ANNUALREPORT



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FOREWORD

As co-chairs of the Legal Sustainability Alliance, we are proud to reflect on a year of exceptional collaboration in this annual review. From the small steps implemented every day in law firms across the UK to wider systems change within the sector, your collective efforts are driving progress.

During 2025, despite a challenging sustainability landscape, LSA members deepened their commitment to climate action — embedding sustainability into governance, operations, and client engagement. The shift from ambition to implementation is well underway, supported by robust data, transparent reporting, and collective learning.

In these cost-constrained times, the LSA is focusing on how members can obtain even more value from their membership fee throughout 2026. We champion leadership, climate ambition, and innovation within the legal sector, so please continue to work with us to share best practice and develop pragmatic solutions to the challenges we face. Together, we will ensure that our profession plays a defining role in building a just and sustainable future.

Becky Clissmann, Co-chair LSA and Counsel, Ashurst and Paddy Linighan, Co-chair LSA and Chief Sustainability Officer, Clyde & Co





REVIEW OF THE YEAR

2025 has been an incredibly busy year for the LSA. Our two longstanding co-chairs, Caroline May and Matt Sparkes, stepped back from executive roles to become honorary presidents. The LSA Board of Directors worked closely with the new co-chairs and the secretariat to provide a wide range of events, activities, and resources for LSA members. This year, we have expanded our events programme, offering both practical knowledge-based sessions online through the Carbon Brief series, as well as other online and in-person events, including a presence at London Climate Action Week, culminating in the LSA private screening of David Attenborough's Ocean in partnership with Blue Marine Foundation.

Partnerships and collaborative working lie at the heart of the LSA. We work closely with expert consultants, enlisting Radley Yeldar to support on strategic reporting frameworks, as well as with a range of talented individuals who bring expertise and insight to working groups and workshops. LSA members continue to share their knowledge and experience for the benefit of all, ensuring we maximise our impact by working together.

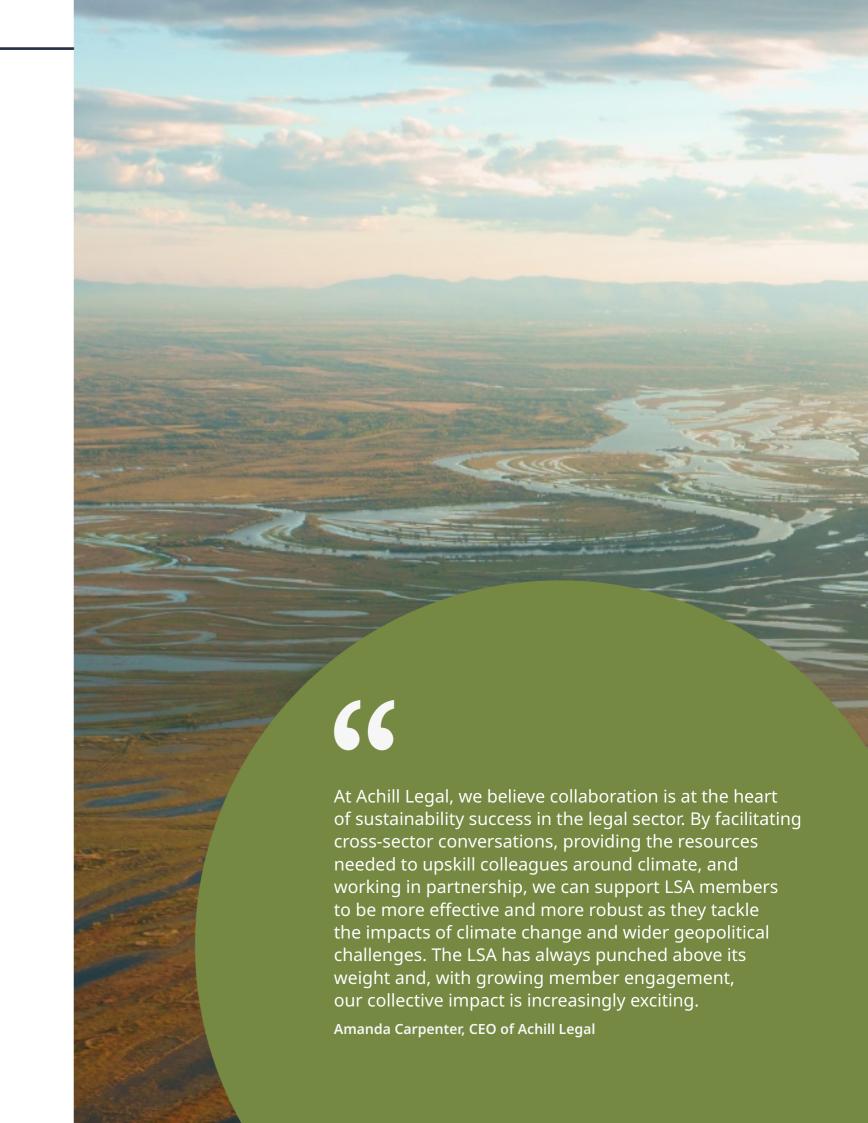
We continue to develop and publish resources, toolkits, and bulletins. We run discussion forums, produce podcasts, and share member stories. We welcomed a new co-host for the Sustainable Law Podcast, Sophia Adams Bhatti, who focuses on policy and impact across the legal sector, to complement the podcast series exploring the theme *Rule of Law and Role of Lawyers*, which continues into 2026.

