

THRINGS

SOLICITORS

ESG (Environment, Social & Governance) Policy 2025/26

Document Owner	Executive Committee
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Responsible Department	Management
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1. Our ESG Commitment

At Thrings LLP, we are committed to providing sound governance, being a good employer, ensuring the sustainability of our business and making a positive contribution to the economies and communities in which we operate. Without this commitment, and systems to deliver it, we risk damage to our brand, reputation and the long-term success of our business and the environment in which we operate. In some cases, we may also be in danger of breaking the law, failing to comply with regulations or failing to meet our fiduciary or Directors' obligations.

Our ESG Framework is intended to help us manage associated risks, identify opportunities, and drive performance across the areas of sustainability that are most important to us and our stakeholders.

We will build current and emerging ESG considerations into the wider business management and risk decision making processes and ensure that our ambitions and commitments are not side-lined to a standalone initiative.

This policy is intended to cover the whole of our business operations and everyone who works for us including our direct suppliers / first tier supply chain. It pulls together our ESG Initiatives and Commitments in one place, giving everyone, colleagues, clients and intermediaries, a clear picture of what we want to achieve as a Responsible Business.

2. Responsibilities

Our Executive Committee is ultimately responsible for oversight of ESG strategy, including relevant risks and opportunities. They will approve the strategy for Thrings and management's role in implementing the strategy. We have leads for each area of our Framework to ensure focus and accountability. Those areas are as follows: -

- Environment and Sustainability
- People
- Communities
- Governance

The area leads will agree and oversee delivery of our ESG Initiatives and they will lead on delivery of the strategic objectives to drive progress.

Line managers will share information on our specific issues and goals, objectives and progress, including it in everyday discussions. Everyone across the firm can contribute to our goals by completing any training required, modelling desired behaviours and generating ideas.

3. The four pillars of our ESG Framework: Doing the Right Thing

3.1 Environment and Sustainability

Environmental sustainability is an ethical and commercial imperative. Managing our carbon footprint goes hand in hand with the strategic necessity to operate efficiently. We are committed to driving down our energy and carbon impacts and our sustainability program is committed to environmentally sustainable initiatives that deliver near-term efficiency, value and health for our business, our people, and the wider community.

We aim to monitor our working practices to reduce waste and reduce our carbon footprint. The firm complies with relevant legislation such as ESOS (Energy Savings Opportunity Scheme) and have a plan to support our carbon impact.

As a firm we seek to reduce our consumption of materials, promote the reuse of materials and the use of recycled materials and encourage the recycling of waste wherever possible.

The energy efficiency of new items of equipment is an important consideration in our procurement strategy.

We ensure that our benefits offered consider the environment such as our Cycle to Work scheme and that our pension funds are invested in sustainable funds.

3.2 People

We are committed to engage with our employees to provide a challenging, dynamic, inclusive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritises their overall health and wellness. Shaping a diverse and inclusive workforce is essential for the growth and success of our business.

3.2.1 Wellbeing

We continue to build on the pillars of our wellbeing strategy:

- Physical
- Social
- Mental
- Financial
- Creating the right working environment

Our Wellbeing Champions play a key role in driving and supporting our wellbeing initiatives.

As a firm we fully support a good work-life balance and our hybrid working policy allows for that balance. We provide training to managers on the importance of wellbeing through our leadership programmes and we will check in on our people's wellbeing through surveys.

3.2.2 Diversity and Inclusion

At Thrings we believe that equality, diversity and inclusion is pivotal to the success and culture of the firm. By valuing everyone as individuals and ensuring that we recognise, encourage, respect and provide opportunities for all, this will promote building successful relationships, good working practices and achievements in line with our firm strategy.

Our Diversity and Inclusion policy promotes what we consider to be appropriate behaviour and our frameworks for our job roles outlines what is expected of all employees. We run regular training for all employees on various topics around diversity and inclusion.

3.2.3 Professional Development

Developing our people is something we are both passionate about and proud of at Thrings. We offer many solutions whether it is the Academy for our emerging talent, our skills pathway for our fee earning employees, our Inspiring Leadership Programme or bite-size training.

We support our people by making sure they have interesting work to do, access to clients, and can be mentored by those more experienced.

Bringing on the next generation is also key and we have a great track record of supporting trainees, apprentices and other routes to qualification to progress with the firm. We will continue to champion and support our people to progress their careers with the firm, ensuring growth and success for all.

3.3 Communities

As a firm with offices in a number of towns and cities, Thrings has a long history of involvement in its local communities, and our individuals are encouraged to be involved with, and support, local charities.

Our Community Engagement Groups provide opportunities to bring our people together across our offices to support both our internal and external communities.

