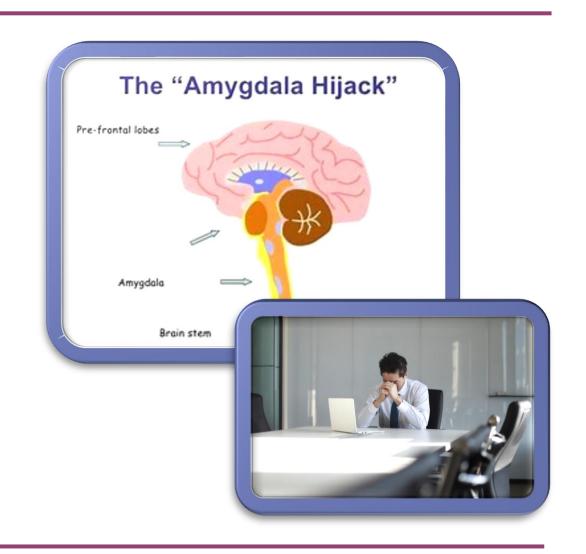




How the MBC began

- It originated with a conversation between Barclays and their panel law firms
- They identified that current working practices were harming all parties – and that they had the power to make it better
- They wondered what would happen if we looked at reducing the unnecessary stress that comes about due to;
 - The nature of the work we do some of which is inevitable
 - The way our brains work with complications of stress
 - How we work processes and procedures
 - The ways we interact with each other internally and externally



What is the Mindful Business Charter?





Openness and Respect



Smart Meetings and Communication



Respecting Rest Periods



Mindful Delegation

MBC began as a collaboration between leading banks and law firms committed to driving change in how we work. At its heart is that bilateral commitment.

The Charter is a practical, permissive framework, not a prescriptive rulebook, with a common language built on these four pillars.

Openness and Respect - Building trust and effective communication

Smart meetings and communications - Adhering to smart meeting and communication guidance

Respecting rest periods - Consideration given to the need to switch off

Mindful delegation - Implementing a best practice approach to collaboration, instruction and delegation



Implementing the MBC - the "how"

The MBC can support your journey with three main paths

- Impacting the wider world through research, collaboration and cultural impact
- Providing your organisation with direct support and resources, and ways to work with your clients and suppliers
- Providing individual employees with learning and development opportunities





The Wider World



- UCL Research into Client and Supplier implementation
- UK Conference
- US Conference Speaking and attendance at IBA Conference, MadWorld Conferences etc
- <u>Litigation and Dispute Resolution Guidance</u>
- <u>Transaction Guidance</u>
- White papers <u>"Mental health in the legal sector"</u>
 and <u>"The Business Case for Wellbeing and the MBC."</u>



Award Winning Developments

We have recently been recognised by Legal500, for "Best Mental Health and Wellbeing Initiative, 2025" due to the <u>Best Practice guidelines</u> – proactive, practical steps law firms, in-house counsel and their clients can use to safeguard mental health in the workplace, focusing on;

- Culture building wellbeing into the heart of the business strategy, through role modelling, performance assessments that measure wellbeing supportive behaviours etc.
- Reporting Ensuring mental health related illness and absence is reported at board level, with senior individuals responsible for mental health safety
- **Support** with training for line managers, nominated contact points and a buddy system operating at all levels of seniority
- Risk assessment and intervention on both an individual and organisational level, and when risk is identified, actively and proportionately managing that risk
- Third party organisations being mindful of the welfare and demands placed upon individuals in the client, supplier and fellow professional relationships.





Support for organisations, internally and externally

Resource Library

Roadmaps, recordings, guides and more

Signatory Calls

- Learn from your peers
- 121's
 - Consultation style support
- Annual Survey
 - Reflect and feedback
- Networking events
 - Build relationships with other MBC members
- Monthly Newsletter
 - Keeping your MBC leads up to date



14 December 2023

joined by Brian Pringle and Emm Slatter of Visa with their update







Individual Employees

What you can all get involved with -

- Members Area
 - Events Calendar
 - News Feed
 - Resources and recordings
 - Digital Wellbeing Course
 - Forum
- LinkedIn
- Insight Sessions
- MBC Champion roles





What we expect from you – and why

- On average 94% of organisations see improvements, in areas such as better psychological safety, better use of email and meetings etc.
- However, there is a clear correlation between organisations who utilise our resources and those who report higher outcomes - we need you to implement to benefit!

So – get involved!

- Use the MBC in a way that fits YOUR organisation
- Involve all levels of seniority
- Keep in contact
- Share with the community
- & be realistic while we can't achieve everything in a day, small changes can make a big difference!





Bands and rates

Employees	Fee (excl VAT)	U.S. Fees	MBC fee band
Not for profit/up to 25/legal aid	£525	\$685	А
26-50	£1,050	\$1,370	В
51-100	£1,575	\$2,055	С
101-250	£2,100	\$2,740	D
251 to 500	£2,625	\$3,425	Е
501 to 999	£3,150	\$4,110	F
1,000 to 10,000	£3,675	\$4,795	G
10,000+	£4,725	\$6,165	Н

Notes: Membership bands relate to 'relevant employees' (for example where the in-house legal function of a larger organisation becomes a signatory, the headcount of that group would be used). Membership Fees are paid yearly from 1 September.



A selection of our members



EVERSHEDS SUTHERLAND



































SULLIVAN & CROMWELL LLP



By sharing "non-negotiables" within the team, we've found that not only do we know when not to disturb each other and what can't be cancelled, but we understand each other better.

Barclays Legal