This report highlights the LSA achievements of the year, as well as sharing some of the very many member stories and successes from across the legal sector.

Our thanks go to all the LSA members who continue to engage, challenge, inform, support, and share their ideas making the LSA the UK's leading not-for-profit network run by law firms for law firms.

To meet the challenge of running such a busy network, Achill Legal has increased the capacity of the secretariat team to include an operations manager, Joanna Wright, and an events manager, Andie Beall. Camilla Haycock, who has managed the network so brilliantly for the last two years is retiring, and we welcome Asia Mill as our new networks manager.

Amanda Carpenter, CEO, Achill Legal



LSA WORKING GROUPS

These groups offer a space to share ideas, challenges, and solutions, and have been especially active this year in creating and publishing resources for the benefit of all members. We are extremely grateful to everyone involved for their work, particularly the chairs of these groups, who facilitate the conversations and work closely with the secretariat to produce the LSA Guides and Toolkits.

Working groups are open to all members. Please get in touch with the LSA team if you would like more information.



Engaging with peers across the legal sector through the Legal Sustainability Alliance has given us valuable insights. We have embraced opportunities to listen, learn, and share our experiences.

Our participation in the Sustainable Procurement working group has affirmed that while we are still in the early stages of developing our responsible procurement practices, our approach is well aligned with best practice. It has also highlighted that many of the challenges we face are shared across the industry.

Lorraine Fahy, Senior Responsible Business Executive, A&L Goodbody LLP



BUSINESS TRAVEL

Chair: Alan Sweeting (White & Case)

Following the launch of Every Step Counts – A Practical Guide to Business Travel, the group has widened its remit to look at emerging issues such as sustainable aviation fuel and its impact on insetting rather than offsetting. The guide has had a good reception, being used over 550 times since its launch.

TASK FORCE FOR CLIMATE-RELATED FINANCIAL DISCLOSURES – TCFD

Chair: Stephen Farrant (Farrant Advisory)

Decoding the Disclosure – A Practical Guide to TCFD launched during London Climate Action Week in June 2025. It is already well used by members and non-members alike, helping to support firms as they tackle the complexities of TCFD into 2026. The group is now exploring the demands of the Taskforce for Nature-

Related Financial Disclosures and is working closely with the Biodiversity and Nature group.

SUSTAINABLE PROCUREMENT

Chair: Max Finney (Shoosmiths) & Mary Lavin (Osborne Clarke)

The newest of the LSA working groups, members have been sharing their experience and expertise, and their guide to sustainable procurement will be launched in February 2026. The group will then focus on how to create a more comprehensive resource for LSA members, aiming to develop a network-wide supplier platform and database.

BIODIVERSITY AND NATURE

Chair: Jenni Ramos (Scope4 Nature)

Recognising a firm's impact on nature through its supply chain is the first step to taking a more nature-positive approach to procurement and operations. The group will be publishing a guide and toolkit for firms in spring 2026.

