



TLT Impact Report 2024

FOR OUR PEOPLE, PLANET AND PLACES

For what comes next
tlt.com



Foreword: making an impact matters



John Wood
Managing Partner

At TLT, we create space to listen, respond, and hold ourselves accountable. The programmes and initiatives detailed in this report reflect our commitment to addressing the needs of our people and our clients with action, and to supporting their financial, mental, social, spiritual, digital and physical wellbeing.

Environmental, Social, and Governance (ESG) issues are integral to every aspect of our organisation. ESG is not an ‘add on’; it’s woven into the fabric of how we operate. For many years, it’s been a core element of our operational strategy, influencing how we collaborate with clients and how we provide legal advice.

Driving meaningful sustainability

Our passion and commitment to sustainability comes from our deep roots in the future energy sector, where we’ve been at the forefront of the legal industry in driving meaningful change. The energy transition is a clear priority for us all. Our people are taking personal and collective action, at home, within our firm, and through the advice we offer our clients.

We’ve embedded ESG thinking throughout our business, rather than treating ESG as an isolated concern. We’re helping our clients navigate the complexities of evolving regulatory requirements and the shifting expectations of investors, consumers, and employees. Sharing our own experiences and listening to theirs – knowing we have a common goal. Our work spans green lettings, EV charging networks, rewilding projects, green claims, modern slavery issues, B Corp status, and compliance with reporting requirements, data privacy laws... and more.

A stable foundation for change

This report looks back at the action we’ve taken over the last year, but looking ahead, we see opportunities to reinforce our stable foundations by doing the right thing. This stability empowers us to take our commitments one step further, pushing boundaries and driving forward positive change.

I’m constantly impressed by the energy and dedication of our people. Together, we’re creating a future where the right thing and doing well aren’t just compatible, but mutually reinforcing.



Sasha Butterworth
Senior Partner, TLT Impact Chair

TLT strives to mirror the diverse world around us, acutely aware of the societal challenges that impact our colleagues and clients. This year, a key focus has been on enhancing social mobility, particularly through our Early Careers programme. We’ve supported young people from low socio-economic and/or an ethnic minority background to enter the legal profession through several partnerships. Our ambitious target of 35% ethnic minority representation across our Early Careers roles by 2030 offers future talent an alternative route to legal qualification. These initiatives are crucial in developing a future talent pool that mirrors the diversity of the cities where we operate and the clients we serve.

Becoming a more diverse employer

We’ve made significant strides as a diverse employer, with increased representation from LGBTQ+, gender-diverse and ethnically diverse backgrounds. We celebrate individual identities and create a culture where everyone feels truly seen and valued, supported by our AffiniTLT employee networks. The trust among our people, who feel confident in sharing their identities with us, is reflected in the rise in our declaration rates for disability and sexual orientation. Since May 2019 they’ve increased from 67% and 70% respectively to over 85% in April 2024. Our involvement with the Flexible & Family Friendly Working All-Party Parliamentary Group (APPG) demonstrates our commitment to progressive workplace policies.

Collaborating with our clients

We’re continually collaborating with our clients to navigate similar challenges and opportunities. By working together and upskilling our people, we amplify our impact, particularly as we tackle areas like supply chain emissions on the road to net-zero. Our net-zero by 2040 target is validated by the Science Based Targets initiative, as are our near-term targets to reduce scope 1, 2, and 3 emissions by 2030. We’re thrilled to have hit our near-term scope 1 and 2 (market-based*) emissions reduction target six years early.

We’re always looking for ways to do more than just provide financial support, focusing on adding broader social value as we work towards our ESG goals - in effect a “money-plus” strategy.

Doing the right thing

We believe that doing the right thing and being profitable are not mutually exclusive. By investing in our people, we create an environment where everyone can perform at their best, directly impacting our success. We want to ensure that we deliver the right support, to the right people, at the right time, using data and targets to guide our journey.

It’s my privilege to reflect on the progress we’ve made this year and the passion of our teams to make an impact on what comes next.

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As a responsible and future-focused business we strive to protect and prepare our clients for what comes next.

We constantly challenge ourselves to go beyond expectations and accelerate the pace of positive and sustainable change – for our clients, our people, our planet and our communities.

Sasha Butterworth, Senior Partner, TLT Impact Chair



Our Impact strategy and governance

For our people, planet and places

Led by our partner champions and employee forums, and with oversight and advocacy from our board, our impact strategy channels the passion and dedication of our people in ways that best raise awareness of the issues, create the right focus, and drive rapid change.

