



SHEPHERD+ WEDDERBURN



CSR REVIEW 2021

WELCOME TO CSR 2021

In recent years the need to support charitable causes has arguably become more important than ever. Many people are seeking assistance from charities as they come to terms with the unique and often long-term challenges brought about by the pandemic. The charity sector itself is also facing up to increased demand and to the challenges of adapting to new operating and fundraising models as we all move to a more hybrid way of working.

As a leading UK law firm, we recognise our responsibilities as an employer, a business having an impact on its environment, and a member of the local communities in which we operate. Corporate social responsibility (CSR) is a cornerstone of Shepherd and Wedderburn's values. We are committed to making a positive contribution to the communities in which we live and work and it is heartening to see those values come to life in the diverse range of volunteering and charitable activities that our colleagues undertook throughout 2021.

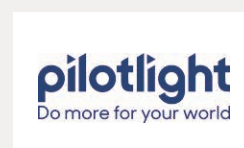
From volunteering their time and skills through providing pro bono legal advice and organising parcels at our local foodbanks to fundraising by participating in exercise challenges, fantasy football tournaments and charity quizzes, colleagues have seized a wealth of opportunities to get involved and make a difference, sharing their talents, and raising money for good causes that are close to their hearts.

I am grateful to my colleagues for stepping up to support our chosen charities in their valuable work, and I look forward to expanding on this during the coming year.

GILLIAN CARTY
PARTNERSHIP CHAIR



SOME OF THE CHARITIES WE SUPPORTED IN 2021



OUR CSR COMMITMENT

Our CSR policy is endorsed by our Board and is regularly reviewed and updated by the management team. Its overarching aims are:

1. To be an employer of choice, recruiting and retaining legal staff of the highest calibre and ensuring that our lawyers are supported by a first class management and administrative team who together can deliver the level of service that our clients expect and demand.
2. To pursue our business objectives in a socially responsible and sustainable manner.
3. To recognise that we have a role to play in supporting our local communities.

To find out more, visit our [Corporate Social Responsibility page](#).

FUNDRAISING

MENTAL HEALTH

In September, our Volunteering and Fundraising Committee supported Child and Adolescent Mental Health Services, which treat young people with emotional, behavioural or mental health difficulties. Colleagues raised funds for the services by taking part in a step count challenge.



In December, we also supported our four local foodbanks, with which we have worked for a number of years, by running a cash collection. In total, we raised £7,800.

COLLEAGUES' CAUSES

We have continued to make ad hoc donations to causes important to our colleagues, for example donating to London Marathon collections.

PAYROLL GIVING

Throughout 2021, the firm offered colleagues this simple and tax-efficient method for making monthly donations to the charity of their choice via the payroll.



VOLUNTEERING

FOOD BANKS

Shepherd and Wedderburn has established relationships with foodbanks local to each of our UK offices and we have worked with these for a number of years. In December 2021, 31 volunteers assisted foodbanks in Glasgow and Edinburgh with their Christmas preparations, accepting, sorting, dating and weighing food donations to help those in need.

“Every year the team at Shepherd and Wedderburn go the extra mile. From providing enthusiastic and motivated teams to help out in the warehouse at Christmas to fundraising and collecting food donations, they work with us to make sure that everything the team does has maximum impact. Last year we were asking corporate teams to work in smaller numbers to allow for social distancing. Despite the reduced staffing, each day the teams from Shepherd and Wedderburn kept on top of all the donations and made every one of their 170 hours of volunteering count.”

Sheila Sneddon, Volunteer Manager at the Edinburgh Food Project



VOLUNTEERING

PILOTLIGHT

We have been working with Pilotlight since 2013. Pilotlight is a charity that amplifies the impact charities, business and individuals can have in making a better world. Since 1996, it has helped over 1,000 charities which tackle social disadvantage to ignite change that lasts. A number of colleagues have lent their time to support projects with the organisation, including Vikki Henderson, who recently completed a project with Renfrewshire Foodbank.



PILOTLIGHT IN NUMBERS

9

COLLEAGUES HAVE EACH SUPPORTED A DIFFERENT CHARITY, WITH OUR TENTH DUE TO START SOON

2013

THE YEAR WE ENTERED INTO PARTNERSHIP WITH PILOTLIGHT

LEARN MORE ABOUT PILOTLIGHT AT WWW.PILOTLIGHT.ORG.UK/



Q&A WITH VIKKI HENDERSON

WHAT PROJECT HAVE YOU BEEN WORKING ON?