STRATEGIC REPORTING

Chair: Rebecca Ward (Radley Yeldar)

CSRD, ISSB, EU Omnibus, the complexities of reporting frameworks, the shifting goalposts on what is mandatory and what is advisory have meant a challenging year for sustainability reporting. The focus of this working group is on understanding the challenges, relationships, and benefits of adopting a strategic reporting approach to emissions, and double materiality.

CARBON REPORTING

Chair: Jim Haywood (Woodman Farrow)

This group began life focusing on carbon reporting, but, following demand from smaller and medium-sized firms, will be reconfigured in 2026 as a forum for small and medium-sized firms to share issues, ideas, and solutions informally.

PARTNERSHIPS

Law firms play a central role in addressing climate change and climate risk through their work at the intersection of law, policy, and regulation, and the advice that they give clients. In response to feedback from LSA members that there was a gap between current competencies and complex challenges, we developed The Climate Change Legal Knowledge Hub in partnership with Legal Charter 1.5 and the NZLA. The platform collates resources covering a wide range of topics, including climate change science, policy approaches, legal issues, biodiversity, and sustainable business practices.

RADLEY YELDAR

The LSA has also worked with Radley Yeldar (RY), a consultancy that specialises in brand, corporate, and sustainability communications. Consultants from RY have provided advice on strategic reporting frameworks through events such as Navigating CSRD: A Guide for Law Firms and Why CSRD Still Matters in the Face of Omnibus Turmoil, an event we ran during London Climate Action Week. Radley Yeldar have also contributed to the podcast An Insider's Guide to... CSRD, which remains the most listened to episode of The Sustainable Law Podcast.

Why it still matters in the face of Ornolau turnol Ornolau turnol

BLUE MARINE FOUNDATION

Our partnership with Blue Marine has deep foundations developed over years of mutual support. Following our successful screening of *Ocean* and discussion of the threats to our seas, we were delighted that so many LSA members wanted to offer pro bono time and advice to Blue Marine. We are proud to be charity supporters for Blue Marine Foundation in 2026.



We've been so pleased to commence our partnership with the LSA this year. As a communications agency with a specialism in sustainability, reporting legislation is our bread and butter. What better year to partner than the year sustainability reporting regulation got supercharged!

The opportunity to learn from LSA members and (hopefully in return) share our expertise is invaluable. Our highlight from the year was our joint event, which aimed to provide hope and momentum during omnibus turmoil, which we think we achieved!

Rebecca Ward, Senior Sustainability Strategist, Radley Yeldar

THE LAW SOCIETY OF SCOTLAND

Many of our LSA members have offices in Scotland and this year we strengthened our partnership with the Law Society of Scotland. We ran online events for their members and extended LSA membership at a discounted rate, supporting and empowering Scottish law firms to achieve their net-zero ambitions.

LDN APPRENTICESHIPS

We are proud to have been working in partnership with LDN Apprenticeships, an Ofsted Outstanding and B Corp-certified training provider. Together, we have launched the LSA Sustainability Academy, an exciting new skills initiative built specifically for LSA members, designed to meet the growing demand for sustainability skills across our member organisations, while leveraging apprenticeship levy funding.

MEMBERSHIP

The LSA has 126 members as of 12th November 2025, which are mainly headquartered in the UK, but reach locations across the globe, from St Louis to Seoul, Athens to Jersey.

We represent firms with offices in 115 different towns and cities across the UK. This map illustrates the spread of LSA firms across Great Britain. The greener the area, the more LSA firms. An interactive version of this map can be found here.

Approximately 28% of England's practising solicitors are employed by LSA member firms, this figure is growing year on year, and we are determined to extend our reach and impact during 2026.

SIZE OF LSA MEMBER FIRMS

People Firms

<50

16

50-250

25

250-500

500+

68

Out of the 68 firms who have over 500 employees, 46 are in the UK Top 100 Firms - a list compiled by *The Lawyer*.

