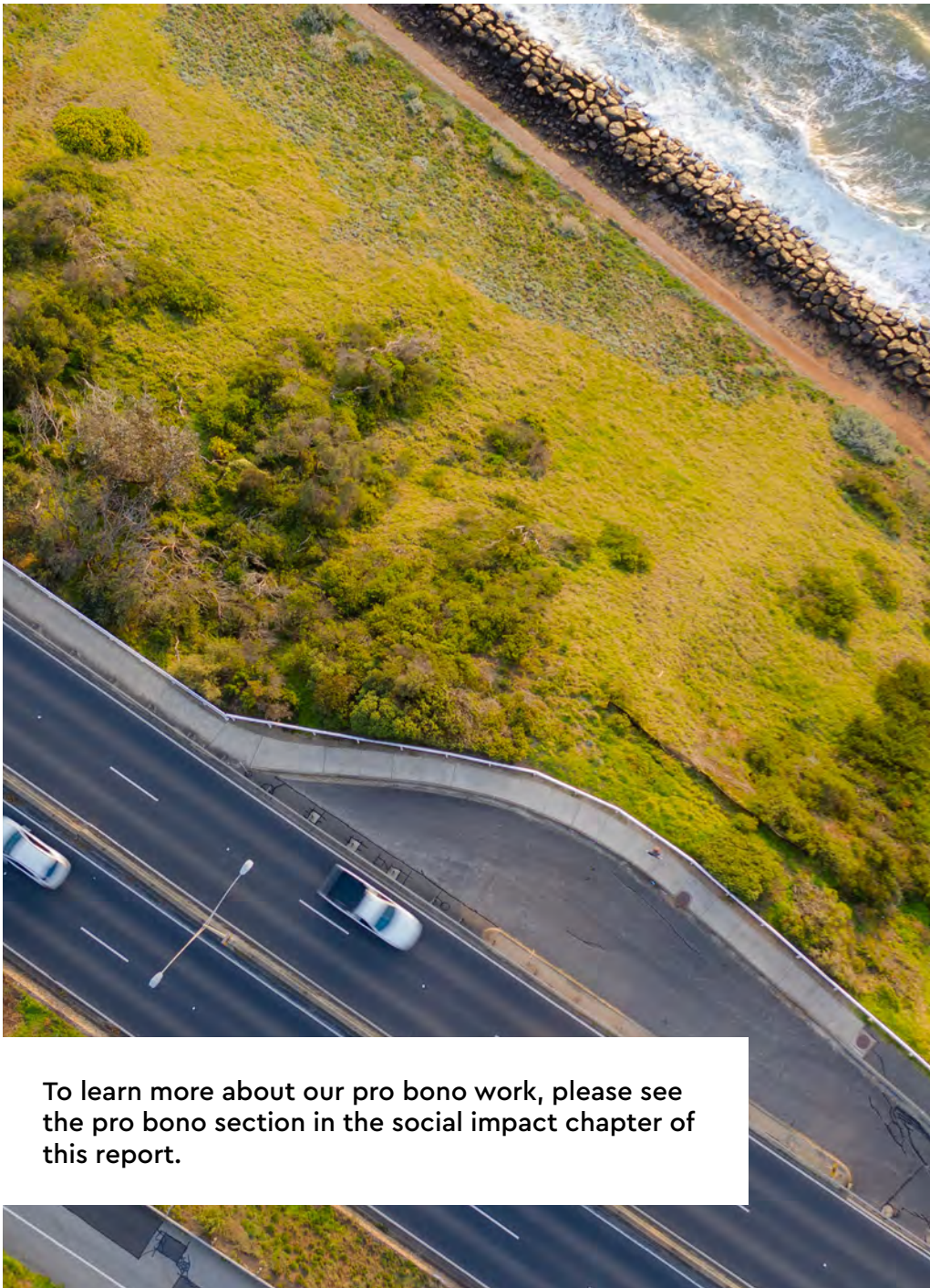
We have been an active member of the Legal Sustainability Alliance (LSA) for over a decade. Recently we were invited to join the LSA's carbon accounting working group, which aims to develop a comprehensive guide to assist the 122 LSA members in carbon accounting and reporting. We are excited to join this initiative, which we believe has the potential to drive significant positive change within the legal sector.

We are also working to effect positive change beyond our industry. For example, we provide pro bono work for organisations including:

- The UK branch of the World Wide Fund for Nature (WWF)
- The Chancery Lane Project, which helps organisations reduce emissions using the power of legal documents and processes
- Charity: Water, a leading global charity dedicated to bringing clean and safe water to communities in need
- The Kafue Foundation, an anti-poaching charity operating in Africa's second-largest national park.

Our sustainability work focuses on supporting impact investing and innovation funds facilitating the energy transition, such as the Impact Investing Institute, the Global Alliance of Impact Lawyers (GAIL), and the Green Finance Institute.

We are also a member of the Green Tech Legal Collaborative, which provides pro bono legal support to innovative 'green tech' startups that address climate change and promote sustainability.



To learn more about our pro bono work, please see the pro bono section in the social impact chapter of this report.