I worked with the Renfrewshire Foodbank, a Trussell Trust affiliated foodbank based in Paisley, which provides food for the community of Renfrewshire. In

addition to providing food and essential items to those in need, the foodbank also provides excellent support and signposting for services that can help to resolve problems that lead people to use the foodbank.

WHY DID YOU WANT TO GET INVOLVED?

I had only heard positive things about the project and the opportunity from previous Shepherd and Wedderburn 'Pilotlighters'. Having also taken on a charity board trustee post during summer 2020, I was keen to use the skills I've honed from my day job as a lawyer and experience of the charity sector to give something back.

WHAT HAVE YOU ENJOYED MOST?

Hearing the volunteers, staff and Board members talk of their experiences and the difference they've made to people's lives in Renfrewshire was humbling, and the enthusiasm and vigour with which they strive to eradicate food poverty was inspiring.



WHAT DIFFERENCE DO YOU THINK PILOTLIGHT MAKES?

It opens the charity up to opportunities and skill sets from which it otherwise might not have benefited. Often, especially with organisations like a foodbank, charities are focusing on a

very specific need while working within tight timescales and budgets, which does not leave much time and resource for wider strategic thinking.

WHAT HAVE YOU LEARNED WORKING WITH PILOTLIGHT?

Complementing my existing trustee role and the volunteering I do outside the office, being a Pilotlighter exposed me to other third sector organisations and gave me a greater understanding of the pressures and priorities such organisations face.

CAN YOU SUM UP YOUR EXPERIENCE IN A COUPLE OF SENTENCES?

It was very rewarding to be able to help a charity consider and work through its strategic goals to ensure a fruitful (no pun intended!) future. It was also great to learn other approaches to coaching and learning and development, as the Pilotlight volunteers included two individuals with coaching backgrounds.

At Shepherd and Wedderburn, all colleagues have the opportunity to take up to five working days (pro-rated for part-time employees) each calendar year to undertake voluntary/charitable activities. We regularly profile volunteering opportunities to colleagues.

PRO BONO COMMITTEE

RENEWED POLICY

In 2021, we reviewed and relaunched our pro bono policy to further enhance the free legal services we provide to good causes. We also launched our new pro bono noticeboard for colleagues to raise awareness of pro bono opportunities and provide a one-stop shop for all our pro bono resources.

HUMAN RIGHTS APPEAL

Our immigration team successfully represented a South African woman pro bono in a human rights appeal against a Home Office decision to refuse to allow her to remain in Scotland with her British children, grandchildren and great-grandchildren. The consequence of the Home Office decision was that she was to be deported alone to South Africa where she had no family and where her care needs would be unmet. There was a

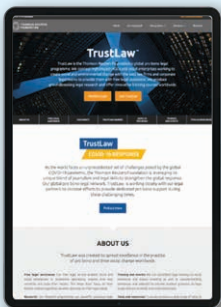
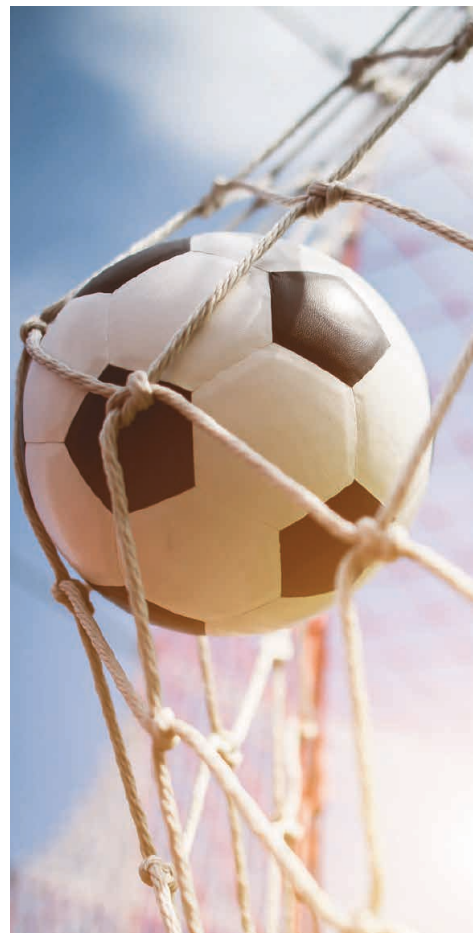
heightened risk to her in light of the pandemic. The case was due to be heard in court in the spring, however after discussions with the Home Office’s senior presenting officer, it was agreed that the case was so compelling that the decision would be reversed and she would be permitted to remain in the UK with her family without the need for a court hearing.

