

SUSTAINABILITY REPORT 2023



INTRODUCTION FROM THE SENIOR PARTNER

Every business has an important role to play in reducing its impact on the environment and contributing to social sustainability, and we are no exception. This presents sizeable challenges in terms of time and resources, and changes to business behaviours. But this is what being a Responsible Business entails, and we have embraced this through a variety of new policies, programmes and initiatives.

As our FY23 Sustainability Report details, we have made ambitious new commitments to reduce our carbon impact, we have grown volunteering programmes to support charities and local communities, and increasing numbers of our lawyers have used their skills, pro bono, to provide access to justice for charities and individuals.

This isn't just about 'doing the right thing'. Thriving communities drive the wider economy which is ultimately good for businesses, including ours. The wider corporate Value Chain requires businesses to work collaboratively to reduce carbon emissions. Helping disadvantaged people through volunteering enables our colleagues to enact their personal Purpose, and this connects directly to our Purpose as a firm: "to help our clients and our colleagues succeed, creating sustainable value". Our clients and our colleagues look to our firm to take action on sustainability.

I am proud of what we have achieved over the past year, and I hope that you enjoy reading about what we have been doing.

Virginia Clegg

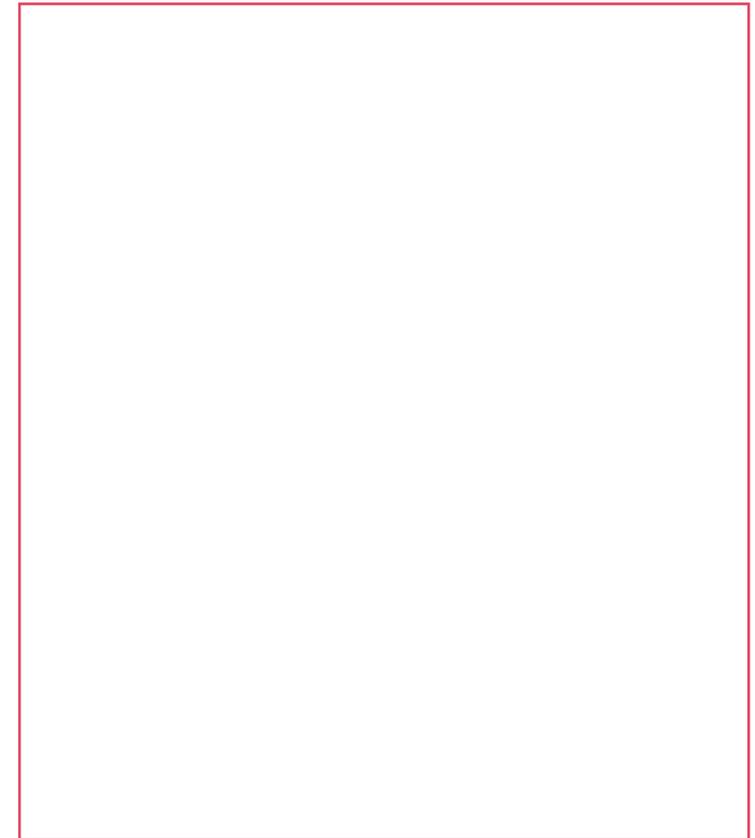


Virginia Clegg
Senior Partner

A handwritten signature in black ink, appearing to read 'Virginia Clegg', written over a horizontal line.



CONTENTS



STRATEGY

DAC Beachcroft's Responsible Business strategy is aligned to four UN Sustainability Development Goals (SDGs), recognising our role on sustainability as a business:



Our Responsible Business activities are linked to the way we recruit, look after and develop colleagues, do business with clients and suppliers, our impact on local communities, and our environmental footprint.

The firm's Responsible Business programme is delivered through the following workstreams:



EQUITY, DIVERSITY & INCLUSION

We know from our recent engagement surveys that our colleagues regard DACB as inclusive and diverse but there are still areas where we can continue to make further improvements. Data is always a good place to start; the more data we have, the better we can focus our efforts and continue delivering on our commitment to offer all our colleagues a life that works, irrespective of their backgrounds, disabilities, life choices, how they identify or their caring responsibilities. Our ways of working have changed dramatically in recent years and our flexible approach to work removes obstacles for many colleagues, meaning that we are more inclusive in various ways.

But we have also been reminded, by increased remote working and our engagement survey data in 2022 and 2023, that we all need and value a sense of belonging. Inclusion and belonging go hand in hand and how people feel when they work at DACB is key to helping give them a life that works. We all want to feel and be included, valued and respected as part of something, to know that our contribution matters and our challenge is encouraged. We need to feel supported by our colleagues and able to support others and be their allies. This is why belonging is a business priority for us.