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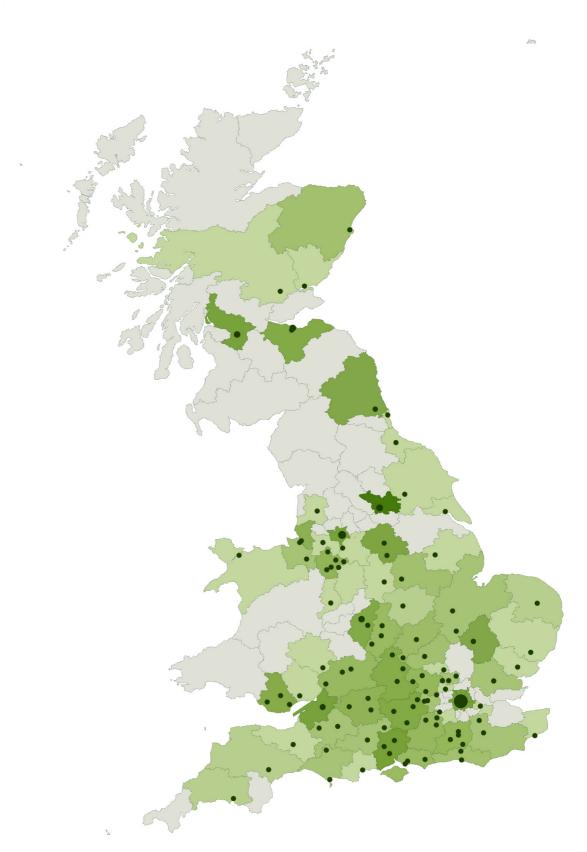
Sustainability is a key element of our firm's strategy, and supporting this invaluable network, offering a trusted platform for collaboration, practical guidance, and peer-to-peer support, is a key example of our commitment and approach to driving positive impact and change. Through working groups and discussion groups, the LSA offers like-minded legal professionals the chance to gather and share best practice across the sector. The wider programme of events and resources deepens colleagues' understanding and commitment to tackling the climate crisis, and we gain substantial benefit from being part of this community.

Ian Hagg, Director of Responsible Business, DLA Piper International

LSA LAW FIRMS IN GREAT BRITAIN MAPPED BY POSTCODE REGIONS



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A REVIEW FROM ACROSS THE NETWORK

We are proud that member firms are taking action to tackle climate change across the industry. Time and time again, LSA firms receive accolades and recognition for their actions. Although we can't summarise all these stories in this report, we have picked out a few highlights to share.

HOGAN LOVELLS AND SIMMONS & SIMMONS PIONEERING THE LEGAL RIGHTS OF NATURE

Legal experts from these firms are driving a fundamental shift by advocating to grant Nature the legal rights of a person, moving past human-centered frameworks. This work, spanning international precedent and domestic test cases (and supported by a Simmons & Simmons Churchill Fellow), has the potential to reshape global environmental litigation.

WEIGHTMANS BANNING NEW LAPTOPS FOR GREEN TECH PROCUREMENT

In a radical move to cut Scope 3 emissions and e-waste, Weightmans banned the procurement of new laptops, committing to a refurbished-only IT policy. The firm plans to source 1,400 remanufactured devices, marking a highly measurable and disruptive internal policy change.

ADDLESHAW GODDARD WINS GOLD AT RHS CHELSEA FLOWER SHOW

Addleshaw Goddard's "Freedom to Flourish Garden" won the gold medal in the Show Garden category. This rare, high-profile win in a non-legal field successfully elevates the firm's ESG initiative onto a major cultural and environmental stage.



RWK GOODMAN INTRODUCES DIGITAL BUSINESS CARDS TO CUT WASTE

The firm's innovative cards are made from recyclable material that allow colleagues to transfer their contact details directly onto any smartphone, with a simple tap. This is part of a 'Digital First' approach across the firm.

PINSENT MASONS INTRODUCES CARBON CAPS ON BUSINESS TRAVEL

Pinsent Masons is trialling a new system that introduces carbon travel limits across practice groups. This ambitious operational change directly tackles high-impact Scope 3 emissions, supporting its target to reduce absolute emissions by 50.4% by 2030.

TAYLOR WESSING SBTI-APPROVED EMISSIONS REDUCTION TARGETS

Taylor Wessing secured approval from the Science Based Targets initiative (SBTi) for its near-term goals. The firm aims to reduce absolute Scope 1 and 2 emissions by 42% and Scope 3 emissions by 52% (per million GBP value added) by 2030.