The TLT approach to the impact on society and the communities we work in looks at the role we play in the lives of our people, minimising our environmental impact and maximising the support and contribution we can make to our local community.

We work with our clients and wider networks to deliver positive environmental, economic and social outcomes, thinking long-term, acting responsibly and supporting our people in their work, development and wellbeing. Our colleagues work as ambassadors across the whole of the agenda, driving education, collaboration and awareness. Ensuring all our stakeholders are future-ready.

Our progress is tracked at the most senior level of our firm, and we use data to determine our decisions. Our Executive, Governance & Oversight and Operations Boards, Risk & Compliance Committee and Non-Executive Director work together to maintain our position as one of the UK's most ambitious and sustainable professional services firms.

The TLT code of conduct sets out our commitment to our people, clients and wider community of stakeholders and business partners, and the planet. The code is a complementary guide to the requirements set by our regulators that describes our standards, objectives and values, so that every colleague is empowered to work by those principles confidently, every day.

Our five values underpin the way we support our clients, colleagues and communities.



Be open and inclusive



Work side-by-side



Drive sustainable action



Challenge convention



Go beyond expectation



People

Creating a diverse, open and inclusive culture where everyone is encouraged to be their authentic self, supported in their work, development and wellbeing.



Esther Smith
Partner, Equality, Diversity and Inclusion Champion



James Chadwick
Partner, Wellbeing Champion



Planet

Minimising our adverse environmental impact and reducing our carbon footprint to net-zero through setting hard targets, promoting sustainable choices and collaborating with like-minded businesses to tackle climate change.



Maria Connolly
Partner, Environmental Sustainability Champion



Places

Making a positive impact on our communities by giving time, money and working with partners to influence community and urban development.



Alice Gardner
Partner, Community Champion



ESG client services

Supporting clients across all sectors, addressing the challenges set by evolving regulatory requirements and changing expectations from investors, consumers and employees.



Alexandra Holsgrove Jones
Partner, Knowledge - ESG

People

Accelerating change through care, creativity and confidence

Attracting and retaining talented and diverse people is critical to our business. We're fostering an inclusive culture where our colleagues can thrive and do their best. It's the right thing to do, makes good business sense and helps us respond to our clients' needs. At the heart of our initiatives is a commitment to provide opportunities, in an empowering culture where everyone can reach their potential.

Leading the way on gender equality

Our commitment to gender equality has led us to being named as one of **The Times Top 50 Employers for Gender Equality** two years in a row; this year we scored above the benchmark average on all our gender-equalising actions.

We've set a target of **50% female representation at partner level by 2029**. This new, ambitious yet achievable target builds on our existing commitment to improving gender diversity and ensuring our senior roles reflect the diversity present throughout the rest of the firm.

In 2023, we achieved our original target of **33% female partners two years early**. At the start of this financial year, female partner representation stood at 36% placing us in a strong position to deliver again on our commitment.

Our Gender Pay Gap (GPG) is now below the median GPG in the UK and **at its lowest level since we started reporting**. We've achieved this by taking targeted action to address structural drivers such as improving gender balance in the upper pay quartile.

We've increased our investment in women's health recognising the differing needs of women during their life. Anticipating future national and legislative advances, we're now offering targeted workshops for new parents before, during and after family leave, free access to menopause assessment and diagnosis including a treatment plan and above-statutory paid leave for difficult life moments, such as pregnancy loss. We recently joined employers across the UK in introducing a new carers policy, ensuring all colleagues with caring responsibilities have improved workplace support for balancing their commitments.



1 in 3 partners are female, up from 1 in 5 in 2019



Public target for **50% female partners by 2029**



Lowest median gender pay gap since we began reporting



Enhanced women's health support

More detail is available in our [pay gap](#) and [diversity data](#) reports.



These interventions complement our **award-winning flexible working approach – TLT World**. In delivering greater flexibility over location, hours and environment, TLT World has changed the working lives of colleagues who otherwise are forced out of employment or into part-time or low-paid roles to manage responsibilities.

Although we know flexibility disproportionately positively affects women, we hear from our male colleagues how TLT World has enabled them to be more involved in balancing their needs of home and work. Being able to positively engage in family leave provisions, helping to break the stigma of traditional roles and responsibilities. This year for the first time, TLT World is opening doors to drive positive change further afield following our appointment to the Flexible & Family Friendly Working All-Party Parliamentary Group (APPG) as sponsor.

“We know that support during a diverse range of life-stages is critical to retaining and empowering women in their careers. We’re proud to lead the way by offering targeted support and flexibility for when our colleagues need it most. The result of our efforts to create a gender-inclusive and caring culture is borne out in our outstanding track record of improving gender diversity at the top.”



