

## Corporate social responsibility – an overview

As a leading business and major employer in the UK, Hill Dickinson is committed to active and progressive corporate citizenship. We have always been very much part of the fabric of each of the communities in which we operate. Our commitment goes way beyond geographic boundaries and includes contributions to market sectors and professional communities, operating both nationally and internationally. We are members of the CSR Legal Network and support the Community Foundation Network.

We have an evolutionary, cross-office and wide-ranging agenda of social and ethical support programmes. Our overall CSR agenda (see diagram below) illustrates the various elements we focus on to ensure our business has a truly embedded approach to CSR.



We also recognise the importance of protecting the environment. To keep up to date with the ever-changing environmental initiatives we have established a green team whom ensure that we actively promote, re-evaluate and continually improve our environmental policy.

## **Our corporate social responsibility policy**

As a major employer with national and international offices, we recognise our business activities inevitably have a direct impact on our clients, suppliers, and also on our communities nationally and globally. We also realise our business activities have negative impacts on the environment. These arise from issues including the carbon footprint of vehicles, energy use in our office, waste generation, and the use of non-renewable resources.

We are fully committed to reducing these impacts, and continually aim to improve our CSR performance.

### **Our CSR commitments**

- Working with our local communities, charities and projects through fundraising, volunteering and pro bono work
- Promoting and developing our green team initiatives which aim to minimise the impact of our business on the environment
- Minimising our resource use, dealing responsibly with our waste and recycling when possible
- Using renewable energy sources where practical, and aiming to be as energy efficient as possible
- Communicating our policies clearly to customers and suppliers
- Treating our customers/clients in an open, honest and fair way
- Monitoring and reporting our CSR performance once it's fully established

### **Improving our CSR performance**

- Actively supporting and taking part in CSR projects and initiatives
- Providing training and raising awareness among employees and clients
- Encouraging employee involvement in our local communities
- Meeting, monitoring and reporting on our statutory environmental obligations and other requirements to which we subscribe
- Meeting our statutory obligations on employment, health and safety, and the environment
- Setting objectives and targets for improvement and reviewing our environmental performance on a regular basis

- Taking part in local and national projects which promote sustainable development
- Providing training and raising awareness among employees
- Listening to customers and stakeholders

This policy is communicated to those whose actions may have a significant effect on the CSR performance of Hill Dickinson.

Signed by: *Andrew Rushworth* Position: Head of CSR and Director of HR

Date: 1 January 2010

Review date: June 2011