



Morrish Solicitors LLP

ESG Strategy

2023-2025

Policy

This environmental, social and governance (ESG) policy covers our commitments to:

- Employee wellbeing
- Ethical business practises
- Charity work
- Community involvement
- Environmental impact

The policy aims to integrate environmental, governance and social practises within our work, our client relationships, and the wider community.

We believe that by replacing our existing CSR policy with this ESG strategy, we complement our core business strategy and values, and make quantifiable decisions which make sound ethical and business sense. Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate ESG considerations across all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations, and codes of practice.
- To review, annually report, and to continually strive to improve our ESG performance.

By developing this ESG strategy, we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach is continuously evolving as we learn lessons along the way.

Strategy

To help define our strategy it is divided into the following key areas:

- People
- Community
- Environment

People

- We are committed to eliminating discrimination and encouraging equality and diversity amongst our workforce. Our aim is to ensure that our workforce is truly representative of all sections of society and that each employee feels respected and able to contribute fully.
- We are committed to delivering a fair employment environment and the opportunity to advance and strive to ensure that everyone in the firm always has access to development opportunities.

- We are committed to providing our staff with skills and resources to improve their employability. This can be seen in the development plans of our trainee solicitors/solicitor apprentices and wider staff.
- We are committed to working with local institutions to support wider access to the legal profession.
- We are committed to offering our staff a positive and healthy working environment.
- We are committed to emphasising a supportive and welcoming working environment in our induction process for new staff members.

Key Area	Commitment	Focus	Target
People	Eliminate discrimination and encourage equality and diversity amongst our workforce.	To provide equality and fairness for all in our employment and not to discriminate on grounds of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.	50% of staff to complete the SRA diversity questionnaire. Bi-annually submit data to the SRA to assist in monitoring diversity of legal profession. Bi-annually publish anonymised data on our website to provide transparency on diversity within the firm. Annually review and publish our Equality and Diversity Policy on our website.
	Encourage and help all employees to develop their full potential.	Commitment to delivering a fair employment environment; the opportunity to advance; and ensure that everyone in the firm has access to development opportunities.	Trainee Solicitor Development Programme to ensure experience gained in all areas of law covered by the firm. 35% of staff to take part in additional skill and personal development training (not including mandatory training).
	Make the legal profession more accessible to all, regardless of background.	Provide mentoring opportunities within the local area.	Annual participation in The Rodillian Academy Career Ready Programme. Give access to at least four mentoring and work experience placements each year.
		Deliver a Solicitor Apprenticeship Scheme to support widening access to the profession, provide relevant practical training, focused on a job-specific training plan, and enhance	Take on at least two solicitor apprentices per year.

		and develop the skills of existing colleagues.	
	Recognise the importance of staff and offer a positive and healthy working environment.	Ensure offices are comfortable and supportive environments for our employees, have suitable conditions for those with disabilities, and breakout areas for anyone to use at any time.	Annually review office facilities and ensure accessibility is conveyed when carrying out recruitment.
		Manage and promote positive mental health and wellbeing in the workplace.	Internally recruit one additional mental health first aider (to support the Office Manager who is already qualified). Operate wellbeing initiatives including: a weekly fruit delivery; twice-yearly massage sessions; access to the Employee Assistance Programme.

Community

- We are committed to being a responsible contributing member of society, building strong relationships with the local community, and supporting local and national charities.
- We are committed to work in co-operation with the voluntary sector and other bodies in the local area to see where investment (in financial or other terms) can best be made across all offices.
- We are committed to support a broad range of activities locally and nationally, including donations of money, skills and time.

Key Area	Commitment	Focus	Target
Community	Support a broad range of activities, charities and organisations locally and nationally as individuals and as a firm.	Fundraising campaigns and a dedicated charitable line in the annual budget.	Monthly fundraising events (e.g., dress down days) to raise funds for local charities. An annual charitable fund assigned in the marketing budget of up to £4,000 to use for community sponsorships, events, and donations. Support of up to four local charities each year to include donations, events, and promoting campaigns.
		Legal support for charities and organisations.	Annual membership of Solicitors for the Elderly for our wills and estates team, which helps vulnerable people with help and advice.

			<p>Advice from our employment team for individuals who have suffered discrimination, including physical and mental disabilities.</p> <p>Personal injury and clinical negligence teams assist individuals with significant, severe injuries, including those with disabilities.</p> <p>Providing annual advice and support to national charities such as Headway (the organisation representing victims with all aspects of head injury) and Age UK.</p>
		Non-legal support.	<p>Staff to support the work of local parties and councils, and serve as Board members for charitable trusts, arts and cultural organisations.</p> <p>Non-legal staff members use their professional skills to support local social enterprises on a voluntary basis.</p>

Environment

- We are committed to taking our responsibilities towards the environment seriously and encourage all staff members to adopt ethical principles.
- We are committed to taking continuous steps to minimise our impact on the environment through reduction of waste and energy consumption.
- We are committed to making positive steps to reduce the amount of paper we use as a firm.

Key Area	Commitment	Focus	Target
Environment	Introduce and maintain significant environmental practices into the workplace.	Encourage and increase recycling across the firm.	<p>100% of shredded paper to be recycled.</p> <p>80% of office waste to be recycled.</p> <p>100% of paper stationery supplies to be recycled.</p> <p>80% of marketing merchandise to be made from recycled materials or able to be recycled.</p> <p>70% of office electrical and printer waste to be recycled or donated.</p>
		Develop greener transport solutions.	Reduce environmental impact of staff commuter journeys by 45% via hybrid working.

			<p>Use of hybrid/electric vehicles as a firm and reduce mileage by 20%.</p> <p>Encourage car sharing when attending meetings.</p>
		<p>Increase the scope of our 'paper light' policy.</p>	<p>70% (where possible) of correspondence to be sent via email.</p> <p>File documents electronically where possible to reduce the amount of paper files.</p> <p>70% (where appropriate) of clients to sign documentation electronically (e.g., via DocuSign).</p> <p>For cases with multiple claimants, use electronic surveys to gather information and store this information electronically.</p> <p>HubSpot CRM will allow for regular electronic client communications and updates.</p>
		<p>Increase the energy efficiency of our offices.</p>	<p>Ensure PCs/laptops are switched off on a night and no devices including screens, monitors etc., are left on standby except where necessary for business continuity.</p> <p>Migration to Microsoft Azure cloud and complete removal of on-site servers by 2024 will reduce electricity consumption by devices and cooling systems in server room.</p>
		<p>Sourcing ethical and environmentally sound products.</p>	<p>90% of products and marketing merchandise to be sourced from local and UK-based, employee-friendly, sustainable suppliers which supports the UK economy and job creation, reduces carbon from shipping costs, and provides employee wellbeing.</p>