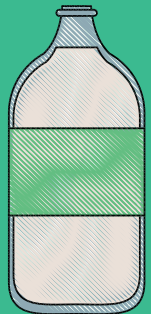


# E

## Environment

### Simple Switches

No single use sachets  
Milk in glass bottles  
Heating on timer  
Emails instead of  
Letters



### Giving Back

Planting Trees to offset Carbon  
Footprint  
Recycling as much as possible  
Pledge to switch to green  
energy by 2030  
Sustainable water solutions  
Re-useable Coffee Mugs for all  
staff  
Gifting Colleagues Sustainably

### Future Focused

Members of the LSA  
Conversation Starters  
to colleagues  
regularly  
Encourage greener commutes  
Commitment to Monitoring and  
reporting our carbon emissions  
as a company.



# S

## Social

### Employees First

Living Wage Accredited  
Wellbeing support provided  
Open and Clear policies and  
a Transparent Leadership  
Annual Pay Review  
Internal Recognition and  
Rewards Available  
Equitable Recruitment  
Processes  
ED&I Commitment and  
Internal Committee



### Community

Using Local providers  
Relationships with Local  
Universities  
Employing Locally  
Supporting Local Charities  
Realtime Customer  
Feedback  
95% of Small Suppliers  
paid within 30 days



# G

## Governance

### Policies

Clear and accessible Policies  
for all Staff with inclusion in  
mind  
Gift Policy and simple  
reporting  
Anti-Corruption Policies  
Mandatory Monthly Training  
for all colleagues



### Culture

Diverse Board of Directors  
Regular open door  
communications with senior  
leaders  
Commitment to produce  
Gender Pay Reporting and  
Ethnic Pay Reporting  
Diversity and Inclusion 2021  
Law Society Winner  
Ongoing collaboration with  
like-minded law firms



Planting Trees to offset  
Thursfields Carbon  
Footprint with



tree-nation

**LSA**  
Legal Sustainability Alliance

Staff Training and tidbits  
provided by

**clever  
carbon**