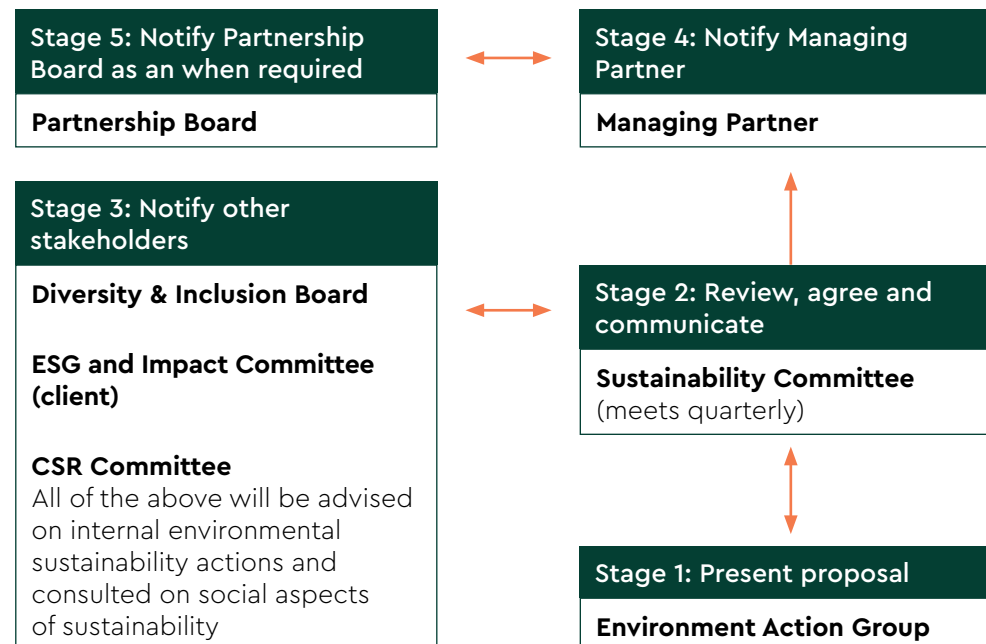
### Looking ahead

We are proud of the progress we have made on reducing our environmental impact and driving broader change across the legal industry and beyond. We strive for continual improvement in further reducing our environmental impact to help preserve our world's natural resources.

# Governance for sustainability-related initiatives

The chart below shows our approach to governance for internal sustainability-related initiatives.

Essentially, the Sustainability Committee will notify and, where appropriate, consult with the Diversity & Inclusion Board, ESG and Impact Committee and Corporate Social Responsibility (CSR) Committee on all projects that have the potential to impact these areas.







# Our people

Our people are at the heart of everything we do. We take great care to make sure everyone feels included and empowered to reach their full potential. And we do our best to look after our people at every stage of their lives. We work hard to provide rewarding, fulfilling careers for everyone.





At Travers Smith, our aim is to foster a culture where driven, intelligent, and engaging individuals from diverse backgrounds can thrive both personally and professionally. We pride ourselves on an environment built on trust and respect, emphasising collaboration and minimising hierarchical barriers. Our primary goal is to enable our people to realise their full potential, offering a platform for rewarding and fulfilling careers.

We distinguish ourselves through the genuine and unwavering support we provide to our people throughout their careers and beyond, recognising that our people and our unique culture are central to our success.



**Moira Slape** | Chief People Officer, Travers Smith

## An award-winning employee benefits programme

We offer a wide range of benefits to look after employees' physical, mental and financial health at all stages of their lives. People can choose and manage benefits through an intuitive online portal.

We are proud that our benefits programme gained significant recognition at the UK-wide, multi-sector Employee Benefits Awards in 2023. We were shortlisted in five categories:

- **Benefits Professional of the Year**  
won by Jackie Buttery, our Head of Benefits and Reward
- **Best Flexible Benefits Plan category**  
we were "highly commended"
- **Best Use of Benefits Technology**  
we were "highly commended"
- **Benefits Team of the Year**
- **Best Health and Wellbeing Communications.**

Engagement with the benefits programme is high.

# 300+

employees visited our benefits roadshows.

# 74%

of employees accessed our online benefits portal.

# 36%

of employees changed their selected benefits.





### Supporting people's physical and mental health

To support employees' physical and mental health, we offer benefits such as physiotherapy, mental health support, private GP appointments, free massages, gym discounts, eye tests, comprehensive private medical and dental insurance provisions, neurodiversity testing, a cycle-to-work scheme, plus free nutritious meals at our Braithwaite's restaurant (for more information on Braithwaite's, please see the environment chapter of this report).

When we move into our new offices, we plan to open a new health suite, which will give us even greater scope to support our people. We plan to run on-site and virtual health and wellbeing support events throughout the year.

### Supporting employees' financial health

We work hard to support our employees in their financial health. For example, we provide a competitive matched-contribution pension arrangement with ESG considerations at its core. We also offer comprehensive critical illness insurance, income protection and life insurance provision, plus mortgage-broking support (for whole-of-market and green mortgages). Furthermore, we provide access to a financial resources platform through which people can purchase services for writing wills and power of attorney documents.

On top of this, we offer interest-free loans for environmentally-friendly home improvements. For further information on our pension, green mortgages, and loans for environmentally-friendly home improvements, please see the environment chapter of this report.

# 14.8%

growth in our default Aviva pension from January 2024 to January 2025

# 99

people have secured mortgages through our broker over the last 3 years

# 3

types of interest-free loan available to employees

**274**

virtual GP appointments took place from April to December 2024

**20**

people on average sign up to our on-site physiotherapy service each month

**214**

people had a health assessment in 2023 and are due their next one in 2025

**650**

flu jabs provided on-site each year

**2,030**

mindfulness sessions listened to from October to December 2024

**120**

free massages available each month

**285**

gym discounts downloaded in the last 12 months

**100**

people use our counselling services each year

**£60,000**

total dental claims each year on average

### Charitable giving

Our payroll giving programme enables employees to make regular or one-off donations to their chosen charities in an easy, tax-efficient way. A £10 donation costs a basic-rate taxpayer only £8 and a higher-rate taxpayer just £6.

### We are proud to be a Living Wage Employer

We are delighted to be an accredited Living Wage Employer, which means that every member of staff working for the firm earns a real living wage. We are proud to be part of the Living Wage movement, which has helped hundreds of thousands of families.





Having a month of paternity leave was so important to help my partner recover from childbirth and to look after her as well as our newborn and toddler. When my partner returned to work after maternity leave, I took a further 12 weeks of shared parental leave, which took the pressure off her. With her accrued annual leave, we were able to spend time off together as a full family, which I don't think we would have managed otherwise.

Travers Smith has provided wonderful support throughout. Everyone was so positive about me taking time off to be with my family, and prepared thoroughly to ensure I wouldn't need to think about work while I was on leave. This supportive culture permeates every level of the firm – from leadership and HR to line managers and colleagues.