[Click here to access our 2023 ED&I Report](#)

David Pollitt, Managing Partner & Executive Sponsor for Inclusion and Innovation

ENVIRONMENTAL SUSTAINABILITY

GHG emissions data for period 1 May 2022 to 30 April 2023

In 2022 we reported our Greenhouse Gas (GHG) emissions for 2021 in a submission to the Carbon Disclosure Project (CDP) and published our first Carbon Reduction Plan (CRP).

We have now committed to more ambitious carbon reduction measures, expanding the scope of our environmental reporting to enable submission to the Science Based Targets Initiative (SBTi), the world-leading framework for setting targets which are aligned with the Paris Agreement. In line with SBTi requirements, the globally-accepted baseline reporting year has been changed, in recognition of the effects of the pandemic, to 2021-2022. Accordingly, our FY22 carbon reporting data has been recalculated for improved accuracy as our baseline reporting year, now also incorporating fugitive emissions, international emissions and Scope 3 emissions.

		FY23	Recalculated FY22	Previous FY22 report
Emission Source		GHG Emissions (tCO ₂ e)	GHG Emissions (tCO ₂ e)	GHG Emissions (tCO ₂ e)
Scope 1&2	Stationary Combustion	85.035	124.8	102
	Mobile Combustion	5.439	2.9	3
	Fugitive Emissions	150	146.3	(not reported)
	Total Scope 1 Emissions	240.474	274.0	105
	Electricity Stationary (market-based)	750.069	1,372.8	777
	Mobile Electricity	0	0.1	(not reported)
	Total Scope 2 Emissions (market-based)	750.069	1,372.9	777
Scope 3	1. Purchased Goods & Services	4200.76	3,017.9	-
	2. Capital Goods	1423.16	900.4	-
	3. Fuel and energy-related activities	270.73	332.3	-
	4. Upstream transportation & distribution	820	817.3	-
	5. Waste generated in operations	0.11	4.7	-
	6. Business travel	575.89	339.5	-
	7. Employee commuting	1174.38	1139.3	-
	7. Employee telecommuting	1583.71	1536.4	-
	Total Scope 3 Emissions	10,048.74	8,087.8	459
	Energy consumption used to calculate emissions (kWh)	-	-	4,243,453
	Total Scope 1, 2 & 3 Emissions	11,039.29	9,735	1,341

ENERGY EFFICIENCY ACTIONS TAKEN



Our “Flex Forward” approach to hybrid working has provided reductions in emissions associated with employee commuting. However, the improved data we report on employee telecommuting (working from home) shows that this is a sizeable portion of our Scope 3 emissions. We conducted our first commuting and telecommuting survey amongst our colleagues earlier this year to calculate our Scope 3 emissions; this new information will inform strategies to reduce emissions in this area.

Last year, we published our first Carbon Reduction Plan, with a near-term target to achieve 30% reduction of tCO₂e by 2027, and a longer-term target of Net Zero by 2040. Our new commitments submitted to the SBTi are to reduce Scope 1 & 2 by 42% by 2030, and Scope 3 by 25% by 2030, aiming for Net Zero by 2050.

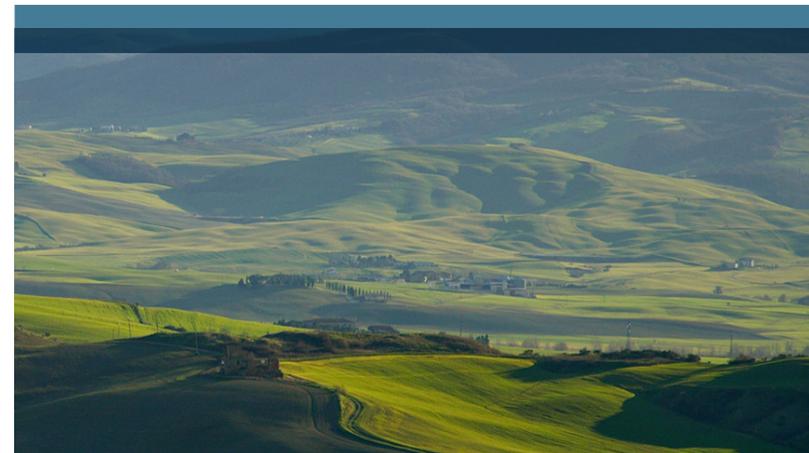
We plan to meet these commitments by:

- developing our existing Supplier Engagement Programme to persuade DACB suppliers to reduce the carbon intensity of their operations and also sign up to the SBTi
- further developing our Business Travel and Commuting policies

In addition, we will undertake Energy Saving and Opportunities Scheme (ESOS) audits to ensure that all our offices are fitted with energy-efficient systems to reduce electricity consumption by increasing building efficiencies. From 2023 we will procure renewable energy at five UK offices, and are looking to purchase Renewable Energy Certificates of Origin (REGOs) to cover all UK electricity by 2030.

