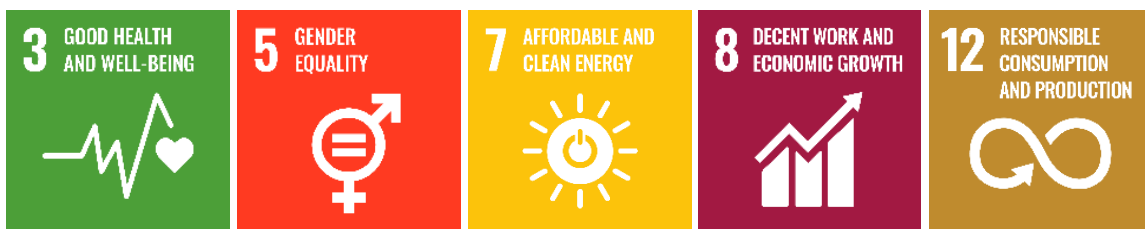


Sustainability Strategy

SE-Solicitors are fully committed to addressing not just the climate emergency but the intersecting areas of environmental, social, and governance (ESG) issues. We recognise the urgent need for corporate social responsibility and believe that it is an integral part of the mission and culture of SE-Solicitors.

This forward-looking and realistic strategy will reflect this ethos and set out the key objectives for employees and the firm to ensure we move towards more sustainable, equitable, and inclusive communities, and greater protections from, and resilience to, climate change, as set out in the United Nations' 2030 Agenda for Sustainable Development. Our policy therefore primarily focuses on the five of the 17 [UN Sustainability Development Goals](#) (SDGs) most pertinent to us, ensuring we maximise our impact, as investigated by SE-Solicitor's Sustainability Action Group.

The five most relevant UN SDGs:



A further five inevitably arise from our focus on those goals:



Our Strategy

1. To view compliance with environmental law not as a benchmark but a minimum requirement. (8)(12)
2. To integrate measurable sustainability performance information into our reporting cycle, using the relevant metrics. We will report on our progress annually, both internally and externally, to raise awareness, educate, and empower sustainable and ethical initiatives amongst our employees, clients, suppliers, and other stakeholders. (12)
3. To reduce our carbon footprint and greenhouse gas emissions annually. This objective will be achieved through improvements in the energy efficiency of our operations and exploring the sourcing of our bought energy from renewable sources. We will also pursue options for installing a sustainable energy source principally in the form of a solar array. We recognise our Scope 1, 2, and 3 emissions and so will additionally investigate and endorse low carbon modes of transport and alternative communication options. (3)(7)(12)
4. To substantially reduce our waste generation through prevention, reduction, recycling, and re-use, and again have metrics to report these reductions and so progress our use of natural resources and manufactured products. (12)
5. To continue actively engaging in local and regional initiatives, charities, and organisations through providing support as well as charitable donation. We will urge a greater number of our directors and staff to continue our engagement in legal pro bono work, volunteering, as well as further their individual and collective involvement at charitable events. (8)
6. To continue empowering women in the workplace and community. We will ensure equal opportunities for female leadership at all levels of decision making. (5)
7. To continue our culture of diversity, equal opportunity, and inclusivity for all. We will also seek to support minority-led businesses. (5)(8)
8. To ensure inclusive and equitable education and promote career long learning opportunities for all. We will continue to offer work experience placements to promote youth into jobs and gain the necessary insights into the workplace. We will continue to offer free training courses and offering financial support with courses or conversions staff want to undertake. (8)
9. To promote the physical and mental health of our employees. We will continue caring for employees' health by offering tools such as The Wellbeing Hub, but we will additionally seek an increase in engagement and action around employees' well-being. (3)
10. To more fully embrace diversity in all of its forms in our workplace. (5)

Whilst we believe this policy is comprehensive, we will commit to regularly reviewing it, and allowing new ideas and innovations, as we always look to enlarge our dedication to helping people, planet, and prosperity. In addition, to externally certify and showcase our sincerity to these measures we aim to become a B Corporation by 2029.