**David Lawrence** | Head of Digital Marketing and Brand, Travers Smith

# Providing time off when people need it most

**We believe in fostering a work environment that fully supports people's wellbeing. As part of this, we have various policies in place to enable employees to take paid or unpaid leave when they need it most, to support their family or a close friend.**

## **Support for parents and carers**

Welcoming a new child into your life is one of life's great joys. We understand that our people want to focus on their families during this special time and we offer comprehensive parental leave policies and pay provisions to support employees during these periods.

Our support for families extends beyond the newborn stage. We currently provide some funded support for back-up childcare, adult and eldercare. This can be valuable in meeting emergency, ad-hoc short-term care needs, when a regular carer or care service is unavailable.



When I joined Travers Smith 5.5 years ago, my children were 9 and 6. We didn't discuss contractual hours at the interview, so when I was offered the position but discovered that the hours didn't fit with school opening times and my commute, I told them that I really wanted the job but I would need to start and finish earlier. Fortunately, they said yes and it's worked really well.

Flexibility has been a game-changer. Simply put, I couldn't have taken the job without it. My relationship with the partners is built on mutual respect and trust, and I've never faced opposition or felt like I needed to tiptoe around due to family commitments. There's no problem if I need to shift my work sometimes, such as starting later one day so that I can attend a school assembly or a dentist appointment, then logging on later once the children are in bed.



**Charlotte Morgan** | Practice Executive in the Competition Department, Travers Smith

## Flexible working

We recognise that flexible working is important to many of our people. In most cases, we allow employees to work remotely (typically from home) for part of their working week.

We strive to accommodate the needs of a diverse workforce. Wherever possible, we allow employees to adjust their working arrangements to fit better with their commitments outside work. For example, this could mean leaving the office early to attend a doctor's appointment or collect children, then logging on later, or working from home after an external meeting rather than travelling back

to the office. We support a variety of flexible work arrangements, such as staggered hours (starting and finishing earlier or later than standard office hours), part-time working, job-sharing and remote working. Every effort is made to meet requests for flexible working, while ensuring that there will be no detrimental impact on our business, our clients, or the individual's colleagues.





**Heather Gagen** | Head of Dispute Resolution | Co-Head of ESG & Impact, Travers Smith

# Award-winning work on inclusivity

**Inclusivity is fundamental to the way we treat our people both professionally and in their personal lives.**

We understand that every one of us is unique. We value and respect these differences between individuals – not just in relation to gender, ethnicity, disability, age, sexual orientation and faith, but also in terms of background, education, working style and family or care responsibilities. We create inclusive environments – both internally and through our work with clients – where everyone feels valued and able to bring their differences to work. This in turn helps us achieve better results, attract the best people, and better serve our clients and communities.

Inclusivity also creates a virtuous circle by making people's jobs more fulfilling and enriching. For example, our work on LGBTQ+ rights in British Overseas Territories has given our lawyers valuable experience that they would not have received otherwise, such as going to the Supreme Court. These

kinds of initiatives give people a real sense of achievement and satisfaction.

We have won multiple awards for our work on inclusivity. For example, our pensions practice won the Diversity Award at the Pensions Age Awards 2021, after being the only law firm shortlisted for the award, and over the past few years we have also won Diversity and Inclusion Excellence Awards at the UK Pensions Awards.

We understand that real change cannot be driven by any single organisation in isolation. With this in mind, we are affiliated with multiple external networks aimed at promoting a culture of inclusivity and mutual respect, including Aspiring Solicitors, Rare Recruitment, Stonewall, Cityparents, myGwork, GROW, and the InterLaw Diversity Forum. We also co-launched O:pen, the professional pensions networking group for LGBTQ+ people and allies.



We know that inclusivity is of great importance to our people, clients, and the market in which we operate. It is embedded in everything we do – including our relationships with clients, our international law firm partners and other intermediaries, the way we recruit, retain and develop our people, as well as in our CSR programme and pro bono work. But we are in no way complacent and we are committed to continuing to improve in D&I.



**Daniel Gerring** | Partner and Chair of the Diversity & Inclusion Board,  
Travers Smith

## Daniel Gerring

Daniel Gerring, a longstanding partner in the firm and our Senior LGBTQ+ Champion, recently became Chair of the firm's Diversity & Inclusion Board, which promotes improved diversity and better inclusivity in everything we do. Alongside being a leading pensions lawyers, Daniel has made an enormous contribution to inclusivity over many years. For example, he:

- Created our CSR programme
- Has served on our Diversity & Inclusion Board since its inception
- Chairs the diversity, equity and inclusion group at the Society of Pension Professionals
- Played a leading role in developing the first ever regulatory guidance on D&I for the pensions industry
- Sits on the steering group of the Pensions Equity Group.

Daniel is also Chair of Trustees at several charities we support:

- **Refugees at Home** a UK charity that connects those with a spare room to refugees and people seeking asylum (to learn more about our support for Refugees at Home, please see the pro bono section of the social impact chapter in this report)
- **YMCA London City and North** a youth homelessness charity
- **Just Like Us** an LGBT+ young person's charity which we also support through pro bono work and a mentoring scheme.

To ensure the firm remains at the forefront of inclusivity, we will continue to seek feedback and work to effect positive change. In the meantime, the following pages provide a summary of some of the firm's ongoing initiatives that aim to promote inclusivity.





## Ongoing initiatives

### Training and upskilling

To complement our ongoing training and development series focused on inclusivity, we launched training for everyone in February 2023 covering topics, ranging from inclusive language to bullying and harassment. The training is rolled out to new joiners.

To expand on these subjects, we ran a series of conversational sessions with departments across the firm. This allowed greater nuance as well as a safe space for discussion of terminology, real-life examples of exclusionary comments and the impact they can have, as well as practical actions we can all take.

