Creating a positive impact – our commitment *to responsible business*

IMHL | RESPONSIBLE BUSINESS REPORT 2026

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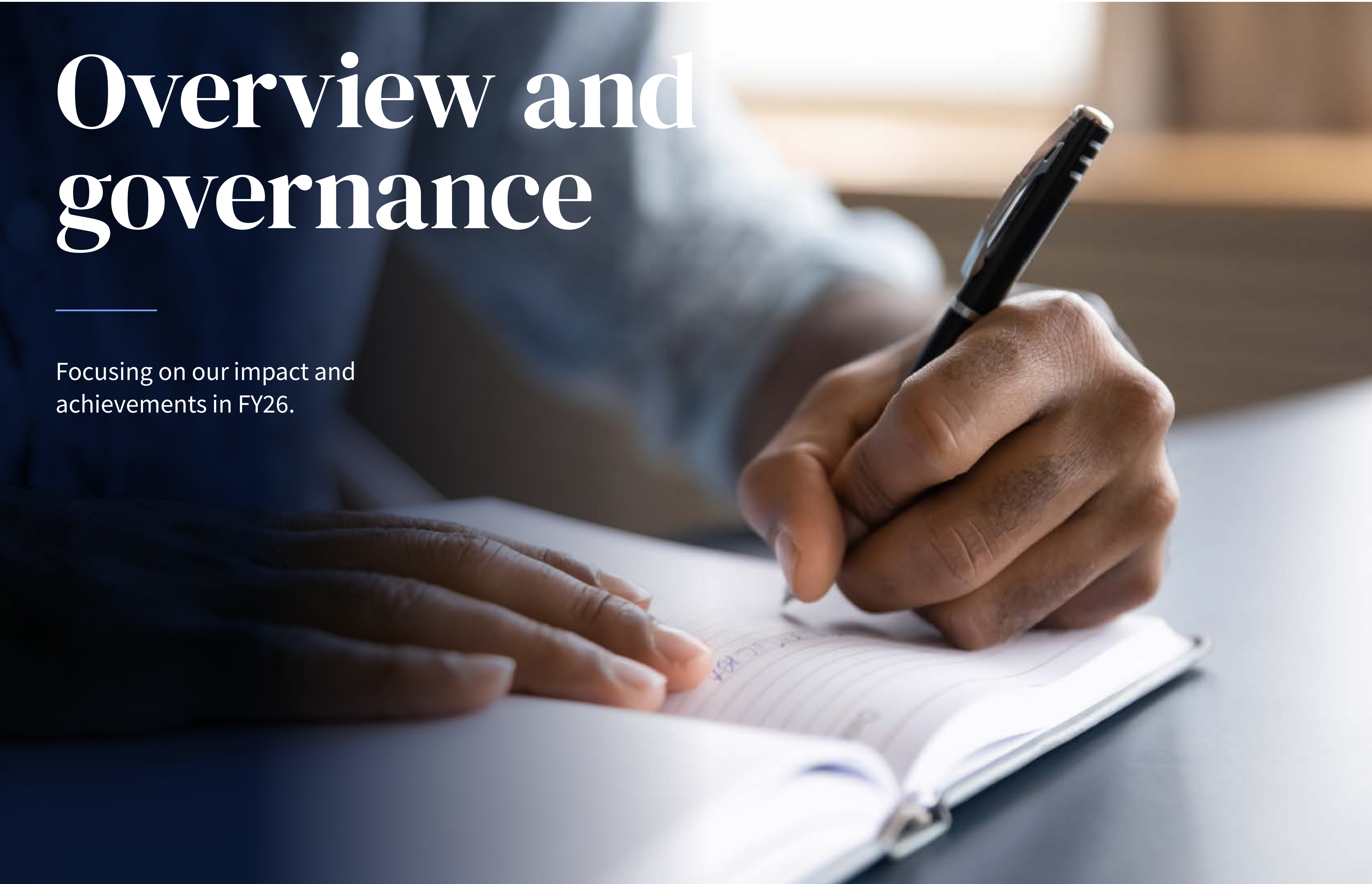


Overview and governance

Focusing on our impact and achievements in FY26.