COMMUNITY OWNERSHIP

In 2021, Shepherd and Wedderburn colleagues in our corporate and property teams supported Morton Club Together on a primarily pro bono basis in its acquisition of a majority shareholding stake in Greenock Morton Football Club Limited, meaning the football club is now entirely owned by its fans. Morton Club Together is a community-owned, volunteer-run organisation that aims to ensure Greenock Morton football club is run in a sustainable way.

The acquisition fulfils a promise made by the Rae family, who own the former majority shareholder Golden Casket Limited, the Greenock-based maker of confectionery including Buchanan’s and Gibb.

Stephen Gibb, corporate finance Partner, said: “This is a significant moment for Greenock Morton, and we are delighted to have supported Morton Club Together in achieving its goal of community ownership for the football club.”



TRUSTLAW MEMBERSHIP

The firm is a member of TrustLaw, a global pro bono legal programme run by the Thomson Reuters Foundation which connects NGOs and social enterprises with legal firms which can provide. We are currently working on our first piece of work through TrustLaw.



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LGBT+ GROUP

LGBT YOUTH SCOTLAND

Our LGBT+ Group led a number of fundraisers for worthy causes this year. During LGBT History Month, we raised money for LGBT Youth Scotland. Throughout February, 30 of our colleagues took part in an exercise challenge that raised more than £1,300 to help fund the charity’s important work in support of LGBTI youth across Scotland. To celebrate Pride Month, more than 50 of our colleagues competed in a Euro 2020 fantasy football tournament, raising over £1,000 for Switchboard LGBT+. We also raised funds for the National AIDS Trust on World AIDS Day by hosting a pub quiz.



TRAINING EVENTS

Throughout 2021, we hosted a number of LGBTQ+ inclusion training events including a bullying and harassment awareness session on The International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT); a session run by Mermaids on trans awareness in the workplace; and a bi visibility training session.



STONEWALL RANKING

Thanks to the hard work of our LGBT+ Group and other colleagues, Shepherd and Wedderburn was ranked 23rd in the 2022 Stonewall Workplace Equality Index, which lists the UK’s top LGBT+ employers.

GENDER FOCUS GROUP

IMPROVED SUPPORT

The group has further improved the support available for colleagues:

- The group collaborated with Over the Bloody Moon and ran a virtual menopause seminar open to all colleagues to better understand the impact that menopause can have for individuals and what support can be provided. We also launched a menopause policy in 2021.
- In collaboration with Educating Matters, we ran a parenting skills seminar across all our offices to support colleagues, with responsibility for caring for children. This was in addition to organising a firm-wide resilience webinar open to all colleagues and hosting a Women in Banking and Finance event focused on CVs and improving interview skills.

MENTORING

Building on the success of an existing mentoring programme available to trainees, the group expanded this support to offer mentoring relationships to Associates, Senior Associates and Managers in our management services division. We also launched a Mentoring-Lite initiative to all colleagues during lockdown to support colleagues while working remotely.

INTERNATIONAL WOMEN'S DAY AND INTERNATIONAL MEN'S DAY

More than 100 clients, contacts and colleagues gathered virtually for our Choose to Challenge event, hosted by the Gender Focus Group. We held the event in the run-up to International Women’s Day 2021 in support of SmartWorks and Racing Welfare.

In support of International Men’s Day 2021, the group collaborated with our Healthy Working Lives Group and Andy’s Man Club to address the subject of mental health, in particular high suicide rates among men. Andy’s Man Club creates a safe place for men to come together to discuss their issues and problems.

SOCIAL MOBILITY GROUP

SOCIAL MOBILITY FOUNDATION RANKING

We were ranked 50th in a list of the UK's top 75 employers published by the Social Mobility Foundation, rising two places from the previous year's index and demonstrating our progress in fostering a diverse and inclusive workplace. The Social Mobility Employer Index assesses UK employers across seven key areas: work with young people, routes into the company, talent attraction, recruitment and selection, data collection, progression, experienced hires, and advocacy.



This achievement has deepened our commitment to furthering our inclusion policies and to working with clients and other organisations to increase recruitment and provide progression opportunities for people of all backgrounds. For instance, we have since adopted RARE contextualised recruitment as part of our legal summer placement and graduate recruitment processes to promote equality of opportunity in our processes.

