

Sustainability Report

2025

for Financial Year 2023/2024

Executive Summary

It is part of the firm's Vision to recognise our responsibility as a global citizen. We are committed to sustainable and ethical practices in our business and our community.

At Fox Williams, we are committed to our Environmental, Social, and Governance (ESG) principles.

With regard to Environmental, we have a strong focus on sustainability and reducing our carbon footprint. In our ongoing efforts to operate responsibly and transparently, carbon footprint and emissions reporting have become integral components of our environmental strategy.

Whilst this report primarily focuses on our environmental impact, our commitment to social responsibility and governance is equally as important to our business and clients.

Environmental

- Our commitment to reducing our Carbon Footprint and working with our external consultant Planet Mark
- Board ownership of our future carbon management plans and supporting the business to achieve the goals set
- Implement strategies and initiatives for staff aimed at minimising our environmental impact

Social

- Our commitment to Diversity and Inclusion, monitoring and reducing Gender and Ethnicity Pay Gaps and promoting Social Mobility
- Working closely with charitable and cultural initiatives to educate our people and help drive change and opportunity
- Wellbeing initiatives to support staff by prioritising mental health and personal development

Governance

- Our commitment to ensuring a robust governance is at the core of our operations and that we comply with the SRA Code of Conduct
- Ensuring our internal policies protect our staff and allow for open communication
- Governance supports our ESG principles and supply chain

Environmental Results 2023 / 2024

Since February 2024 we have been working with [Planet Mark](#), who empower businesses to reduce carbon emissions and achieve their net zero targets. This report marks the first year in which we have achieved Planet Mark Business Certification, a significant milestone in our journey towards sustainability. To retain this certification in the next reporting period, we are committed to measuring and reducing our emissions while also working to improve data quality.

Reporting Period and Boundary

- Reporting Year: 1 May 2023 to 30 April 2024
- Reporting Boundary: Fox Williams LLP, 10 Finsbury Square, London, EC2A 1AF

Highlights

- Total Measured Footprint: 94.7 tCO₂e
- Carbon Footprint per Employee: 0.5 tCO₂e
- Data Quality Matrix Scoring
 - Data Quality Score (Scope 1 & 2): 13 out of 16



Ambitions and Limitations

Our ambition is to achieve a significant reduction in our overall carbon footprint while continuously improving the accuracy and comprehensiveness of our data.

The current measurement includes data collation for Scope 1, 2 and several Scope 3 categories, we aim to improve upon our data collation year-on-year to ensure better understanding of our emissions in future reporting periods. Our commitment to transparency and stakeholder engagement underscores our dedication to reducing our impact on climate change.

Our Environmental Commitment

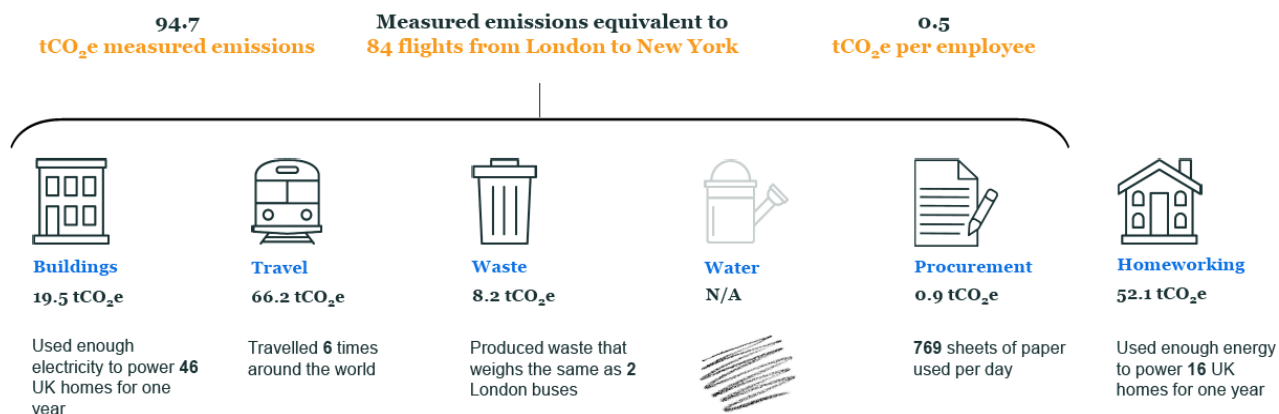
As part of this ongoing commitment and in line with Planet Mark's Business Certification requirements, the firm has committed to reducing its carbon emissions by 5% in the period 1 May 2024 – 30 April 2025, which equates to 0.8 tCO₂e.