Helen Hodgkinson
Chief People Officer



Building our open and inclusive culture

A ground-breaking leadership led approach to support our neurodivergent colleagues has seen us implement a comprehensive, fully funded, assessment, diagnostic and management package. We’ve gone further by extending care plans to cover colleagues’ partners and children, in recognition of the far-reaching impact of neurodivergence.

“I had a full autism/ADHD assessment through Vitality, having waited just 3 weeks for the appointment. I got my results on the day with a full report 4 weeks later. I’m so grateful to TLT for championing inclusivity for neurodiversity and I hope more people make the most of it.”



Martha Phillips
Senior Associate

Our Affinity networks continue to play a critical role in supporting us in delivering against our Equality, Diversity and Inclusion (EDI) strategy and underpins our inclusive culture. This year, we supported the creation of a new employee network (neurodiversity) to reach a total of six thriving communities. Today, approximately **1 in 3 colleagues are members of an Affinity network** demonstrating their importance within everyday life at TLT.



This summer we were proud to march at London Pride in support of our LGBT+ colleagues and as evidence of our continued commitment to the community and allies. We continue to be recognised by leading LGBT+ inclusion organisation Stonewall as a silver employer.

“Although Pride is an important time to celebrate the progress that’s been made across legislation, attitudes and behaviours, it’s also so much more than just a celebration. It’s a continued protest for progressive change and a moment to raise awareness of our LGBT+ issues.”



David Meecham
Partner and Pride Network Sponsor

With the expansion of our early careers ambitions, our focus on eliminating barriers into the legal profession is as strong as ever. Through impactful partnerships we’ve specifically supported young people from a low socio-economic background and/or an ethnic minority background to enter the legal profession, and we’ve made progress in our **early careers ethnic diversity target of 35% by 2030**, which aims to increase representation from our current position of **1 in 5, to 1 in 3**.

In addition to increasing ethnic diversity in our early careers roles, we’ve seen ethnically diverse representation increase in our upper pay quartiles - the results of which are borne out in our most recent Ethnicity Pay Gap report, which showed a **reduction in our mean and median Ethnicity Pay Gap of 8.3% and 2.4% respectively**.

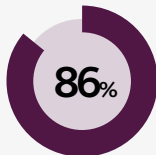
We hold ourselves to account for delivering an inclusive experience. Our reciprocal mentoring programme which pairs senior leaders with other colleagues from different backgrounds, supports this work, as does our annual engagement survey, which showed **86% of our people are proud to work for TLT** whilst ‘People’, ‘TLT World and Flexibility’ and ‘Work-life balance’ were cited as what our people value most about TLT life.



New assessment, support and network for neurodivergent colleagues



1 in 3 colleagues are members of an affinity network



86% of our people are proud to work for TLT



Mean ethnicity pay gap reduced by 8% (2023 - reporting in 2024)



Public target to increase ethnic representation in our early careers from 1 in 5 to 1 in 3

“For me, reciprocal mentoring has provided invaluable insight into the business and allowed space for genuine discussions around some of the challenges I’ve had to navigate in my professional career. It’s been an extremely useful experience both to allow me to learn from a successful leader at the firm, but also to provide insights into the importance of allyship and representation within the firm.”



Natalie Gorse
Senior Associate



Prioritising wellbeing

External factors and unprecedented challenges have marked recent years, and we've continued to prioritise wellbeing. Although individual circumstances vary and factors affecting poor health and wellbeing are nuanced, we're facing unprecedented demand for services related to mental health and wellbeing at an organisational and national level, and recognise the need for preventative action. We offer support to our colleagues and their families across **six areas of wellbeing** to not only benefit our people but also to reduce the pressure on public services currently felt by many.



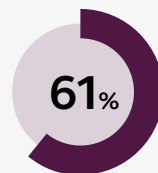
We've trained **13 new mental health and wellbeing champions** to listen and provide a non-judgemental, supportive and safe space for colleagues. We recognised Mental Health Awareness Week in May, with events focusing on the importance of 'moving for our wellbeing' and a thought-provoking firm-wide webinar, viewed by more than a third of the firm, that encouraged colleagues to speak openly, aiming to end the stigma of talking about mental health and to seek support when needed.

"The firm's ongoing dedication to wellbeing, and the training of more champions, allows us to reach more people across the firm and ensures connection to colleagues via networks such as our LGBTLT+ and neurodiversity networks, where statistically people are more likely to experience periods of poor mental health. Seeing senior leaders be so open about their own challenges also helps break the stigma and reinforces the message that a period of mental ill health won't hold back your career."