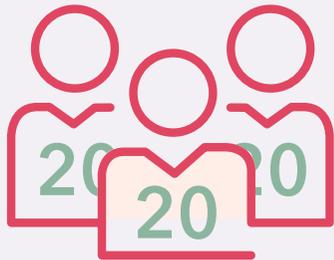
Our new commitments submitted to the SBTi are to:

- Reduce Scope 1 & 2 by 42% by 2030
- Reduce Scope 3 by 25% by 2030
- Achieve Net Zero by 2050



COMMUNITY INVESTMENT

We support local communities through pro bono legal advice and community volunteering. We provide 20 hours per year for each colleague, to encourage participation.



Our non-legal volunteering is focused on three themes:

HOMELESSNESS
DISADVANTAGED SCHOOLCHILDREN
THE ELDERLY

Last year saw an increase in colleague volunteering numbers, growing from 23.5% in FY22 to 27% in FY23. We continue to run a mix of national programmes as well as partnering with charities and schools local to our network of offices.

FY22
23.5%
|
FY23
27%

NATIONAL PROGRAMMES



Action Tutoring works in partnership with primary and secondary state schools in disadvantaged areas to deliver outcomes-led tutoring programmes which drive up attainment and 'bridge the gap' for pupils at risk of not achieving national standards in Maths and English at SATs or GCSE.

We first formed a corporate partnership with Action Tutoring in 2019 to provide English and Maths tutoring. During lockdown, we donated laptops to schools for children without access to computers for home-learning. We work with Action Tutoring in two primary schools in Bristol and Birmingham, and a secondary school in London. In FY23, 80 colleagues volunteered every week, providing 586 hours of tutoring support. The impact of these programmes is carefully measured by Action Tutoring through pupil testing at key points during the academic year. On average, Action Tutoring pupils improved by 14 percentage points in Maths and 10 percentage points in English by the end of the programme. In addition, they achieved higher scores than other disadvantaged pupils without tutoring. We are proud to have worked with Action Tutoring to help 195 pupils close the attainment gap.

We have offices in 11 cities across the UK. Here are just a few examples of the great volunteering by our colleagues in local communities, addressing our chosen themes of Homelessness, the Elderly, and Disadvantaged Schoolchildren.

- 80 DACB volunteers
- 195 pupils
- 14% improvement in Maths
- 10% improvement in English





Change Please is a social enterprise which supports people out of homelessness by providing therapy, training, support with housing, and employment as coffee baristas. Launched with just one coffee cart in Covent Garden in 2015, today Change Please helps 500 'trainees' to become baristas every year through its three-month training programme. 85% of Change Please trainees have found ongoing employment in a variety of roles after their time with the social enterprise. These strong results demonstrate a 'theory of change', which is making a real impact on the issue of homelessness.

We embarked on a unique partnership with Change Please in support of this work in 2021, encompassing wholesale product purchasing, pro bono legal advice, and colleague volunteering. We serve Change Please coffee in our offices, have provided pro bono legal advice, and have designed a bespoke training programme delivered through colleague volunteers to help Change Please trainees develop their employability skills.

- 6 workshops
- 40 Change Please trainees
- 85% into onward employment





In FY23 we partnered with Young Citizens on their 'Digital Legal Experts in Schools' programme in four schools in Manchester, Leeds, Birmingham and London.

Digital Legal Experts in Schools enables lawyers to help teach young people about becoming active and engaged citizens, and understand the legal frameworks and institutions that make up our society. Delivered by qualified lawyers, the programme is run via six hour-long workshops to KS4 students, encouraging discussion and debate about the role of the law in some of the most topical and relevant issues of the day. Volunteers interact with students through a mixture of pre-recorded and live video sessions. Topics covered include 'Learning about the Law', 'Social Media and the Law', and 'Human Rights'.

In addition to learning about how the law applies to them, the students have the opportunity to engage with real lawyers, exploding myths about the type of person who becomes a lawyer, and opening up their minds to the possibility of a career in the law.