3.3.1 Charity Committee

Thrings Charitable Trust has been established by the Members of Thrings to encourage charitable activity by its staff. A significant proportion of donations made through this fund are in the form of matched funding for charitable activities undertaken by staff members. We encourage our people to get involved in charity, for instance by donating time, money and skills in fundraising activities for good causes.

3.3.2 Volunteering

We encourage our people to take part in voluntary community and charitable activities local to our offices.

This enables us:

- To create mutually beneficial activities where employees and charity partners can learn from one another and build skills for both organisations;
- To establish volunteering activities that are inclusive for all employees;
- To provide an opportunity to increase employee morale, wellbeing, employee engagement and pride in Thrings whilst promoting cross-departmental working; and
- To have a positive impact in our local communities, both socially and environmentally.

Community or charity work includes:

- Community care work;
- Environmental work or conservation projects; and
- Fundraising for community projects or charities

Voluntary work, supported by the firm, is at the discretion of the firm. Members of staff who wish to undertake voluntary work may be granted one day per year paid leave in order to undertake outside voluntary work.

3.4 Governance

Strong governance ensures that as a business we comply with our various regulatory and professional obligations. It helps us to operate with fairness and transparency which form part of being a Responsible Business.

The business is supported by a dedicated Quality & Risk Team who are responsible for managing risks across the business, conducting internal audits and implementing strategies to drive improvement as set out in the team projects plan.

Our people are required to act with honesty and integrity and in accordance with the SRA Principles, Code of Conduct and professional standards. This is reinforced through inductions, ongoing learning and training and controls and processes. All solicitors across the business are required to certify their compliance with their regulatory requirements annually.

3.4.1 Financial Crime

Our suite of policies is currently under review by the Quality & Risk Team to ensure that they are compliant with changing regulations and industry best practice. A training framework is used to roll out mandatory training on areas such as Anti-Money Laundering, Sanctions, Anti-Bribery and Code of Conduct / Ethics to ensure that staff feel able to detect and prevent financial crime and comply with their obligations.

3.4.2 Modern Slavery

As a Responsible Business, we want to ensure that we, and our suppliers, do not facilitate or participate in modern slavery and human trafficking. We are not required, as we do not meet the legislative requirements, to publish a modern slavery statement but notwithstanding this we remain committed to ensuring suppliers that we work with understand their supply chains.

3.4.3 Data Protection

Cyber security is an increasing concern for all businesses. We handle large amounts of confidential client data and our IT and Quality & Risk Team work together to ensure that adequate controls and protections are in place to protect the data. Staff are trained on how to spot cyber threats and phishing tests are run regularly and followed up by our internal auditor. We are in the process of assessing our main suppliers to understand their IT infrastructure and identify any risks.

3.4.4 Artificial Intelligence

We are currently reviewing the benefits of artificial intelligence and where new technology might add value across the business in the delivery of legal services to client Ethical considerations and any drawbacks form part of the risk assessments being carried out and it is important that any artificial technology is used responsibly. We are considering “use” cases where the utilising technology might be appropriate and where we do not use to inform any decisions. This will be documented in our artificial intelligence policy and training delivered to ensure staff are clear on how to use any tool appropriately.

3.4.5 Raising Any Concerns

The Quality & Risk Team works hard to maintain an open and no-blame culture to ensure staff feel able to express any concerns or seek guidance on complying with their obligations. The team maintain a physical presence in offices and they travel between different office locations to offer support and raise the profile of the team and its value across the business. We also have a complaints procedure, overseen by our Complaints Solicitor, which provides clients with an avenue should they wish to raise any concerns.

4. Monitoring, Review & Improvement

Transparency is an important part of accountability when it comes to being a Responsible Business.

We aim to track progress and key performance indicators to measure our progress against our strategic objectives including publishing this information annually in our Responsible Business Report. We will monitor and manage progress through our Framework which focuses on our community, our people, governance and environment and sustainability.

The area leads will review the Framework with a view to establishing new objectives where appropriate annually. In consideration of these, the area leads will engage with the wider business on stakeholder expectations and ideas for improvement. We will aim to review this policy at least annually.

Our firm remains steadfast in its commitment to Environmental, Social, and Governance (ESG) principles. We recognize that responsible business practices are essential to long-term success and the well-being of our stakeholders. As we continue to evolve, we will regularly review and enhance our ESG strategies to reflect emerging best practices, regulatory developments, and stakeholder expectations. We believe that transparency, accountability, and continuous improvement are key to building a sustainable future. We invite our employees, partners, clients, and the broader community to engage with us on this journey and contribute to our shared goals.