Jacqui Bourke
Managing Associate and Mental Health and Wellbeing Champion

Our reward package includes private medical insurance (PMI), with a newly added provision of neurodiversity support for employees and their insured dependants, a firm funded healthcare cash plan (HCCP) and an employee assistance programme. With the HCCP, employees can claim for a range of routine healthcare treatments and services, knowing this can often be sacrificed in times of financial challenge and free cover is added for up to four dependent children. Employees have access to a significant programme of wellbeing activities and rewards including a virtual GP service and can self-refer for talking therapies and physiotherapy.



of colleagues have registered for the Health Care Cash Plan



Approx £97,700 worth of services has been claimed since 1 September 2023

"TLT continues to make progress in embedding wellbeing across the firm, and empowering colleagues to prioritise their health. As signatory members of the Mindful Business Charter (MBC), we ensure that TLT's policies, procedures and wellbeing strategy supports and demonstrates our commitment to the important principles of the MBC."



Jonathan Hoey
Partner and MBC Trustee



26
mental health and wellbeing champions



1,663
hours of wellbeing achieved in our 'Moving for Your Wellbeing' challenge



15
TLT Circles - special interest groups that support social wellbeing



193
places offered for group counselling sessions to colleagues, due to the nature of their work and potential risk of experiencing vicarious trauma

Creating opportunities to match ambition

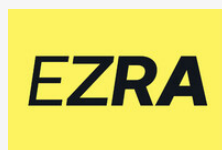
Our business, our sector and the world around us are all continually changing, and we encourage our people to keep learning throughout their career. Our development programmes are designed to make sure our people have the skills, knowledge and behaviours to deliver for our clients, and achieve their career ambitions.

Our new performance and learning platform – TLT People – puts learning into the hands of our colleagues, enabling them to access and self-serve their development needs at a time that suits them.

We've enhanced our Development Pathways for all roles in the firm and increasing development is available for core skills to support colleagues at every stage of their career.

Our Aspire programme is specifically designed to explore the role, responsibilities, challenges and rewards of Partnership at TLT and create a transparent route into our High Potential Pathways. We know that our female colleagues scrutinise their own ability more heavily and this transparent approach has contributed to **80% of Partner promotions being female since 2021** which puts us on course to reach our target of **50% female Partnership by 2029**. Aspire is a valued programme with 100% attendance and 100% recommending the workshop to others.

We're partnered with world class training organisations Franklin Covey and EZRA. Ezra's unique online interactive coaching platform gives us access to sector specific coaches right across EMEA in a sustainable and flexible manner, whilst Franklin Covey support us with the design of bespoke leadership, human relations and business development pathways, content and materials along with industry accreditation and facilitation skills.



CONTENTS

"The Aspire programme helped me think pro-actively about my future and aspirations for development at TLT and whether partnership is an option I want to pursue. It's encouraged me to build on and create new business relationships and expanded my perspective beyond the legal work into a more a collaborative and commercial mindset."



Charlotte Brown
Managing Associate

Harnessing generational diversity

Bridging the generational gap can often be seen as a problem to be fixed - however our approach is to focus on harnessing people's strengths, embracing their unique perspectives and differences. As part of our core skills curriculum, we've launched our Cross Generational Collaboration workshop and white paper. The white paper download is available firm-wide along with an in-person team workshop that aligns to our values of being open and inclusive and working side-by-side.

More than 70 colleagues have already been through the workshop including our trainees, apprentices and their supervisors, and our partners will be attending over the next 18 months.



1,590

training session attendees



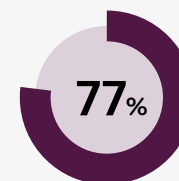
40

hours of workshops delivered per week



334

colleagues currently enrolled onto development pathways



77%

of colleagues agree they have access to the necessary training and materials to develop in their role.



Providing inclusive and accessible opportunities and support within early careers

We know that creating alternative routes to qualification helps widen entry into the legal profession and creates a more diverse workforce. Our 6-year Legal Solicitor Apprenticeship (LSA) and 30-month Graduate Solicitor Apprenticeship (GSA) pathways provide dedicated routes for young people and existing employees to study whilst they work towards qualification. Our school outreach and work experience programmes raise aspirations and create opportunities at an earlier age.

"The GSA is deeply rewarding on several levels. My team are supportive of every step of my journey towards qualification and the programme helps expand my working knowledge of my practice area. This pathway has simply instilled further confidence in my abilities, and I feel proud of my current growth and development. This is all made possible by the GSA programme."