WIDENING ACCESS

We continue to actively support the [Lawscot Foundation](#), [PRIME](#) and the [Social Mobility Foundation Mentoring Scheme](#), all of which seek to widen access to the workplace. Although some in-person elements of these programmes, such as PRIME weeks, have been disrupted by the pandemic, we have been working to facilitate virtual alternatives which will allow us to deliver the same impact remotely.

DIPLOMA FUNDING

Shepherd and Wedderburn's social mobility initiatives extend to part-funding the diploma costs for a

number of trainee solicitors. Two of our recent recipients share how this impacted their lives.

MATTEO CAIRNS, TRAINEE SOLICITOR

"If Shepherd and Wedderburn had not assisted me in paying for the diploma, I would have had many difficult financial choices to make when pursuing my legal career. I would have been forced to take out a student loan, and accumulate thousands of pounds in debt, which would have been a major disincentive. Furthermore, the provision of a grant throughout the diploma meant I was able to reduce the part-time hours I worked to support myself alongside studying. This undoubtedly helped me focus on my studies and achieve the best grades I could."



"[The grant] undoubtedly helped me focus on my studies and achieve the best grades I could."

ANDREW BUCHAN, TRAINEE SOLICITOR



"I was lucky enough to secure a traineeship with Shepherd and Wedderburn through the firm's summer placement programme. The firm offered to partially fund the diploma and also paid me a monthly living allowance. This financial support allowed me to focus my attention on the diploma while working part time, and to avoid the added stress of having to work additional hours or rely on family to fund my studies."



"[The] financial support allowed me to focus my attention on the diploma while working part time."

HEALTHY WORKING LIVES GROUP

JANUARY

- Launched our 'Feel Good Friday' campaign, sharing nutritious recipes each week
- Championed Women's Aid and Domestic Abuse Guidelines, in collaboration with the Gender Focus Group

FEBRUARY

- Launched our 'Movement Snack' campaign via firm-wide bulletins, sharing top tips for getting better sleep, exercising at your desk, improving posture and more
- Hosted Mental Health Talk, a panel discussion featuring guest speakers Prem Shah, a psychiatrist, and Richard Yianni, from mental health charity Support and Offload, alongside Shepherd and Wedderburn colleagues

MARCH

Launched the Feel Good Friday 'healthy lunches' campaign, sharing nutritionally balanced recipes for speedy lunches



APRIL

Celebrated World Day for Safety and Health at Work on 28 April

MAY

- Celebrated Mental Health Awareness Week from 10 to 14 May, promoting this year's theme of nature by profiling outdoor activities close to each of our offices; running a raffle in aid of mental health charity Support and Offload; and sharing links with colleagues to stress management courses and our own Employee Assistance Programme, which provides 24/7 access to confidential mental health support with trained counsellors.
- Launched our Cycle to Work scheme to encourage healthy commuting
- Promoted tips to maintain optimum eye health and shared details of how colleagues can access eye care vouchers



JUNE

In conjunction with the Gender Focus Group and in honour of International Father's Day, we hosted Mental Health – The High Performance Mindset, on 21 June. External speakers Dan Wallace (Olympian) and Doug Crawford (Mental Performance Coach) explored the importance of mental wellbeing when attempting to sustain high performance.



JULY

- Profiled details of and access to our Employee Assistance Programme via firm-wide bulletin

AUGUST

- Promoted a subsidised online Pilates course
- Shared top tips for good mental health, including how to support those around you who may be suffering

NOVEMBER

Hosted a 'lunch and learn' session on the effects of stress on wellbeing, including strategies for looking after yourself and the people around you, to mark National Stress Awareness Day on 3 November

RACE, FAITH AND BELIEF GROUP

BLACK HISTORY MONTH

We celebrated Black History Month in October by running an internal #ProudToBe campaign with blogs from colleagues, suppliers and students. We were also proud to collaborate with #10000BlackInterns, an initiative working to transform the prospects of young Black people in the UK by offering paid work

experience across a broad range of industries, and Black Professionals Scotland, which is dedicated to the empowerment of Black and ethnic minority professionals and students living and working in Scotland, to offer three summer placements to Black students in 2022.

KEY EVENTS

In conjunction with [SEMLA](#) and Burness Paull, we ran 'The SEMLA Series', workshops targeted at ethnic minority law students covering topics such as recruitment skills, commercial awareness and personal brand and impact. This aimed to provide an insight into a life in law and help aspiring solicitors gain some of the practical skills and knowledge they need to navigate a pathway to the profession. Two of our trainee lawyers, Zachary Stewart and Rachael Brook, shared their experiences and tips with those

looking to study law or secure traineeships.