### Working independently and with clients to raise awareness around inclusivity

We invite clients to participate in panel discussions, seminars and events focused on a broad range of topics related to inclusivity. These include:

- A panel discussion between Travers Smith and two financial services clients to explore social mobility
- Chambers and professional services clients have participated in our activities to mark International Women's Day
- Retail and consultancy clients have participated in sessions about LGBTQ+ parenting
- A number of clients – including professional and financial services institutions – have participated in our series of podcasts related to inclusivity
- We run tours of the British Museum with our clients to mark LGBT+ History Month.

Furthermore, we run internal initiatives, such as:

- For International Women's Day, we were joined by Cressida Nyanzi, Compliance Director at Inflexion, and Yushra Raheem, General Counsel and Equistone Partners Europe for an informative discussion about leadership, career development, high performance and reflections on gender balance
- We promote Black History Month and host an annual firmwide event

Case study: **Just Like Us**

**Just Like Us is the leading UK charity for LGBTQ+ young people. At the time of writing this report, it was working with nearly 75% of UK secondary schools. In 2025, Travers Smith entered the ninth year of its pioneering mentorship scheme in partnership with Just Like Us. The scheme is aimed at providing LGBTQ+ graduates with the skills, confidence and support they need as they transition from university life to full-time employment.**

As well as helping develop the mentoring scheme, Travers Smith works closely with Just Like Us, including providing pro bono legal work on policies, governance, data protection, IP and other general legal issues.

This year the mentors were once again drawn from a wide range of industries and professions, including healthcare and medicine, law, the arts, academia and politics. The 2024 scheme was launched with an in-person event at our Snow Hill office, and mentors will be working closely with their mentees helping to support the personal and professional development of an emerging cohort of future LGBT+ leaders.

Demonstrating the impact of this scheme, more than 80% of past mentees felt able to start their first job openly LGBT+, which is double the national average for LGBT+ graduates entering the workplace.

- We host an annual firmwide Iftar (the evening meal Muslims eat to break their fast during Ramadan), along with a guide to Ramadan
- We ran a series of seminars, events and podcasts involving speakers from diverse backgrounds to help provide an insight into the experiences of people from minority and underrepresented groups.

### Focus on role models

We know that role models are important, especially in creating an inclusive workplace. With this in mind, we have developed a series to promote role models from diverse backgrounds. Instead of focusing on single issues, the series enables people to share and explore multiple aspects of their identities – such as gender, sexuality, ethnicity and background – to provide a diverse, yet accessible cohort of role models across the firm. As part of this initiative, we are running fully inclusive panel discussions, as well as publishing documents featuring people's individual experiences and stories.

This series builds on our "Telling Stories" initiative which has included a project to promote social mobility alongside a booklet on LGBTQ+ role models. It serves as another platform through which people across the firm can share their stories and be open and authentic about aspects of themselves which may not be immediately apparent.

To help promote gender balance within the firm, we have run a series of panel discussions – one for men and another for women. These sessions allow colleagues to hear from (usually senior) members of the firm about their approach to leadership and authenticity, and how they seek to challenge gender stereotypes in the workplace.

### Allyship

"Allies" is a term used to describe people who are proactive and understanding of the challenges affecting diverse groups of people. These individuals can be instrumental in engaging with the majority to drive positive cultural change for the minority and/or underrepresented. To support allyship, we have developed resources aimed at educating and empowering our people to be effective allies. We will continue to develop this content, and to support the groups within our network that meet regularly to discuss initiatives focused on gender equality, social mobility, disability, living with cancer and more.



Case study: **Gender balance**

**As part of our wider work in promoting gender balance, we partner with clients, City law firms and international law firms to help share good practice across the industry and identify tangible actions that can be taken to accelerate progress.**

To mark International Women's Day, in April 2024 we hosted a virtual roundtable on gender. The session brought together associates from 13 different jurisdictions to discuss their views and to enable attendees to network, share learnings and discuss opportunities for collaboration on the topic of gender balance.

To follow up, we held an in-person event at the end of July 2024 to bring together attendees from other City firms to discuss individual and collective actions to progress gender equality.

In December 2024, we convened a panel of senior and emerging female leaders to discuss challenges and opportunities.

**Building an anti-racist workplace**


It is no longer enough for people to say they are not racist; we all need to be proactively anti-racist. As part of our wider work in tackling racial inequality, we continue to run our "Empowering our Allies: How do we be Anti-Racist?" series for all partners and members of staff. These interactive sessions discuss the importance of being anti-racist, how we can all be anti-racist, and what this looks like in our day-to-day and working lives.

In addition, we have commissioned extense, a leading race equality consultancy service, to support the firm in developing its race equity plan. During 2025, we are delivering mandatory race fluency training to everyone and exploring ways we can implement equitable support systems and processes for our minority ethnic colleagues.

**Promoting social mobility**

Recognising the barriers that people from less economically privileged backgrounds can face, we run a series of interventions aimed at ensuring the firm enables everyone to reach their full potential, regardless of their background and circumstances. These include:

- **Engaging with young people:** We run workshops involving young people (aged 14–18) from schools across the UK. They provide students, primarily from social mobility 'cold spots', with employability skills and an insight into careers in professional services.
- **THRIVE (formerly PRIME):** This scheme provides high-quality work experience to Year 12 pupils from disadvantaged backgrounds. It offers students an insight into the legal profession and, more broadly, the environments in which lawyers or other professionals in the City work, which would otherwise be hard for them to access.
- **GROW mentoring:** Through this scheme, people working at the firm act as mentors for aspiring solicitors from disadvantaged and/or minority backgrounds. We were one of the first firms to support this award-winning scheme. We continue to work closely with GROW and its student community to ensure that careers in law are accessible to all.
- **Aspiring Solicitors Foundation:** We are a major donor to the ASF, which provides financial support for people from economically disadvantaged backgrounds who wish to access careers in law.

- 
- **Social Welfare Solicitors Qualification Fund:** We are one of the founding members of this groundbreaking scheme, which supports social welfare legal workers wishing to qualify as solicitors specialising in this area.