Michelle Leech
Graduate Solicitor Apprentice

In October 2023, we launched Springpod, our virtual work experience platform aimed at students from 14+ and to date we have enrolled **over 4,100 users**. In February 2024 we celebrated National Apprenticeship Week, an annual week-long event that brings together businesses and apprentices across the country to highlight the positive impact that apprenticeships make to individuals, businesses, and the wider economy. During the week we held several insights evenings and brought all our apprentices together for a workshop and social.

We recently launched our school's outreach programme, establishing partnerships with **more than 40 school collaborations** and delivering **30 events in just 6 months**. We're now working with more than **10 Career Hubs, charities, and networks**, and have strong partnerships with Young Professionals, My Big Career and Greater Manchester Combined Authority.

We continue to partner with the Social Mobility Business Partnership (SMBP), a charity that supports young people from less privileged backgrounds to develop the skills and competencies needed to access the world of work, through experiencing working environments that might traditionally be unavailable to them. In partnership with Social Mobility Business Partnership, **this year we collaborated with our clients Co-op, GLD and Ecotricity** to deliver insight days to up to **120 students**, designed to enhance their employability skills.



TLT is ranked 47th in the Social Mobility Employer Index 2023.

"TLT's Legal Solicitor Apprenticeship programme has given me the opportunity to develop both in my professional and personal life. In a short time, I've progressed in many ways, from legal work to building relationships. I've already been exposed to a huge variety of work and opportunities - every day is different, and I'm grateful for the opportunity."



Josiah Morrone-Krawetz
Legal Solicitor Apprentice

15

LSAs with 8 more starting in September 2024

22

GSAs with 9 more starting in September 2024

72

Trainees

120

students took part in insight days in collaboration with our clients Co-op, GLD and Ecotricity

1200

The approximate number of young people supported through various in person insight days and insight schemes since our last report



SPRINGPOD

SOCIAL MOBILITY
BUSINESS PARTNERSHIP

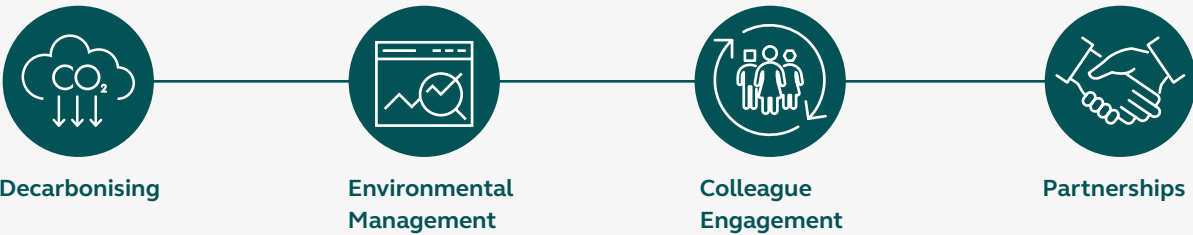


Planet

Driving positive social impact and environmental stewardship

Being environmentally sustainable is important for us, our clients, our people, and our communities. We have an ambitious approach to environmental sustainability that ensures we take action to create a positive impact for future generations.

Our roadmap to net-zero



Our journey to net-zero by 2040

Near and long-term net-zero greenhouse gas (GHG) emissions reduction targets:

- ↓ Reduce absolute scope 1 and 2 emissions **80% by FY2030**
- ↓ Reduce absolute scope 3 emissions **47% by FY2030**
- ↓ Reduce absolute scope 1, 2 and 3 emissions **90% by FY2040**

This year we're thrilled to have hit our SBTi approved near-term target of **reducing our scope 1 and 2 market-based* emissions, six years early, with an 88% reduction to date.** This has been driven by several interventions, including moving to 100% renewable electricity; data quality improvements; and a shift in working practices to our TLT World model. The key is now maintaining our achievement and further reducing our emissions.

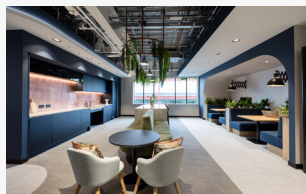
Our primary focus over the last year has been on Scope 3, as it accounts for 99% of TLT's total GHG emissions and is notably difficult to reduce. As a significant contributor to our scope 3 emissions, we're addressing the impact of our supply chain in reaching our 2040 net-zero target.