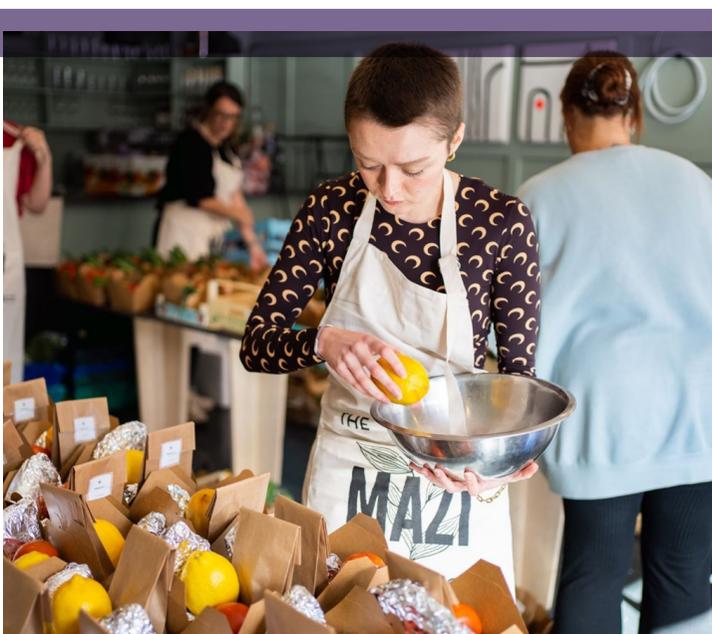
LOCAL COMMUNITY VOLUNTEERING

Homelessness



MAZI means 'together' in Greek. 80 colleagues in Bristol volunteered during FY23 to help the MAZI Project, a youth-led community interest company (CIC) empowering disadvantaged 16-25 year olds through food.

The MAZI Project supports care leavers, young asylum seekers, and youths recovering from homelessness and fleeing domestic violence. The charity's aim is to use the dinner table and the notion of 'breaking bread' to help reduce isolation, build confidence and make those in need feel cared for and extraordinary. Through weekly recipe boxes, cooking classes and talks with industry professionals, MAZI aims to introduce these young people to new flavours, new career possibilities and, most importantly, provide the sense of community felt when sitting around a table together at mealtimes. Our volunteers have been helping weigh out ingredients and make up kits for nutritious home-cooked meals.



"I found out about The MAZI project through 16-25 Independent People, a charity that housed me when I was homeless. Before I started receiving the meal kits, I was too anxious to leave the house to go to the supermarket, and I didn't have the funds to buy myself a full food shop anyway. As a result of this, I was living off of food banks, and random bits and bobs from the corner shop. My cooking was limited and not very nutritious. I think a part of it was I was also feeling rubbish and so was eating badly as this is what I felt I deserved.

At first, it was overwhelming to receive such a bounty of fresh food, and I didn't trust that it would be reliable to turn up every week, but it did. I started to enjoy being able to choose what recipes I would get, and would branch out to try more adventurous stuff, that I never would normally cook with. The financial burden of eating was lifted and this enabled me to free up some money to be able to do things I liked with my time. It also gave me a much more balanced diet which included fresh vegetables. As the food kept turning up I started to feel more and more deserving of it."

Homelessness



Each year during January-March, we organise a team in London to serve on the Cold Weather Meals programme at The Connection at St Martin-in-the-Fields. During FY23 40 colleagues covered a weekly rota to serve up hot, nutritious food to street-homeless people who go to The Connection for help. In addition to a hot meal, The Connection is able to provide them with showers, clean clothes and a place to warm up. Crucially, these services enable staff at The Connection to reach out and offer support to people in desperate need of help - literally, making a vital connection, hence the name.



40 colleagues covered a weekly rota to serve hot, nutritious food to street-homeless people who go to The Connection for help



The Elderly



15 colleagues volunteered last year with elderly people at Pannel Croft Village in Birmingham, part of the Extra Care Charitable Trust. Our volunteers spent three afternoons playing games, making Christmas crafts and painting Easter decorations with 20 elderly residents.

The challenges of getting older can make it more difficult to get out and do things, giving rise to boredom and isolation. Over five million people say that a pet or television are their main form of company. We aim to help reduce isolation and provide purposeful, enjoyable activities for the residents.

Clearly, everyone is enjoying themselves during these afternoons because our volunteers also report improved wellbeing and confidence, as well as more developed empathy and understanding of issues affecting older people. It is encouraging to see that the age gap can be spanned, enabling people of different generations to enjoy spending time together.



