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Sustainability Report 2026

for Financial Year 2025 / 2026

Executive Summary

It is part of the firm's Strategy 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

- Committed 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

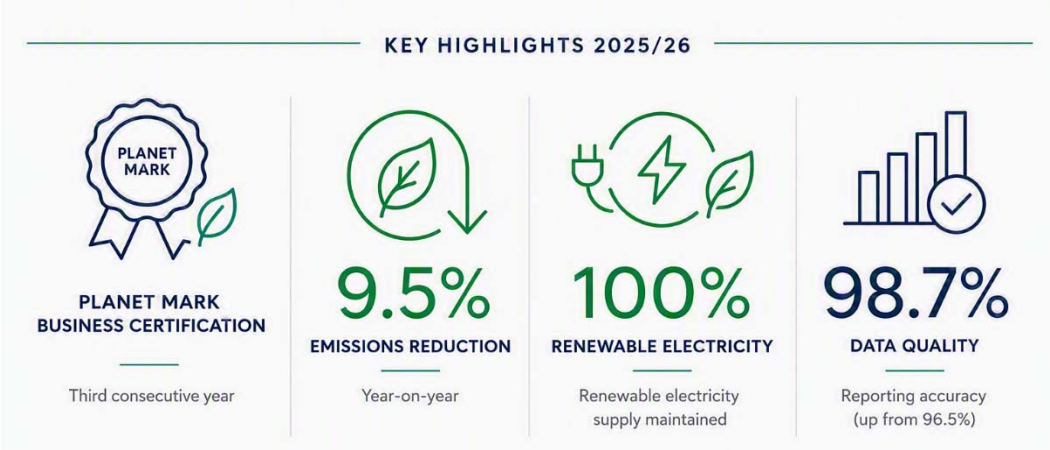
- Committed to Diversity and Inclusion, monitoring and reducing Gender and Ethnicity Pay Gaps and promoting Social Mobility
- Working closely with charitable and cultural initiatives to educate our people and help drive change and opportunity
- Wellbeing initiatives to support staff by prioritising mental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

Governance

- Committed 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 2025/26

As part of our commitment to Planet Mark Business Certification, we set a target to reduce our carbon emissions by 5% between 1 May 2025 and 30 April 2026. During the year, we exceeded this target, achieving a 9.5% reduction in total market-based emissions while continuing to improve the quality and scope of our environmental reporting.



During 2025/26, we reduced our carbon footprint by 9.5%, cutting total market-based emissions from 309.3 tCO_2e to 280.2 tCO_2e. The reduction of nearly 30 tCO_2e was achieved while the average headcount increased by 7%.

Emissions per head fell by 15%, from 1.6 to 1.3 tCO_2e, while emissions per £m turnover reduced 8% from 6.5 to 6.0 tCO_2e. We also maintained 100% renewable electricity, keeping market-based Scope 2 emissions at zero.



What we measure

To understand our environmental impact, we measure emissions across our operations and wider business activities. These emissions are grouped into three categories - Scope 1, Scope 2 and Scope 3.



Business travel remains our largest emissions source, accounting for 145.2 tCO_2e (51.8% of our total footprint). The majority of these emissions are from air travel, primarily associated with client meetings, conferences and business development activities. While some travel is unavoidable, we continue to take a strategic approach to travel planning and approvals and will continue to explore opportunities to reduce flight-related emissions.

Environmental impact remains an important consideration in how we plan and undertake travel. Where practical, colleagues are encouraged to choose lower-carbon travel options, including walking or cycling for local journeys, making use of public transport and selecting electric or hybrid taxi services where available. Travel arrangements are reviewed with sustainability in mind alongside business requirements, helping us reduce our overall environmental impact while continuing to support client and business needs.