We launched our supply chain engagement programme in 2024, using a sustainability questionnaire to gather carbon disclosure information from TLT's top 50 suppliers. This positive action enables us to engage and inform our supply chain of our ambitions and targets. We encourage them to do the same, through setting environmental and net-zero targets and monitoring their GHG emissions, if they're not already doing so. Gathering knowledge and increasing engagement will result in collaborative climate-conscious behaviour and change that will directly contribute to our net-zero target. The use of a bespoke supplier engagement platform to help map our suppliers' emission reduction progress will enable us to report fully on this next year.



*Calculated in accordance with the market based methodology as specified in the GHG Protocol Corporate Accounting and Reporting Standard

Our new Manchester office, the ground-breaking Eden space, was an investment in championing net-zero operational carbon, sustainability, resource efficiency and wellbeing at every level. It has both a BREEAM Outstanding rating and a 5.5 NABERS 'Design Reviewed' Target Rating, and our fit out has achieved a SKA Gold rating. To improve the accuracy of our scope 3 emissions reporting, we've collected emissions data for the fitting out of Eden.



Photos of Eden by Interaction

In November 2023 we ran training with our client relationship partners on TLT's approach to Planet – increasing their technical understanding, knowledge of the action we're taking as a firm, how we can collaborate with clients to further their ESG journeys, and the legal services that fall under ESG. As part of their induction to TLT all new joiners must do an environmental sustainability training module, and this has a 100% completion rate.

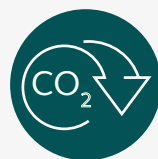
We participated in the Carbon Disclosure Project (CDP) for a second year and achieved a 'B' score (management). We are now working towards achieving an A score.

More detail about our emissions reduction can be found in our [Carbon Reduction Plan](#)

"Our recent move to the award-winning Eden building demonstrates our commitment to driving sustainable change, by putting local communities at the heart of our approach and ensuring we positively impact and preserve the planet for a sustainable business, benefitting current and future generations."



Mudassar Iqbal
Graduate Solicitor Apprentice



88%

reduction in our scope 1 and 2 (market-based*) emissions since 2019



B score

from CDP for good environmental management



A rating

has been achieved by our new Manchester office, Eden, for its Embodied Carbon Life Cycle Assessment



100%

renewable electricity used by our offices



100%

completion rate of environmental sustainability induction training



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

**BUSINESS
AMBIATION FOR 1.5°C**



Collaborative thinking, collective results

We're proud to partner and collaborate with other like-minded organisations, to encourage and create best practice and a widespread impact.

In 2022 we became the first ever corporate partner of Belmont Estate, supporting their mission to restore biodiversity, tackle climate change and rejuvenate local community. Since then, the partnership we've cultivated has helped Belmont to expand their nature recovery and nature connection efforts. Allowing them to deliver their latest nature recovery project, the Watercress Farm rewetting project, plus expand their nature-education programme allowing more children to access green space for free. This year we published a series of videos together, sharing knowledge and ideas for **sustainable action**, **nature positivity and bio-diversity net gain**, and **offsetting**.



Our continuing pro bono work with The Chancery Lane Project (TCLP), a charity that helps organisations reduce emissions using the power of legal documents and processes, is essential in promoting net-zero drafting in legal contracts and normalising green drafting. This year we represented them at the national conferences for the Royal Institute of Chartered Surveyors (RICS) and the British Property Federation. We're currently working with TCLP to update the innovative built environment contract tool that we co-created with them to incorporate the new Green Lease Toolkit. We're also helping to transpose some of their clauses to work in Scotland.

Through The Green Britain Foundation (GBF) we fund, support and volunteer with, the Ministry of Eco Education, who now help over 5,500 schools embed and integrate sustainability across their existing curriculums – [watch this video](#) to find out more.



THE GREEN BRITAIN
FOUNDATION



As the exclusive legal partner for the world's greenest football club, Forest Green Rovers (FGR), we're proud to work with them as they support and unite local communities through football, whilst creating fantastic eco-friendly initiatives that are inspiring other clubs. We [interviewed Helen Taylor](#), Ecotricity and FGR ambassador, Green Britain Foundation & FGR community trustee to hear more about their progress.



The need for impact and momentum couldn't be more significant right now. We're all going to feel the fundamental, life changing impacts of nature decline, biodiversity collapse and climate breakdown, in every facet of our lives and business. Now is the time to take action and I'm proud to have built a relationship with TLT that helps us to do that."