### CSR programme and pro bono work

To learn about our CSR programme and pro bono work, please look at the social impact chapter of this report.

### Addressing gender and diversity pay gaps

We review pay carefully at all levels of the firm and are firmly committed to equal pay – by which we mean ensuring that any two people doing the same role are paid the same. We publish our gender and diversity pay gaps and work tirelessly to close them.

For example:

- The mean gender pay gap stood at 13.8% in 2023 (down from 16.8% when we submitted our first gender pay gap report in 2018)
- We are getting closer to achieving gender balance in our lawyer workforce, with 64% of new lawyer joiners in 2023 being women
- We have successfully recruited three times as many women as men in the rank of newly-qualified lawyers up to those with two years' post-qualified experience
- In FY23/24, 79.6% of employees without a disability received bonuses, compared to 76.7% of those with disabilities
- We have narrowed our ethnicity pay gap from 26.4% in 2020 to 17.5% in 2023
- We have reduced our sexual orientation pay gap from 11.1% in 2020 to 5.8% in 2023.





Travers Smith | Trainees

## Supporting people with disabilities and/or long-term health conditions

We are committed to ensuring that employees with disabilities and/or long-term conditions are valued, empowered, listened to and included. As a firm, we aim to embed accessibility in all our ways of working. These include making physical adjustments at work, providing equipment and specialist software to meet our people's needs, and offering specialised coaching for neurodiverse employees.

We are also proud to have been awarded the Disability Confident Leader Level 3 status, the highest externally validated accreditation in the UK Government's Disability Confident Scheme.

## Supporting women through the menopause

Around 75% of women experience symptoms related to perimenopause (the time when hormone levels start to fluctuate in the lead-up to menopause, when a woman's menstrual cycle stops). For some women, these symptoms can be debilitating.

We aim to create an environment where women feel confident to talk about their symptoms and ask for support and adjustments at work. We encourage all our people – especially partners and managers – to access the menopause training and information we provide, to ensure that everyone gets the support they need.





## Helping victims of domestic abuse

We aim to support our people beyond the core hours of the working week. And we recognise that one in four women and one in six men experience domestic abuse and violence in their lifetime. Given these statistics, we acknowledge that there are likely to be employees in our workforce who have experienced or are currently experiencing domestic abuse.

With this in mind, we have compiled a domestic abuse policy, encouraging people to speak up if they are suffering from or suspect domestic abuse. We offer support through line management, people trained by Mental Health First Aid England, and paid leave where appropriate.

Our progress in this area was inspired by our pro bono work supporting survivors of domestic abuse. To learn more about this, please see the pro bono section in the social impact chapter of this report.

## Supporting people affected by cancer

We focus on supporting our people during their most challenging times. Recognising the profound impact a cancer diagnosis can have, we have established a cancer support network, which provides support for employees affected by a cancer diagnosis and treatment (whether their own, or for a loved one). Our cancer support network is a compassionate community, connecting individuals who share similar experiences of navigating the impacts of cancer on their professional and personal lives, both during and after treatment.

Furthermore, we have signed up to the Working with Cancer pledge, through which employers commit to providing good support and fair treatment for people going through cancer and recovery.





**I was diagnosed with cancer in 2022 when I was preparing to go into the partner track. One of the first questions the doctor asked me was whether I needed a sick note, but I knew that there was no need to worry about that and that work would be incredibly supportive. In fact, besides my husband, the first people I told were the partners in our team and they were very compassionate.**

At the time, the doctors thought I would just need an operation and radiotherapy, and everyone at work encouraged me to take whatever time I needed. When it turned out I needed chemotherapy, everyone was still so supportive. The firm gave me complete flexibility to decide how to manage the treatment and whether to take time off. At the time, my career felt like the only thing I could control, so I decided to stop doing fee-earning work but continue doing other work from home. The firm offered to postpone my application to the partnership, but I wanted to go ahead because it felt like so many other aspects of my life were on hold, and the firm allowed me some flexibility


on the process to suit my treatment schedule. My promotion to partner was announced around the same time I finished chemotherapy, and I became a partner when my treatment ended.

No one wants to go through cancer, but the firm provided phenomenal support throughout and I never felt in a difficult position. Shortly after my treatment, a group of colleagues set up the cancer support network, where people going through cancer themselves or supporting a loved one can talk to others who have been through similar experiences. The aim is to provide a valuable source of support and compassion at one of the most difficult times in life.

---

**Ailie Murray**

Partner in the Employment Department, Travers Smith

A portrait of Ailie Murray, a woman with short dark hair, wearing a dark blazer over a white top. She is looking slightly to the right with a calm expression. The background is a blurred office interior with large windows.

**Ailie Murray** | Partner, Employment, Travers Smith

# Our business

Sustainability is a thread which runs through all aspects of the firm's business activities – from sourcing and the circular economy to recruitment and ethical conduct.





# Sustainable procurement

**We have developed various mechanisms to ensure that we work with suppliers that share our values.**

## Supplier assessments through EcoVadis

Through our work with EcoVadis, we evaluate our main suppliers to understand ESG-related risks and make improvements. We assess the ESG performance of our key suppliers every year, pinpointing those requiring improvement.

In FY23/24, EcoVadis assessments were undertaken by 33% of the companies on our preferred supplier list, which together account for 61% of our spend with preferred suppliers. Furthermore, all of our tier 1 suppliers have completed EcoVadis assessments.

## Supplier ESG assessment

While we encourage more suppliers to participate in the EcoVadis assessment process, we recognise that some of them cannot afford in-depth assessments. To provide a faster way to assess ESG risks earlier in the procurement lifecycle, we have implemented a supplier ESG assessment – a brief questionnaire distributed to all companies on our preferred supplier list with whom we spend more than £25,000 annually, or those based in higher-risk jurisdictions. This assessment gives us an understanding of ESG risks earlier in the procurement process, enabling us to make informed decisions regarding supplier selection and facilitate ESG screening. Additionally, it allows us to start integrating appropriate ESG strategies into our contracts early on.