MILLS & REEVE, DWF, AND BURGES SALMON MAKE TANGIBLE LOCAL NATURE INVESTMENT OVER OFFSETTING

These firms are moving beyond standard offsetting by focusing on quality, local engagement, and long-term impact through tangible, regional nature restoration projects that their people can visit and help shape over time.



BRYAN CAVE LEIGHTON PAISNER (BCLP) DEPLOY A UNIQUE FOOD WASTE SOLUTION: THE ONSITE WORMERY

BCLP installed an onsite wormery at its London office. Home to 70,000 earthworms, this unique system processes approximately 325 kilograms of canteen food waste each month, providing a highly specific, sustainable solution.

LSA FIRMS SHOWING LEADERSHIP ACROSS THE SECTOR

Huge congratulations to all LSA firms who won awards in 2025, demonstrating outstanding leadership and commitment to Environmental, Social, and Governance (ESG) principles, with some firms securing multiple wins and nominations.

Linklaters Gowling WLG
Addleshaw Goddard
Browne Jacobson RPC
Dentons Burges Salmon
Womble Bond Dickinson
Claughter and May Simmons & Simmons Freshfields Travers Smith

Weightmans Bates Wells

Shoosmiths Mishcon de Reya
Norton Rose Fulbright Pinsent Masons

Eversheds Sutherland Clyde & Co

Taylor Wessing **DE&I: Private Practice Champion ESG: Private Practice Champion Individual Award Association FT Sustainability Award Ethnicity: Best Initiative to Attract and Retain Talent Social Mobility: Champion Law Firm ESG Employee Engagement Award DE&I: Law Firm Initiative** Law Firm ESG Practice / Client Service Award **UK Pro Bono Initiative Clean City Awards Scheme (multiple wins) Law Firm Internal Operations ESG Award Law Firm Single ESG Initiative Award Best Law Firm Advisory Team: ESG Regulatory and Compliance Best Law Firm Advisory Team: Sustainable Finance** Law Firm Client ESG Collaboration Award **Best Environmental/Sustainability Strategy Best Law Firm Advisory Team: Environmental Protection LGBTQ+: Champion** Women in Law: Best Initiative to Attract and Retain Talent Social Mobility: Best Initiative to Attract and Retain Talent **Law Firm Outstanding ESG Leader Award**

OTHER RECOGNITIONS

Sustainability Award (FT Asia Pacific Innovative Lawyers Awards 2025)

Most Innovative in Sustainability (FT Innovative Lawyers Europe Awards 2025)

Clean City Awards Scheme Awards (CCAS)

RHS Chelsea Flower Show — Gold Medal (Show Garden category)

Great Place to Work Sustainability Award

Legal ESG Awards 2025 categories

Paul Watchman Young Lawyer of the Year Award

Law Firm ESG Practice/Client Service Award

Law Firm Internal Operations ESG Award



The LSA is a great vehicle for collaboration across law firms. The group, through collaborative action, allows us to maximise our impact when tackling environmental and social issues. Chairing the LSA's Sustainable Procurement Working Group has helped us to coordinate the sector's response to ESG outside of our own operations and allows us to leverage our collective power to improve sustainability across all supply chains.

Max Finney, Senior Sustainability Manager, Shoosmiths

Law Firm Outstanding ESG Leader Award

Law Firm Single ESG Initiative Award

Best Law Firm Advisory Team (general category)

Women in Law: Champion

Mental Health & Wellbeing Initiative

Disability/Neurodiversity: Best Initiative to Attract and Retain Talent

Ethnicity: Champion

Legal 500 ESG Awards 2025 categories

UK Pro Bono Initiative

DE&I: Private Practice Champion

DE&I: Law Firm Initiative

Best Law Firm Advisory Team: Clean Energy

Best Environmental/Sustainability Strategy

Social Mobility: Best Initiative to Attract and Retain Talent

LGBTQ+: Initiative

Disability/Neurodiversity Champion

Women in Law: Best Initiative to Improve Female Representation within Senior Ranks

ESG: Law Firm Initiative

ESG: Private Practice Champion

Environmental/Sustainability Champion

International Pro Bono Initiative

EVENTS

This year we delivered a programme of 12 events, each designed to offer support, inspire action and deepen our collective commitment to sustainable practice. Nine online events spanned a diverse mix of topics, from carbon counting and navigating CSRD to sustainability for small firms and the evolving landscape of Ecocide Law. We were proud to launch two new LSA Guides: *Decoding the Disclosure – A Practical Guide to TCFD* and *Every Step Counts – A Practical Guide to Business Travel*. These guides, and the webinar recordings, are available on the LSA website for members to revisit and share.