Gil Martin, Director of Estates and Natural Capital, Belmont Estate



74

active members in sustainability forums in all TLT locations



23

colleagues have sourced electric vehicles through our salary sacrifice scheme



19

colleagues have participated in our cycle to work scheme



200

Belmont estate nature volunteering days offered to colleagues



Places

Listening to, working with and adding value to our local communities

We empower all colleagues to support the charities and causes that are close to them, recognising that passions are often individual. Our approach enables TLT to have a positive impact on the communities in which we operate, build resilience and help level the playing field. We've appointed a Community Champion, Partner Alice Gardner, to drive this agenda and support local communities. Delivering social value through giving time, money and expertise.

Giving time and money

Our Charity Partners of the Year all connect with our commitment to support those from lower socio-economic backgrounds. We support our charities through volunteering, fundraising and pro bono services, with our local office charity committees driving our action and impact.

- Belfast: Orchardville
- Bristol: Young Bristol
- London: Become
- Manchester: Lifeshare
- Scotland: Street League
- Birmingham: Birmingham Smart Works

We make it easy for colleagues to support the charities they choose through our match funding and charitable giving (Pay As You Earn) schemes, as well as ad-hoc donations to causes aligned with our ambitions and support the communities in which we work. **TLT has been upgraded to Silver from Bronze for this year's Payroll Giving Quality Mark.**



£15,000

donated by employees via the Charitable Giving benefit scheme



£8,800

raised for our Charity Partners

We give all colleagues up to 35 hours of paid volunteering leave each year to use for an opportunity organised by TLT or one they organise themselves. This year **over 1300 hours have been spent volunteering**. We have two key strategic volunteering partners who offer opportunities across the UK: Business Volunteers and Belmont Estate. In addition, our charity committees work closely with their regional Charity Partners to take up volunteering opportunities where possible, as well as organise fundraising activities to raise important funds. We have **£255,000 under management with Quartet Community Fund**, to support local charities and community groups.



"I'm very excited to become the Community Champion for TLT. Delivering social value through giving time, money and expertise is a key part of our Impact strategy, so we can all contribute to the communities that we work in – whether that is through our work with charities, volunteering or pro bono."



Alice Gardner
Partner and Community Champion



Social impact

We're increasing access to the legal sector by connecting with young people and raising their aspirations. We support Bristol-based charity, Ablaze, who tackle inequality of opportunity for young people, by volunteering in their reading partners and mentoring schemes to improve the literacy skills of primary school children and prepare Year 9 pupils for employment. This year we've partnered with London charity The Switch where our colleagues support primary school pupils in Tower Hamlets with their reading comprehension, speaking and listening skills.



The volunteers engaged extremely well with the pupils and as a result they made excellent progress with their reading. As well as improving confidence with their reading, the pupils also improved their decoding and fluency."

Toni Dorse, School Coordinator, Ablaze Reading Programme



40

school pupils supported through our reading and mentoring schemes



1000s

of nature trips funded for school children from diverse backgrounds through Belmont education

Pro bono

We encourage our lawyers to spend a proportion of their working time on pro bono work to provide individuals and charities with legal advice where they can't afford it. As signatories of the Pro Bono Charter, an initiative from The Law Society, our firm is committed to improving access to justice. We offer opportunities for our lawyers to participate in pro bono work through Bristol Law Centre and legal clinics at Manchester and Salford Universities, among others. We're members of the UK Collaborative Plan for Pro Bono through which law firms collaborate with each other to improve access to justice through pro bono in the UK.



An example of our pro bono activity this year is our work with UK Finance (a UK banking and financial services sector trade association) on Project Safeguard, designed to understand the legal landscape surrounding economic abuse, and resulting in a new report 'From Control to Financial Freedom'. Our team provided legal and regulatory support to UK Finance, helping them to explore some of the obstacles experienced by victim-survivors of domestic abuse when regaining financial control.



TLT's donation of time and expertise has ensured Depaul UK partner agreements are clear, concise, and legally sound. We have always found TLT to be efficient and timely. Crucially, their work helped to provide safe emergency accommodation for 600 young people last year"

Ian Forster, Senior Nightstop Network Manager at Depaul UK, a homelessness organisation supporting young people.

"Pro bono allows us to provide a benefit to the community that might otherwise not be available. The individuals and charities we support are always so grateful for our help and it's clear that it really makes a difference to them!"



Lisa Chivers, Associate

is listed on the latest Pro Bono Recognition List, for her commitment to pro bono work



Lawyers are encouraged to spend 2% of their billable hours offering pro bono advice

Community and urban development

We engage in and deliver a wide range of social value activities to support a sustainable environment and improve the places we live and work in. One example is **our work with Future of London (FoL), where we're the only law firm on the Council-led Housing Network panel**. FoL helps London councils tackle their development challenges to build more and better council-led housing, benefitting the individuals and families who live and work there. We give free advice to London councils on social and affordable housing.