Scope emissions refer to the different types of greenhouse gas emissions associated with an organisation's activities. These emissions are categorised into three "scopes" based on whether they occur directly within the organisation or as a result of its operations in the wider supply chain.

Effective measurement and management of scope emissions are crucial for reducing an organisation's overall carbon footprint. Accurately tracking these emissions allows companies to identify the largest contributors to climate change, implement targeted reduction strategies, and enhance sustainability efforts, ultimately helping to meet global climate goals and minimise environmental impact.

Please see below for the full breakdown of our emission statistics for 1 May 2023 – 30 April 2024:

Measured carbon EMISSIONS Market BASED



On the data collated and analysed for financial year 2023 / 2024, we have achieved Carbon Neutral status by supporting Gold Standard Projects and offsetting 100 tonnes of CO₂ emissions.

The projects we supported were Uganda Gender Responsive Safe Water Project and Improved Cookstoves for conservation of Ibanda-Makera Gallery Forest in Rwanda.

Both projects signify our commitment to sustainability and social responsibility with both gender and equality being core factors in our choice of projects.



Social Responsibility

We seek to take responsibility for addressing social issues within our firm and beyond, with a focus on promoting diversity, equity, and inclusion. Our commitment to social responsibility is deeply rooted in our values. We believe that a truly inclusive workplace is not just a moral obligation but also a business necessity, enabling us to serve our clients and society with greater insight and understanding.

Our focus extends beyond our firm, as we collaborate with different organisations, charities, and local communities to address social issues.

Diversity & Inclusion and Gender & Ethnicity Pay Gaps:

We produce an annual Diversity and Inclusion report, including our gender and ethnicity pay gap figures, which is publicly available [here](#). We are committed to achieving long term targets for partner numbers in terms of gender and ethnicity, and trainee numbers in terms of ethnicity, in order to drive real change.

We voluntarily report on our gender and ethnicity pay gaps to ensure transparency and accountability. This data helps us track progress at all levels of the firm.

Charitable and Cultural Initiatives:

Our Charity Committee works closely with our selected Charity to organise year-round fundraising activities, whilst also supporting other causes such as St Mungos and The Hygiene Bank.

From 2023 to 2025 we enjoyed a fantastic partnership with [The Sick Children's Trust](#), which supports parents with a seriously ill child in hospital.

Our Charity for 2025 to 2027 is [Go Beyond](#). Go Beyond provides short respite breaks within the UK for over 1,000 children living in difficult circumstances, such as young carers, children living with abuse, suffering from anxiety and stress or those in severe poverty.

Black Talent Charter Signatory and Black Solicitors Network Partnership:

We became a signatory of the BTC in 2024. We are also committing to the [Black Talent Charter](#), where we reaffirm our dedication to promoting diversity and supporting the advancement of black professionals within our firm and across the legal sector.

Fox Williams are an integral part of the [BSN mentorship scheme](#), the Grassroots Programme, which we are proud to have supported since 2022.

upReach and CityCentury:

Through our partnership with [upReach](#), we support students from disadvantaged backgrounds with dedicated lawyer mentors, insight days, legal training exercises and presentations.

We are proud to be a part of the [CityCentury](#) solicitor apprentice initiative to increase the number of solicitor apprentices in the legal industry. We welcomed our first cohort in September 2024.

Governance at Our Firm

As a law firm, robust governance is at the core of our operations. We maintain the highest standards through our comprehensive policies and procedures, including those related to anti-bribery, anti-money laundering, anti-slavery, conflict of interest and relations with third parties.

Our firm is regulated by the Solicitors Regulation Authority (SRA), which requires high standard ethical conduct, transparency and professionalism.

The firm is a Limited Liability Partnership, which is 100% owned and controlled by its partners. The partners elect officers and a Partnership Board, which oversees the management of the firm.

Our Internal Policies

Internally our policies on health and safety, Diversity and Inclusion, GDPR compliance, AML, SRA Code of Conduct are all reinforced by regular training. We also encourage open communication and provide accessible resources to ensure all team members feel empowered and informed.

Governance in Our Supply Chain

Our commitment to governance extends to our supply chain. We rigorously assess all third-party (professional and non-professional) suppliers to ensure they meet our stringent standards for quality, reputation, financial stability, and compliance with our core policies. We prioritise partnerships with suppliers who share our values of ethical practice, sustainability and social responsibility.

Governance in our ESG

We actively promote ESG principles within the firm by encouraging participation in charity work, hosting presentations to raise awareness of key ESG issues, and advocating for causes aligned with our values. Governance is at the heart of our ESG strategy, so we ensure that we not only comply with regulations but also take a proactive role in driving positive change within our industry and beyond.

