



HILL DICKINSON

# Social Value and Sustainability policy

| February 2024

Hill Dickinson is committed to delivering social value and minimising environmental impact. Our Social Value and Sustainability policy details our social value and sustainability activities and actions, stating how we will provide social, economic and environmental benefits to our people and the communities in which we live and work.

### **Community - we will contribute to building the resilience of the communities we work in**

Our internal practices are aligned to UN Sustainable Development Goals (SDG) - SDG 4 - Quality education and SDG 5 - Gender equality. Activity to add social value to the communities we work in includes:

**Hill Dickinson Foundation** - We will award grants each year to grassroot charity projects across the UK, through funding from the Hill Dickinson Community Foundation. The grants allow small organisations to kickstart a beneficial community project or continue to provide a much-needed local service.

**Schools outreach programme** - We will provide support to local schools via our established schools outreach programme. The aims of the programme are to aid social mobility, especially among people from less advantaged socioeconomic backgrounds; those living in social mobility 'cold spots'; people with caring responsibilities; and those from racially minoritised backgrounds. As part of this programme we will:

- Offer a range of support for young people including mock interviews, careers fairs, career talks and work experience programmes.
- Commit to hiring a minimum of four apprentices annually via our schools outreach and grassroots work.

**Partner with local charities – providing volunteering and fundraising support** – Each of our office locations partners with a charity which we commit to support for a set period through activity including regular team volunteering days and fundraising events. We will encourage our teams to support charitable causes aligned to our office locations, as these arise.

**Support and encourage volunteering and fundraising** – All our colleagues can take two volunteering days a year – supporting wellbeing while providing value to local communities. Colleagues can volunteer for a charity of their choice or get involved in partner charity fundraising, sponsored events, or pro bono work.

In addition, Hill Dickinson matches funds raised by colleagues up to £250 per event. Colleagues can sign up to 'Give as You Earn,' making it easy to donate to charities direct from salary.

**Pro Bono** – We will promote our Pro Bono scheme, in line with our Pro Bono Guidance, encouraging pro bono delivery of services.

### **Environmental – we are committed to reaching net zero by 2045.**

As a firm, we have aligned our internal practices with UN Sustainable Development Goals 13 Climate Action and 12 Responsible Consumption and Production, together with Theme 3 (Fighting Climate Change) of The Social Value Model published by UK Government.

We are developing our Science-Based Targets Initiative submission to set specific, measurable goals to help us reduce our carbon emissions. We are aiming to submit our targets for approval before May 2024.

We have achieved the ISO14001 Environmental Management System (EMS) certification, a global standard that supports organisations in identifying, managing, monitoring and controlling environmental processes.

We are committed to reducing our carbon emissions from business travel by 50% by no later than 2034.

Our hybrid-working model allows our people (subject to role requirements) to work remotely 50% of the time, reducing overall emissions from travel to and between offices.

### **Wellbeing – we will prioritise wellbeing of our people**

As a signatory of the Mindful Business Charter, we prioritise supporting positive mental health and wellbeing.

All our people benefit from enhanced benefits and training including:

- Leafyard App, which provides videos and e-mails to motivate people to take control of their own mental health.
- Bupa Healthcare, and an Employee Assistance Programme available 24/7/365 days a year.
- Aviva DigiCare+ Workplace, offering a comprehensive annual health check.
- Cycle to Work scheme and discounted gym membership.
- Lunch and learn sessions, as well as pre-recorded training, which are accessible to all.

We recognise the need to exert influence via our supply chain and require any suppliers to evidence:

- Actions towards equality, diversity and inclusion.
- Payment of Real Living Wage – we are a Real Living Wage employer.
- Carbon reduction targets.

All our colleagues will have access to additional support through actions including:

- Equality Leads – acting as a point of contact for any issue related to any dimension of diversity or inclusion, ensuring our D&I strategy is evolved through feedback and co-creation.
- Networking Groups including for LGBTQ+, Parents, Carers, Baby loss support, Menopause, Neurodiversity.
- Mandatory Equality, Diversity and Inclusion training, with additional training provided on Neurodiversity and Unconscious Bias.
- Mental Health First Aiders in each office, who are also trained in domestic abuse support.

### Diversity – we will set targets to increase diversity within Hill Dickinson

Our employment practices recognise the impact of inequality on recruitment, retention and business performance. This is reflected in our diversity targets.

We will achieve these targets through the positive action we are taking in the following areas:

#### 1. Diversifying routes into a career at Hill Dickinson Graduate Recruitment – we will:

- Focus on recruiting of trainees and apprentices from underrepresented backgrounds through our partnerships and grassroots programmes including 10,000 Black and Able Interns, Hill Dickinson Schools Outreach Programme and Aspiring Solicitors.
- Continue to use specialist ED&I recruitment tools, such as Rare and Amberjack to support a fair and unbiased recruitment process.

#### Lateral recruitment - we will:

- Review the use of diverse job boards and specialist recruitment agencies.
- Continue to review and report on our recruitment ED&I statistics.

#### 2. Equality of opportunity and progression - we will:

- Conduct a review of D&I statistics at partner level and set tailored targets.
- Design and deliver structured development programmes linked to our annual promotions processes.
- Continue to promote our internal mentoring scheme.
- Provide access to funding for training and study-leave for external qualifications.

#### 3. Awareness and accountability - we will:

- Continue to plan events and awareness days in line with our D&I calendar.
- Deliver structured and in-depth D&I training.
- Continue to hold ourselves accountable through reporting tools such as the Diversity Pay Gap, the SRA Diversity Report and the InterLaw Diversity Forum.

### Diversity targets

We have set aspirational targets to demonstrate our commitment to our key aim of improving the overall diversity of the firm, focusing on ethnicity, gender and social mobility

Increase the percentage of women in leadership roles\* to 40% by 2028

40%

Increase the ethnic minority population of the firm to 20% by 2028

20%

Recruit a minimum of four apprentices per year via the Hill Dickinson schools outreach programme



A minimum of 10% of the annual graduate intake to be recruited via our D&I partnerships and grassroots programmes

10%

We will review these targets annually.



## About Hill Dickinson

Hill Dickinson LLP is a leading and award-winning international commercial law firm with more than 950 people including over 200 partners and legal directors.

The firm delivers advice and strategic guidance spanning the full legal spectrum, from non-contentious advisory and transactional work, to all forms of commercial litigation. The firm acts as a trusted adviser to businesses, organisations and individuals within a wide range of specialist market sectors.

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