

Community and Social Responsibility Policy

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Introduction

To collectively make a difference to the environment in which we live and the community in which we all live.

Internal

As a business we are able to make a difference in the way in which we go about doing our business. These policies not only reflect the way in which we undertake our business but also the way in which we expect our suppliers to do business also.

Environmental Policy

Please refer to the Environmental Policy

Carbon Footprint

It is the policy of the firm to reduce its carbon footprint in all office locations.

It is the policy of the firm to replace all lighting with, as far as practicably possible, low energy lighting and to ensure when not in use that all appliances consume either zero or the minimum amount of energy necessary.

The Green Team

The Green Team was established to look at all issues of recycling and energy efficiency and recommendations will be implemented where appropriate.

Charity

Every year the firm will nominate an annual charity which will be decided on a majority vote and supported with internal events throughout the year.

External

Pro Bono

In the forthcoming financial year it will be the commitment of the firm to provide 100 hours free legal advice to "not for profit" organisations.

Charity

Where possible, it will be the policy of the firm to work in partnership with and support local charities in fundraising events throughout the year.

Supporting Charitable Causes and Other Organisations

It will be part of the appraisal process for the forthcoming year to note the contribution individuals make to organisations outside of work, for example supporting schools, charitable causes and other organisations, and it will be a policy of the firm to provide support to individuals who participate in such activities.