**33%**

of companies on our preferred supplier list have undertaken EcoVadis assessments

**100%**

of our tier 1 suppliers have completed EcoVadis assessments

**61%**

of our spend is with suppliers that have done EcoVadis assessments



### Modern Slavery Act

Travers Smith recognises that all businesses have a responsibility to prevent modern slavery and human trafficking from taking place within supply chains. We take this responsibility extremely seriously.



### Responsible procurement strategy

We have developed a responsible procurement strategy to record our approach, detail our progress, and implement a sustainable procurement framework aligned with ISO 20400 standards. This strategy serves as an agreement between procurement, suppliers and contract owners, incorporating social, economic and environmental impacts throughout the procurement lifecycle. It also outlines each party's responsibilities for dealing with ESG issues in our supply chain.

### Supplier code of conduct

At Travers Smith, our aim is to provide the very highest quality of service whilst ensuring that our business is conducted in an ethical way. We expect our suppliers to meet the same ethical standards to which we hold ourselves, or equivalent standards relevant to their particular business sector. Our Supplier Code of Conduct sets out the ethical and human rights standards that we require our vendors to meet.

# Compliance responsibilities

Our firm has implemented comprehensive policies, procedures and/or training programmes to address various aspects of compliance, such as anti-bribery and corruption, conflicts of interest, financial crime prevention, and managing outside interests. These measures are designed to support all our employees in meeting compliance responsibilities and safeguarding the firm's reputation.





# Information security

The cyber threats we face are ever-evolving, and they are becoming increasingly complex and sophisticated. By establishing an information security management system (ISMS) that is certified to the ISO 27001 standard, we have taken a proactive approach to information security, so stakeholders can be confident about the safety of our data.

## Zero tolerance for unacceptable behaviour

**We are proud to have built a company culture based on mutual respect and inclusivity. Upholding these values is extremely important to us.**

If anyone witnesses or suspects unacceptable behaviour – such as harassment (including sexual harassment), bullying, criminal activity, breaches of health and safety requirements, bribery, fraud, tax evasion, failure to meet legal obligations, or financial misconduct – concerning themselves, a colleague, a client or a supplier, we encourage them to speak up either directly or through our anonymous reporting channel. This includes suspected breaches of laws and regulations as well as our internal policies and procedures.

If concerns are raised, we take them seriously and investigate them promptly and appropriately. We ensure that people who raise concerns do not face any negative consequences from doing so.

We aim to resolve any grievances or issues sensitively, fairly, consistently and without unreasonable delay.

# ESG legal services

In response to social pressure as well as regulatory drivers, ESG issues are now mainstream for the business community. We know that a strong ESG proposition can lead to higher value creation. Our swift recognition of ESG's importance led us to become one of the first UK law firms to provide dedicated ESG legal due diligence services.

Since then, our ESG offering has broadened. We now provide a wide range of legal services to help our clients manage the operational, reputational and compliance risks associated with ESG factors, and seek to make a positive impact. Our cross-disciplinary team of market-leading experts provides holistic advice on the full spectrum of ESG and sustainability issues, combining in-depth knowledge of ESG law, regulation and best practice with a deep understanding of each client's business.

Examples of ESG topics we help clients manage include:

- Environment, climate and biodiversity
- Sustainable finance and investment
- ESG litigation and crisis management
- Business ethics and human rights
- Corporate advisory and governance
- People and diversity
- Tax and ESG
- Real estate and the built environment.



# 12

We're ranked within the top 12 law firms globally for ESG in the Chambers and Partners Crisis & Risk Management Guide

# 50+

ESG lawyers and 15 ESG leaders across 11 practice areas

# 10+

ESG practice established over a decade ago

## Looking ahead

We plan to further improve our procurement, including by strengthening engagement, setting industry benchmarks, and understanding average ESG scores, with the potential to establish agreed credentials to be a Travers Smith supplier. Our ultimate goal is to integrate ESG principles consistently and proactively from the beginning of all supplier engagements, maintaining a strategic and systematic approach.



# Social impact

From our pro bono work to our solicitor apprenticeship scheme and award-winning corporate social responsibility programme, we work on a variety of initiatives to help make a positive difference to society.





Pro bono work at Travers Smith is a critical part of who we are as a firm and how we want to give back to society. We deliver projects at scale that impact causes directly and often protect the most vulnerable amongst us.



**Sam Cottman** | Partner and Head of Pro Bono, Travers Smith

# Pro bono

At Travers Smith, we have long demonstrated a commitment to legal pro bono work. We have a dedicated pro bono department, and we were one of the first UK law firms to appoint a pro bono partner.

Our pro bono practice provides individuals, charities and social enterprises with high-quality legal advice that would otherwise be beyond their reach. Our pro bono work involves lawyers from every one of our departments across the firm.

Our thriving pro bono programme is underpinned by four focus areas in which we target the most impactful partnerships:

- **Climate, environment and sustainability**
- **Inclusivity and social mobility**
- **Vulnerable groups**
- **Rule of law.**

## 4x

Our pro bono hours have quadrupled over the past four years

## 100

We have advised on more than 100 pro bono matters in the past 12 months

## 15

Our pro bono practice has won 15 industry awards





## Examples of our pro bono work

### Domestic Abuse Response Alliance

We have provided pro bono legal support to survivors of domestic abuse since 2009. In 2022, we established the Domestic Abuse Response Alliance (DARA), a group of 10 leading law firms that provides specialist advocacy support to vulnerable clients who would otherwise be left to defend themselves against their abusers in court. Since its launch in 2022, DARA has trained around 350 lawyers and helped more than 250 clients. It has also won several industry accolades, including the FT Innovative Lawyers Award, Pro Bono Initiative of the Year at The Lawyer Awards, and the PILnet Local Impact Award.

### Financial compensation for victims of domestic abuse, human trafficking and slavery

We help survivors of domestic abuse, human trafficking and slavery to obtain financial compensation from the Criminal Injuries Compensation Authority to help them rebuild their lives. We are proud that in 2024 alone, our lawyers secured awards totalling

£50,000 for two exceptionally brave survivors of domestic abuse and human trafficking.