15 DACB colleagues volunteered last year with elderly people at Pannel Croft Village in Birmingham, part of the Extra Care Charitable Trust

The Elderly



Colleagues in Bristol have been volunteering at the St Mary Redcliffe Lunch Club for older people.

This Lunch Club was first promoted via the local laundrette. Older people living alone in the local community saw a need for a regular time when they could socialise together to help 'break up' an otherwise long week at home by themselves. St Mary Redcliffe was happy to provide a venue and help the local community in this way, and so the Lunch Club was born.

Volunteers help set tables and serve food to the older people who attend the Lunch Club, while the regulars enjoy time to chat and also sometimes special activities like a raffle. Raffles are organised by the older people themselves, who contribute deliberately non-high-value prizes so that it's all just a bit of simple fun - sometimes just a can of baked beans!



Disadvantaged Schoolchildren

A number of our offices are running 'Right to Read' volunteering partnerships to help improve literacy in local primary schools.

The 2018 'Literacy Changes Lives' report by the National Literacy Trust established a relationship between literacy and life chances through the lenses of physical and mental health, economic wellbeing, family life, civic engagement and crime. Sadly, children in disadvantaged areas struggle to attain strong literacy skills, for a variety of reasons. English may not be spoken as a first language at home, parents and carers working more than one job may struggle to provide time for reading practice, and there may be a lack of access to books or a quiet place to read.

The Right to Read programme provides children with reading support from a business volunteer. Volunteers visit the school once a week to hear their child read and help them develop their Literacy skills. We are running Right to Read programmes with Hovingham Primary in Leeds (25 volunteers), St Phillip's CE Primary School in Manchester (20 volunteers), and next year we will also be supporting Parson Street Primary in Bristol (42 volunteers).



Studies have found that participating pupils consistently make gains of over four times the expected rate of progress. Pupils on volunteer reading programmes usually make Reading Age gains of 12 months over the course of just two school terms. One of our schools reports that the Year 2 pupils we have been helping were selected for the programme because they performed so poorly in their Year 1 Phonics test; one year on, with the help of our volunteers, 67% have achieved the expected results - amazing progress for these children.



SUMMER VOLUNTEERING

We support schools in deprived areas around the UK through volunteering programmes which promote strong education outcomes during term time. But these children need help during the summer holidays as well. Many children growing up in poverty do not look forward to the summer holidays because the weeks away from school mean no school lunches - for many the only proper meal they eat each day. Teachers report seeing children returning to school in September who have visibly lost weight. We support children at our partner schools by making up packed lunches and organising games and activities as part of our annual Summer Volunteering programme.

Our Summer Volunteering programme also supports environmental organisations on beach and river cleans. Last year, colleagues in our Edinburgh, Glasgow, Newport, Winchester, Dublin and Newcastle offices participated in beach and river cleans.



125 employees around our network participated in our FY23 Summer Volunteering programme



CHRISTMAS VOLUNTEERING

At Christmas, every office across our European network supports a local school or charity to help people experiencing difficulty over the festive season. Last year, 142 colleagues helped provide hot meals and food parcels, organised emergency clothing and toiletries, and collected toys for children who would otherwise receive no gifts.



PRO BONO

Last year, we provided pro bono support to a range of charities and social enterprises.

We marked the 2022 Pro Bono Week by announcing a new pro bono partnership with the Sustainable Hospitality Alliance, the largest such membership organisation, representing 40% of the hospitality sector. We are supporting the SHA with advice on Ethical Employment, and we ran an online workshop for members on the EU Supply Chain law which came into effect in Germany in January 2023, led by partners in UK and Germany.

One of our signature pro bono partnerships last year was with The Passage, the charity addressing homelessness whose Patron is HRH The Prince of Wales. Our Construction practice, led by one of our partners in Newcastle, provided over 400 hours of pro bono advice on the £9 million refurbishment of two of the charity's London accommodation projects: Passage House Assessment Centre

in Pimlico and Bentley House, located on the top floor of The Passage's St Vincent's Centre in Carlisle Place.

We have a longstanding partnership with the MOBO (Music of Black Origin) Organisation. Last year, we once again advised MOBO on commercial contracts with partners and suppliers for the annual MOBO Awards. Now in its 25th year, the MOBO Awards, founded by MOBO CEO Kanya King CBE, has become one of Europe's biggest music awards ceremonies. It is the premiere outlet for recognising and honouring the artistic and technical achievements of exceptional British and international talent in the musical fields of hip hop, grime, RnB, soul, reggae, jazz, gospel and African music.



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