On 25 November, we collaborated with Dumis Senda, a workplace diversity and inclusion coach, to run our annual Investors in Young People event, which profiled opportunities at the firm to ethnic minority law students. This was specifically aimed at reaching law students of Black and Asian heritage to try to break down some of the potential barriers they face to entering the legal profession, ranging from cultural to financial.

TRAINING AND COMMITMENTS

Throughout the year, we have organised training for colleagues covering the following themes:

- intersectionality;
- being an ally to LGBTQ+ people of colour;
- cultural awareness in the workplace; and
- racial bias at work.

We have also joined The Race Fairness Commitment, which aims to establish fairness at work for people of all ethnic backgrounds – so everyone has an equal chance

to succeed, and Legal CORE, a cross-firm collective aimed at tackling the underrepresentation of Black, Asian and minority ethnic groups in the UK legal sector.

The group donated to PRIME to fund a prize for an essay competition for students. In addition, we profiled Refugee Action's Afghan Arrivals Emergency Fund and encouraged colleagues across the business to donate to the charity.

SUSTAINABILITY GROUP

We seek to embed sustainability – and all aspects of environmental, social and governance standards (ESG) – into our operations. Walking the walk in this respect allows our solicitors to have a clear insight into the practicalities of the sustainability journey, and so better support our clients in theirs. Our enhanced Sustainability Policy and [ESG Statement](#) underpin the way we work and the process of assessing our credentials in these areas has deepened colleagues' understanding of the part we all need to play to achieve our objectives.

NET ZERO BY 2030

In February 2021, Shepherd and Wedderburn committed to achieving net zero greenhouse gas emissions by 2030, adopting an enhanced sustainability strategy underpinned by a 'route map' focused on reducing Scope 1, 2 and 3 emissions under the Greenhouse Gas Protocol Corporate Reporting Standard.

The firm is integrating sustainability considerations into all its business decisions and will report its greenhouse gas emissions and progress against its net zero target at least annually, using the Greenhouse Gas Protocol Corporate Reporting Standard methodology. The protocol classifies an organisation's greenhouse gas emissions into three scopes: Scope 1 (direct emissions from owned or controlled sources); Scope 2 (indirect emissions from the generation of purchased energy); and Scope 3 (all indirect emissions from the value chain – from the goods an organisation purchases to the disposal of the products it sells or services it provides).

SUSTAINABILITY GROUP

THE ROUTE TO A MORE SUSTAINABLE FUTURE

In line with our route map to net zero, we are fully committed to reducing our carbon footprint and to working with our colleagues, clients, suppliers and other third parties to that end. In addition our Sustainability Policy is focused on three key areas: our clients, our people and our business and we are working hard on all three, recognising the importance of playing our part in creating a sustainable and resilient future.

OUR CLIENTS

Our Green Recovery campaign, launched in April 2020 in response to the socio-economic impacts of COVID-19, gathered momentum throughout 2021, aligned with government objectives to get the UK economy back on track by pursuing a green recovery. Green Recovery Champions representing each of our practice groups continued to identify how and where we can help clients to play their part in creating a more sustainable future. This is not only about the work being done by our Clean Energy Group - the opportunities and challenges associated with achieving a green

recovery traverse the whole economy and affect all sectors and all clients. Through our campaign, we seek to support clients' strategic objectives to decarbonise and help build a robust and sustainable economy.

OUR PEOPLE

Through training and engagement, the firm is promoting a more sustainable mindset among colleagues. Our internal Sustainability Group produces a monthly newsletter, sharing planet-friendly recipes, top eco tips, 'deep-dive' blogs into topical sustainability issues, and reviews of books, films and events. The newsletter features contributions from colleagues across the firm.

We are currently in the process of developing and rolling out a suite of carbon literacy training that will be delivered to all colleagues and new joiners.

OUR BUSINESS

In terms of our operations, the firm is focusing initially on reducing energy consumption; materials

use (including, but not limited to, stationery, printing and packaging); waste production; and travel. This has seen us reduce our overall printer headcount and implemented highly efficient multifunction devices (printer, photocopier and fax) across our offices.

We have also revised our travel policy with a view to maintaining increased control over travel-related carbon emissions and have likewise revised our printing policy to track and reduce emissions and waste as we return to office working post-pandemic. This is part of a wider ongoing project to review all policies that apply to our business to ensure consistency with our sustainability and net zero commitments.