In-person events proved equally popular. A standout moment was the November screening of David Attenborough's *Ocean* at Linklaters followed by a conversation with the filmmakers, which drew 120 attendees. This event generated a wave of momentum, inspiring follow-up discussions and 100 pledges to support the ocean, ranging from offers of pro bono, to beach cleans, to becoming an advocate for the ocean and changing personal behaviours.



In total, LSA events attracted 580 registrations—an encouraging sign of the growing engagement and enthusiasm across the network.

Looking ahead, we're excited to build on this progress. In the coming year, we will deepen our focus on key themes such as the Rule of Law, the Role of Lawyers, and What Will the Firm of the Future Look Like? We will also broaden the impact of our programme by developing complementary content—podcasts, blogs, and more—and by strengthening our approach to gathering member feedback, ensuring our events continue to evolve in meaningful and impactful ways.

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Membership of the LSA gives us the opportunity to share ideas and learn from the experience of others, both on the more exciting opportunities presented by the practical journey to net zero, and also on mandatory requirements, like disclosures.

Through this collaborative approach – for example, the work Herbert Smith Freehills Kramer has been involved with in the Business Travel Working Group – we ensure others don't have to start from scratch, that they can use shared knowledge to avoid pitfalls and accelerate projects that reduce environmental impact, which is what it's all about.

Jan Williams, Senior Sustainability and Climate Change Manager, Herbert Smith Freehills Kramer



THE LSA BULLETIN

The LSA Bulletin is an important communication channel for the network, delivering updates on forthcoming LSA events, newly published resources, industry developments, and member stories. It plays a vital role in keeping our community informed and engaged, and supporting our mission to inform, equip, and empower legal professionals to tackle climate and nature challenges collaboratively.

We know the network values and reads the bulletin, as we have an opening rate of 53%.

THE SUSTAINABLE LAW PODCAST

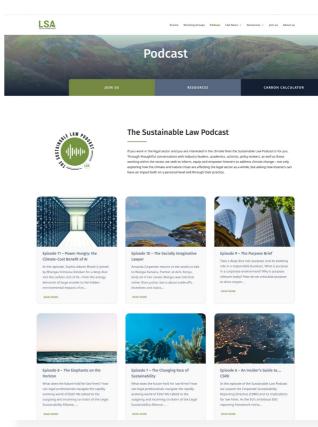
Through thoughtful conversations with industry leaders, academics, activists, policymakers, as well as those working within the sector, the Sustainable Law Podcast seeks to inform, equip, and empower the legal sector to address climate change – not only exploring how the climate and nature crises are affecting the legal sector as a whole, but asking how listeners can have an impact both on a personal level and through their practice.

Recent highlights have included:

<u>Power Hungry: the Climate-Cost Benefit of AI</u> – a deep dive into the carbon cost of AI with Bhargav Srinivasa Desikan, currently the AI and Tech Lead at the Autonomy Institute, and a Doctoral Candidate at the University of Oxford.

<u>The Socially Imaginative Lawyer</u> – an interview with Wangui Kaniaru, Partner at ALN, Kenya, about climate justice and the role of lawyers and rule of law.

<u>An Insider's Guide to CSRD</u> – experts explore how law firms can support clients in navigating this framework and address the needs of their own practices.



The podcast is available via our website or iTunes. If you have ideas that you would like us to feature, please get in touch with the team.

GREENER LITIGATION PLEDGE

This year the LSA stepped in to support the Greener Litigation Pledge as it enters its fifth year, providing a Secretariat through Achill Legal. The GLP helps the courts and court users to reduce their carbon footprint and encourages lasting change in litigation practice.

Research revealed that 66% of pledge signatories do not have emission data available and have no targets set. Since they took office, the new GLP co-Chairs have brought in minimum standards, which will ensure that signatories commit to measuring their carbon emissions within the next 12 months, and the LSA's support has enabled Greener Litigation to develop a programme of resources to empower and equip signatories to monitor and reduce those emissions.