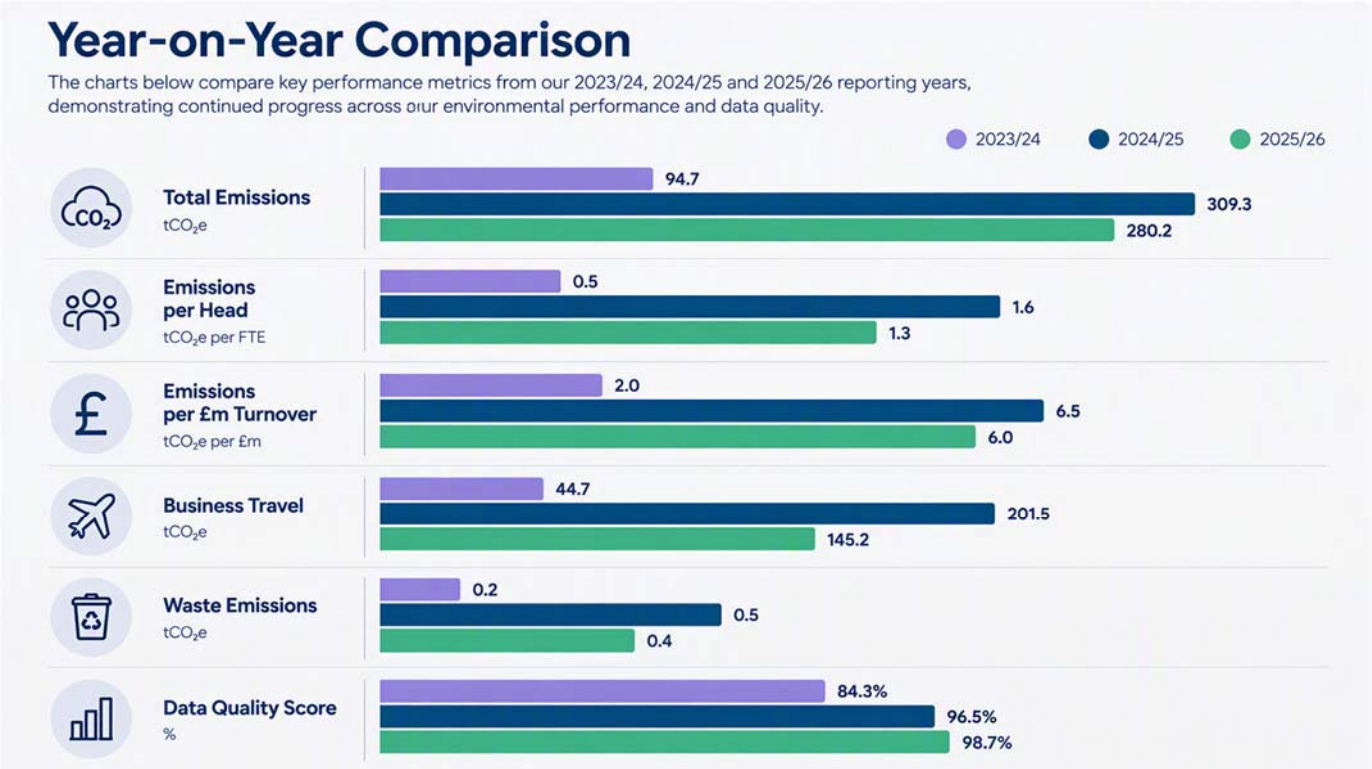
Employee commuting accounted for 97.0 tCO_2e (34.6% of our footprint), an increase of 22.5 tCO_2e compared with the previous year. This reflects both growth in average headcount (from 196 to 210 FTEs) and improved participation in our employee commuting survey, providing a more accurate picture of commuting patterns across the firm.

Three Years of Progress

Since beginning our Planet Mark journey in 2024, we have continued to improve both our environmental performance and the quality of our reporting. As our data has become more complete, we have built a clearer picture of our environmental impact while continuing to reduce our emissions.



Since establishing our baseline in 2023/24, we have continued to improve the quality and scope of our environmental reporting. The substantial improvement in our reporting after 2023/24 means the 2024/25 and 2025/26 reporting periods are directly comparable and provide a more complete picture of our environmental impact than we had for 2023/24. In addition, in the latter two years the turnover and number of people at our firm was more than 15% higher than in our baseline year. During 2025/26 we achieved reductions in total emissions, emissions per head and business travel emissions, while continuing to improve the quality and completeness of our data.



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2026/27 Environmental aspirations

While we continue to monitor emissions across our operations, our focus for 2026/27 will be on the areas where we can make the greatest impact.

We will continue to take a strategic approach to business travel, ensuring flights and other travel are approved where there is a clear business need, while making use of virtual meetings where appropriate.

We are also committed to continually improving the quality and scope of our environmental reporting. During 2025/26, we began reporting on courier travel emissions for the first time, and we will continue to look for opportunities to strengthen how we collect, measure and report our data.

Alongside our environmental commitments, we are keen to expand our ESG volunteering activity. In 2025, colleagues partnered with The Conservation Volunteers to support environmental improvement projects, and we look forward to building on this through further volunteering opportunities across the firm in 2026/27.





The progress made this year shows that reductions can be achieved alongside business growth, and we remain committed to identifying practical ways to reduce our environmental impact and support our long-term Net Zero ambitions.

Social Responsibility

We 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/apprentice numbers in terms of ethnicity, 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 Social and 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.

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:

In 2024 we signed up 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.

City Century and upReach:

We are proud to be a part of the City Century solicitor apprentice initiative to increase the number of solicitor apprentices in the legal industry. We welcomed our first cohort in September 2024.

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

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 a high standard of 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 and appoint other management positions, such as the heads of our legal departments.

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.



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