### Refugees at Home

Refugees at Home first came to Travers Smith as a group of individuals in 2015. With our help, it has become the leading UK charity connecting those with a spare room with asylum seekers and refugees in need of accommodation. We effectively act as the charity's in-house counsel. One of our partners is the Chair of Trustees, and our Chief Technology Officer serves on the Trustee board.

### Green Tech Legal Collaborative

In 2023, we joined the Green Tech Legal Collaborative, which provides support to startups working to address climate change and promote sustainability. So far, we have supported 10 green tech startups with services ranging from specialist tax advice to reviewing commercial contracts and drafting employment agreements.





To learn more about these and other examples of our pro bono work, please see our website.

### WWF-UK

We have advised WWF-UK – the world's leading independent conservation organisation – on several regulatory matters related to climate change and sustainability.

### Foundervine

Foundervine is changing the face of entrepreneurship by providing a platform for innovative young founders from underrepresented communities. This is important work, as less than 1% of venture capital funding goes to Black founders globally, and less than 2% goes to women. We provide mentors at Foundervine's events and masterclasses, helping hundreds of founders to develop their businesses.

### Colours Caribbean

Colours Caribbean is a non-profit organisation that advocates for LGBTQIA+ rights across the Caribbean. Since 2019, we have been helping it to advance the rights of same-sex couples throughout the region.

### JUSTICE

JUSTICE is a human rights charity working to build a fairer UK justice system. We have worked with JUSTICE since 2019, supporting its work to address racial bias in the youth justice system. Most recently, we supported an extensive research project looking at the experiences of racialised young women and girls in the criminal justice system.





Travers Smith | Trainees

# Solicitor apprenticeships

**We have recently launched our solicitor apprenticeship programme that aims to make careers in law accessible to talented young people from across the UK, whatever their background.**

We worked hard to attract applicants from all parts of society, including those typically underrepresented in the legal sector. For instance:

- Some candidates were sourced through our work with Uptree, a charity that connects young people with the world of work and helps employers to reach young, diverse talent
- We ran two events with City Century – an award-winning solicitor apprenticeship initiative – including speaking to 2,500 students at the Queen Elizabeth II conference venue
- There was a series of online events focusing on different elements of our recruitment process, with over 160 registrations.

We were delighted to receive a total of 592 applications. At the time of writing, we are at the final stage of the selection process and:

- 96% of candidates attended a non-selective state school
- 50% have at least one social mobility indicator (a sign that a candidate is from an underprivileged background, such as parental occupation, postcode, or eligibility for free school meals)
- 54% are from an ethnic minority background.



We are proud to have received such a vast number of high-quality applications, especially in our first year of running the solicitor apprenticeship programme. And we are pleased that we have attracted great candidates from a broad range of backgrounds. We are excited to welcome the apprentices into our firm in September, and we look forward to reporting more results from the programme in due course.



**Thomas Hogan** | Early Careers Advisor, Travers Smith

Successful candidates will divide their time between working in our offices and studying for a degree-level apprenticeship with BPP Law School, leading to an LLB (Hons) in law and the post-graduate level Solicitors' Qualifying Examination (SQE). Travers Smith will cover all tuition fees. The six-year programme offers four one-year seats in one of our core practice areas, with our first cohort spending time in either Corporate, Dispute Resolution, Real Estate, or Finance, followed by two years of six-month placements across other areas of the firm. Upon successful completion, the apprentices will be eligible for newly-qualified roles alongside the graduate trainee cohort.

# 592

applications received for our solicitor apprenticeship programme

# 96%

of final-stage candidates attended a non-selective state school

# 50%

have at least one social mobility indicator

# 54%

are from an ethnic minority background





# Corporate social responsibility (CSR) programme

Established in 2013, our CSR programme offers opportunities for people across the business to develop their skills, to support local communities, to help improve access to careers in City law firms, and to develop meaningful partnerships with a broad range of charities. From working with emerging artists to helping disadvantaged young people enter law, our award-winning programme is diverse, exciting and continuously expanding. It includes:

## 1. Community engagement

We deliver a number of schemes aimed at empowering and upskilling young people across England. Some of these include:

- **BEE Scheme**

This scheme aims to help develop financial literacy skills for pupils aged 10–11 years old. It involves people from the firm delivering a series of six workshops on money and enterprise.

- **Legal Experts in Schools**

This scheme involves delivering classroom lessons on legal matters that affect young people to a selected group of Year 10 students from schools in London.

- **Digital Legal Experts in Schools**

This scheme involves delivering virtual classroom lessons on legal matters that affect young people to schools across England in social mobility 'cold spots'.

### Travers Smith & Little Village: A transformative two-year partnership

Over the past two years, **Travers Smith** has played a pivotal role in helping Little Village support thousands of families across London. Through volunteering, fundraising, pro bono legal expertise, and generous donations, the firm has made a lasting impact – ensuring children have safe places to sleep, warm coats to wear, and families receive the guidance they need to navigate tough times.

#### Volunteering: Hands-on support where it's needed most

**73 Travers Smith volunteers, including our Partnership Board, dedicated 315 hours across 10 sessions**, helping sort and quality-check the **270 tonnes** of items distributed to families. Their efforts ensured every bundle met the highest standards, bringing dignity and relief to parents in need.

#### Fundraising: Every pound makes a difference

Travers Smith's team took on the **Royal Parks Half Marathon, raising £3,532** – enough to provide **3,467 safe sleep spaces for children**. The firm's Tech Team also launched an innovative **Data Spring Clean campaign**, which pledged £2 to Little Village for every old device handed in for secure disposal, raising an additional £624. Combined with other initiatives, these funds helped provide **4,603 prams or buggies**, helping families get to crucial appointments and enjoy outdoor play.

#### Financial support: Empowering families beyond essentials

- **£24,304.07 in donations** funded **Little Village's signposting service**, helping families secure **food bank vouchers, energy bill support, and debt advice** – saving them nearly **£54,000** over two years.