In the meantime, project groups at the GLP are undertaking work to explore and provide guidance around topics such as:

- 1. The environmental impact of the use of AI in litigation
- 2. Streamlining court bundling
- 3. Engaging with the Judiciary in a meaningful way





HOW CAN YOU USE THE LSA TO SUPPORT AND ENHANCE YOUR RESPONSIBLE BUSINESS AGENDA?

As members of the LSA, everyone in your firm can:

- Join Chatham House-style discussions with academics, activists, and industry leaders to explore the challenges and opportunities of sustainability
- Get involved with working groups to explore solutions to complex issues such as the carbon impact of business travel and sustainable procurement
- Access the combined knowledge of the LSA network via our dedicated LSA manager and communications activity
- Use the network to facilitate cross-sector collaboration, energising and maximising the work you are doing to tackle climate change
- Gain priority access to all events, summarised in our regular bulletin
- Take advantage of our communications outputs to amplify your news. Get in touch with the team to feature in our monthly bulletin and on our website

Please encourage everyone to sign up to the regular bulletin here to:

- Receive a schedule of resources including blogs and social media collateral
- Regular event reminder emails
- Keep up to date with the Sustainable Law Podcast, industry, and member news

And follow us on LinkedIn here.

With special thanks to the Executive Firm members of the LSA for their continued support.

ADDLESHAW GODDARD

A&O SHEARMAN

Ashurst

CLYDE&CO







EVERSHEDS SUTHERLAND



LATHAM & WATKINS LLP

Linklaters

NORTON ROSE FULBRIGHT



SLAUGHTER AND MAY

TaylorWessing



Thanks to all LSA member firms for their ongoing commitment to a more sustainable legal sector:

A&L Goodbody Murgitroyd Fragomen Freeths Nexa Law Limited Akin Gump Freshfields Osborne Clarke Beale & Co Bernitsas Law Friends Legal Paris Smith

Berry Smith Geoffrey Miller Solicitors Penningtons Manches Cooper

Peters & Peters Bevan Brittan Gibson Dunn **Bexley Beaumont** Gillespie Macandrew Pinsent Masons Bird & Bird **Greenwoods Legal Services Poole Alcock Solicitors** Birketts Herbert Smith Freehills Kramer Proddow Mackay Solicitors

Blackadders Hickman & Rose Reed Smith **Bolt Burdon Kemp** Hill Dickinson **RPC Law Boodle Hatfield Howard Kennedy** Russells

Boult Wade Tennant RWK Goodman Howes Percival

Irwin Mitchell SA Law **Bristows**

Browne Jacobson JE Bennett Law Sacker & Partners Bryan Cave Leighton Paisner **IMW Solicitors SE-Solicitors**

Johnsons Solicitors Burges Salmon Shakespeare Martineau (Ampa) Shepherd & Wedderburn

Burness Paull Katten Muchin Rosenman UK

Cambridge University Press Kennedys Shoosmiths LLP & Assessment Kim & Chang Squire Patton Boggs Capital Law The Chartered Institute of Kingsley Napley

Capsticks Solicitors Patent Attorneys Leigh Day Carpenters Group Thrings Lester Aldridge

Cleary Gottlieb Steen & Town Legal Lewis Silkin Hamilton **Travers Smith** Macfarlanes Clifford Chance Trowers & Hamlins Mayer Brown

Cooley Vieira de Almeida & Associados MBM Commercial

Ward Hadaway

Weightmans

Wiggin

Watson Farley & Williams

Willkie Farr and Gallagher

Winckworth Sherwood

Withers Worldwide

DAC Beachcroft MDY Legal

Darwin Gray Mercers Law Solicitors

Dechert LLP Mewburn Ellis

Dentons UKIME Weil, Gotshal & Manges Michelmores Devonshires White & Case

Mogers Drewett

Mills & Reeve DMH Stallard Mishcon de Reya **DWF Law** Miya Solicitors

Family Law in Partnership Morgan, Lewis and Bockius

Fenwick Elliott Morton Fraser MacRoberts

Forsters Mourant

EMW Law

CONTACT US

The secretariat team are here to help LSA members and encourage non-members to get involved. Please get in touch with us:

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We would love to hear from you.