About TLT

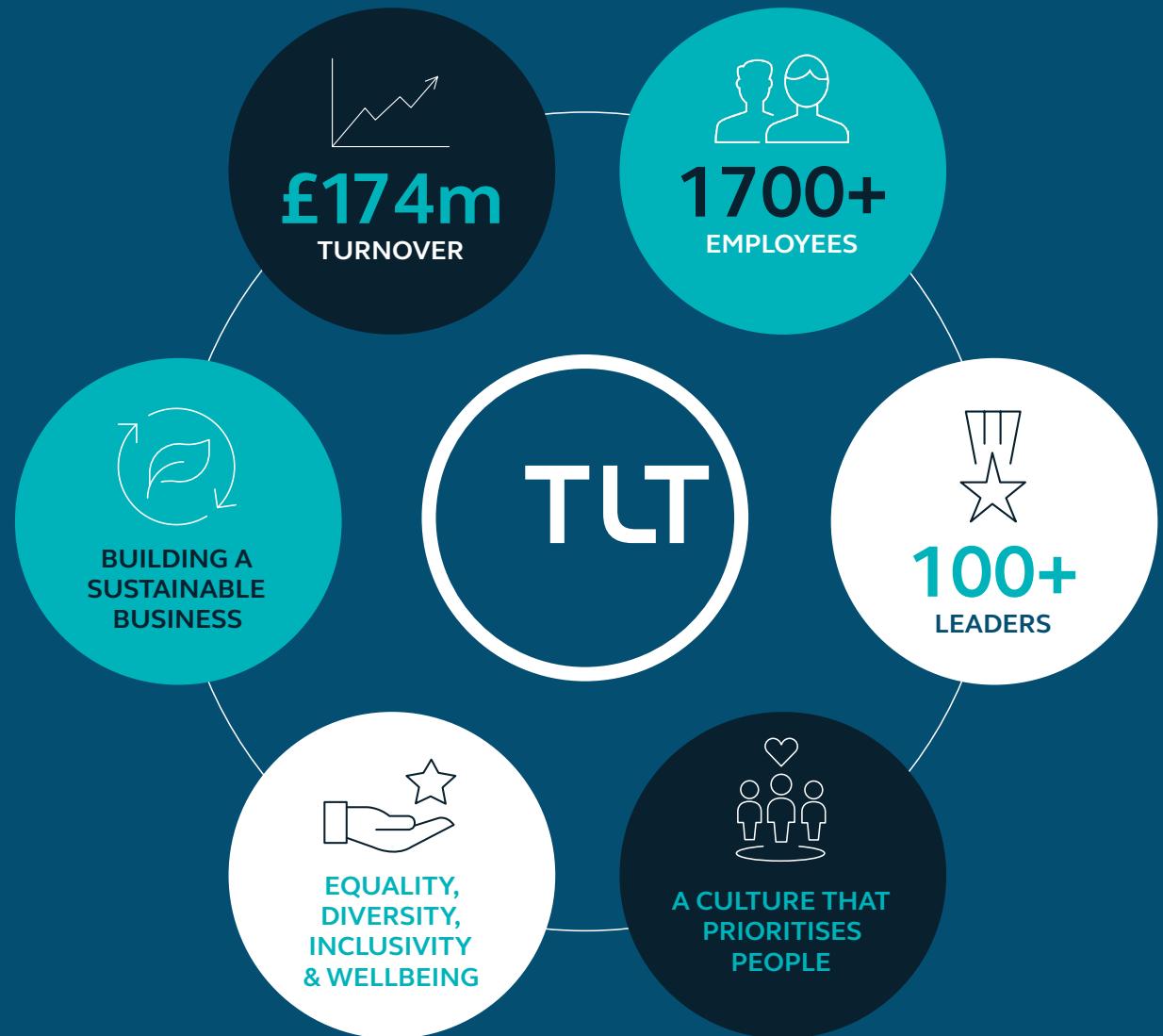
For what comes next

We're your business advisers as well as your lawyers, working in step with you to protect your interests today and progress your ambitions for tomorrow.

With local, national and international reach, we draw on our diverse expertise to find solutions and look ahead to create new opportunities. In an unpredictable world, your business adapts and evolves to succeed, and so do we. Bringing together our expertise with efficient processes and integrated technology, we'll anticipate change to keep you ahead of your challenges.

Whether it's building relationships or the sustainability of our actions, we think long term – working with you to put people, communities and the environment at the forefront. Your success is our responsibility. No half measures, part of your team and with you every step of the way.

tlt.com



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