#### In-kind contributions: Small savings, big impact

- **£1,306 saved on printing** meant **38,955 books** could be passed on, sparking children's learning and imagination
- **£9,000 saved on meeting rooms** helped fund **2,293 baby baths or bath supports**.

#### • Economic Experts in Schools

This scheme involves delivering sessions to groups of Year 10 students from schools in London to help them to understand the basics of economics and see how a changing economic climate impacts them and the world they live in.

In addition, we deliver a number of employability schemes, often in partnership with our clients, to provide young people from less advantaged backgrounds with skills needed to access City careers.

## 2. Charitable giving

### Major charity partner

Every two years, we select a major charity partner, chosen by a vote among our employees. Our major charity partner for 2023–2025 was Little Village, a charity that supports families with babies and young children living in poverty across London.

### Donation drives

Travers Smith's regular donation drives contributed 29,736 pairs of shoes and 14,499 coats, helping children play and explore, no matter the weather.

### Our new major charity partner

We are delighted to announce that our people have chosen the London Wildlife Trust as our new major charity partner for 2025–2027. The charity champions nature in London by caring for the city's diverse wildlife, maintaining free-to-enter urban reserves, and engaging with local communities. Our partnership has just begun, and we are excited to report on results in due course.

### Travers Smith Foundation

Since its launch in October 2015, the Travers Smith Foundation has supported over 150 charities and not-for-profit organisations.

The Foundation is an addition to our ongoing commitments to our nominated and long-standing charity partners. Its aim is to support a wide range of charities and organisations by issuing small donations.





**Cashflow Quadrant** | Joseph Aina, CSR Art programme 2022–23

### 3. Art programme

The art programme, now in its 11th year, sits at the heart of our Corporate Social Responsibility work and highlights our commitment to CSR from the moment someone enters our offices.

Delivered in partnership with the Royal College of Art and the University of Westminster, the programme showcases artworks produced by final-year art students. The rotating collection of artworks enriches our office and provides meaningful benefits for graduate artists at an early stage in their career.

One of the main features of the art programme is to support graduate artists in the transition from student life to professional practice. Some of the ways we do that include:

- Helping artists sell their work, without charging commission
- Offering training and workshops with our intellectual property, tax and commercial contract lawyers to help people develop business skills relevant to becoming professional artists
- Partnering with Serpentine – one of the most successful and influential galleries in Europe – to support artists' professional development
- Providing commercial opportunities, such as corporate and event photography, and contracts to run arts-based workshops for our own employees.

# Conclusion

We hope that this report provides a useful, informative overview of our work so far in embedding sustainability across all aspects of our firm. While we are proud of our progress, we know that there is room for improvement and that this important work must continue.

We are particularly excited about the progress that will accompany our forthcoming move to new offices. This will bring many positive changes aligned with our journey towards continuous improvement and sustainable development across our operations. We will be going beyond traditional green buildings standards. For example, our new premises will:

- Use cutting-edge technologies to improve energy efficiency, helping us further reduce our environmental impact
- Be more accessible
- Feature a new health suite that will enable us to provide even better support for employee wellbeing.

But our move to new offices is only part of the picture. In tandem, we will continue driving improvements across other aspects of our firm. For example, we will work even more closely with our suppliers to ensure that our values are reflected across our entire supply chain.

More broadly, through our support for charity partners, pro bono clients, educational establishments, the Legal Sustainability Alliance and others, we aim to drive positive change within the legal sector and beyond. And that's something to be proud of.





# Appendices



## Appendix One: Policies

Travers Smith's policies, statements and codes demonstrate our commitment to environmental stewardship and sustainable practices.

- **Energy & Environmental Policy Statement**
- **Modern Slavery Act Statement**
- **Supplier Code of Conduct**
- **Responsible Procurement Programme**

## Appendix Two: Awards, certifications, and affiliations

### ISO 27001, ISO 14001 and ISO 50001 certifications

We have established an information security management system (ISMS) that is certified to the ISO 27001 standard.

In the process of achieving ISO 14001 and ISO 50001 certifications, we created an Environment Management System (EMS) and Energy Management System (EnMS) that monitor our environmental footprint and energy performance and guide policy adherence.

These accreditations are certified by British Standards Institute (BSI).

- **ISO 50001 Energy Management System Certificate**
- **ISO 14001 Environmental Management System Certificate**
- **ISO 27001 Information Security Management System Certificate**

### Food Made Good Standard award

The report detailing our Food Made Good Standard award highlights the great work undertaken by the firm's food and beverage team. In it, we are scored on our achievements in three pillars: sourcing, society, and environment.

- **Food Made Good Standard (issued by The Sustainable Restaurant Association)**



### Clean City Awards

Run by the City of London Corporation, the Clean City Awards Scheme (CCAS) aims to drive sustainable business. It encourages City of London businesses to improve in the following areas:

- Air quality and climate action
- Communication and engagement around sustainability
- Resource efficiency and move towards circular economy practices
- Transition towards a plastic-free City.

Travers Smith won the Chairman's Cup and Circular Economy awards.

- **Clean City Awards Scheme, Category Chairmans Cup 2024**
- **Clean City Awards Scheme, Category Winner for Circular Economy 2024**

### Legal Sustainable Alliance

The Legal Sustainable Alliance (LSA) is a platform for working collaboratively with others in the legal sector and sharing best practices to take effective action to combat the climate crisis. Travers Smith has been an active member of the LSA for over a decade.



### Appendix Three: Carbon accounting

Using carbon accounting methods, we have measured and created reports showing our key greenhouse gas emissions (GHG) across our water usage, waste streams, and business travel flights, and identifying areas for improvement. We have also compiled a Streamlined Energy Carbon Report. If you would like to see any of these reports, please contact Paul Mullis.

### Appendix Four: Gender and diversity pay gap reports

We publish our gender and diversity pay gaps and work tirelessly to close them.