EDINBURGH CLIMATE COMPACT

The Edinburgh Climate Compact was an initiative first developed by the Edinburgh Climate Commission, and led by Clare Foster, our Head of Clean Energy and a Commissioner with the Edinburgh Climate Commission. The Compact is a platform that enables businesses and organisations to come together to commit to taking certain actions to tackle climate change and share best practice, providing a unique opportunity for Scotland's capital to demonstrate the power that teamwork and collaboration has in addressing the climate emergency.

We were the first professional services firm to sign the Edinburgh Climate Compact, becoming an Edinburgh City Climate Champion and agreeing to a series of decarbonisation commitments to support the city's ambition to reach net zero by 2030. Membership of the Compact has increased significantly since its launch in December 2020, with member organisations representing sectors such as financial services, construction, energy, health, tourism, education, the public sector and professional services.

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SUSTAINABILITY GROUP

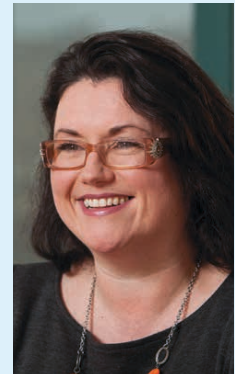
EDINBURGH CLIMATE COMPACT (CONTINUED)

Being a signatory to the Compact allows us to share best practice across our sector and to learn from others. It also opens the door to collaboration with organisations whose goals are aligned with ours and allows us to make meaningful change on our journey to net zero by 2030.

Since its launch, the concept of the Compact has been adopted in Glasgow (with the subsequent launch of the Sustainable Glasgow Charter) and other cities across the country are actively looking to replicate the model. Clare Foster continues to speak at various events about the benefits of the Edinburgh Climate Compact and to encourage other cities in Scotland to emulate the Compact model.

CLARE FOSTER

“Our internal sustainability initiatives are closely aligned to the work we are undertaking on behalf of clients to support their sustainability goals. Together, we are working to stimulate a green recovery from the pandemic that will embed long-term resilience into our economy.”



Clare is a Banking (Project Finance) Partner and the firm's Head of Clean Energy. Clare is also a Board member of RenewableUK and a Commissioner on the Edinburgh Climate Commission

SECTOR-LEADING CLIENT SUPPORT

We are working closely with clients to promote sustainable decisions and practices in order to help mutually facilitate the transition to net zero. In particular, our Clean Energy Group and ESG Advisory Group are providing dedicated, cross-sector support to clients in their sustainability journeys.

Our market-leading [Clean Energy Group](#), which comprises more than 90 lawyers, advises on clean energy projects across the UK and is ranked top tier in both the leading independent legal directories, with the latest Legal 500 directory noting: “Shepherd and Wedderburn stands out for its focus on, and commitment to, the green recovery and journey to net zero; this is demonstrated by its involvement with the Global Ethical Finance Initiative, the Edinburgh Climate Commission and the Scottish Council for Development and Industry (SCDI).”

Our varied client base ranges from private individuals and SMEs through to large corporates and utilities (including several from the FTSE 250), charities and public sector organisations, all of which face challenges in the race to net zero. Our team supports them in navigating these challenges and achieving their objectives.

Our practice extends across the entire spectrum of energy technologies, both mature and emerging, and we are active in all clean energy sub-sectors, including onshore renewables (wind, battery and solar), offshore wind (fixed and floating wind as well as wave and tidal), transmission and low carbon. Our work in this sector is multidisciplinary in terms of legal input, deploying the expertise of the various practice groups and delivered with the added benefit of our sector experience.

Our recently-launched [Environmental, Social and Governance \(ESG\) Advisory Group](#) comprises lawyers with relevant, specialist expertise drawn from across the firm to assist clients with their environmental, workforce, social and regulatory commitments. A robust ESG strategy is built around three key sustainability pillars that set out how an organisation lessens its impact on the environment, treats its employees, evaluates its supply chain and governs its business.

The ESG Group is led by partners Louisa Knox (Pensions) and Gordon Downie (Regulation and Markets), and supports clients on all aspects of ESG on a daily basis.

LOUISA KNOX

“We are fully committed to being a responsible, sustainable business and are continuing to work to reduce our environmental impact even further, protecting the natural world and preserving our planet for the sake of future generations.”



Louisa is a Partner in our pensions team and a Non-Executive Board Director of Scottish Financial Enterprise (SFE), where she acts as the SFE board's sponsor for its journey to net zero. Louisa also sits on the Financial Services Growth and Development Board, which is tasked with ensuring the crucial role of financial and related professional services in accelerating economic recovery and transforming Scotland into a global centre of excellence for green finance.