Our business at a glance

We are a multi-award winning legal business, delivering a broad range of services to individual and corporate clients.

With 25 UK offices and international reach through a global network of 85 law firms, we are able to serve our clients wherever they are.

£337.5m

Turnover in 2026

3,000

Colleagues, including 200+ partners

5 star

Rated on Trustpilot based on 13,000+ reviews

£154,000

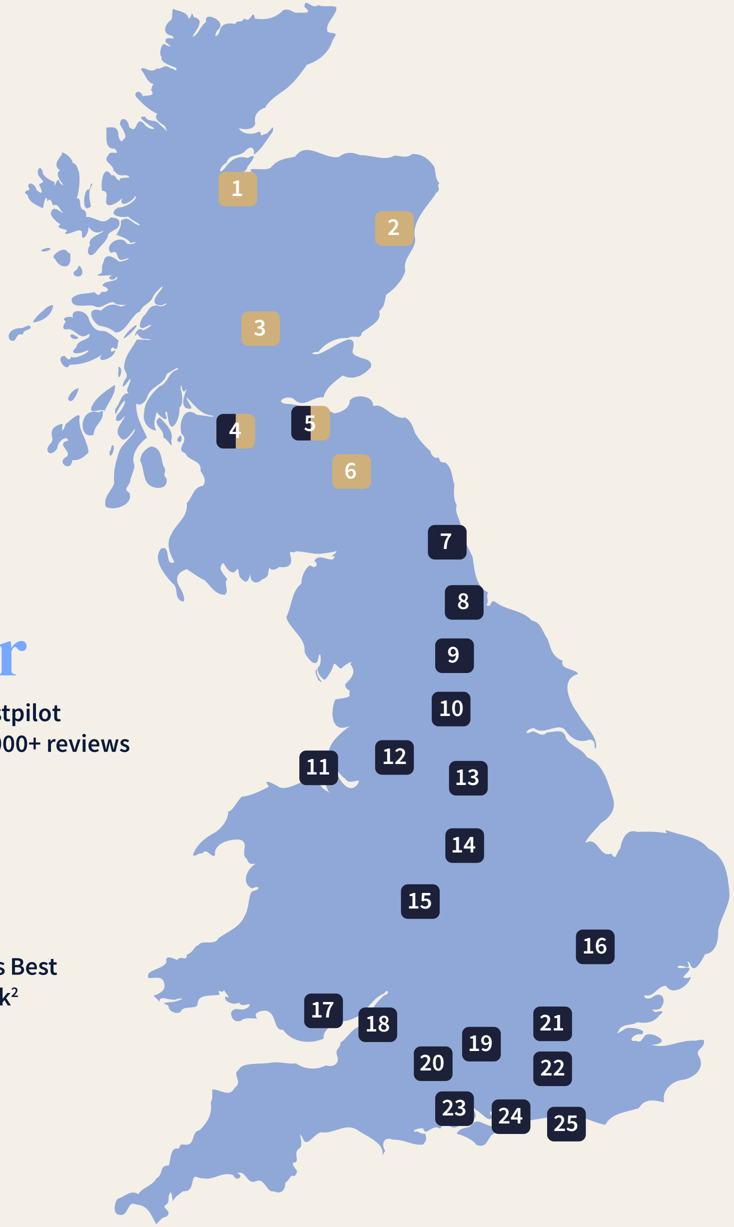
Total donations to Crisis by Irwin Mitchell, Irwin Mitchell colleagues and the Irwin Mitchell Charities Foundation (IMCF) between 1 December 2025 and 30 April 2026[1]

Legal 500

100 practice areas and 149 individuals ranked

2026

Sunday Times Best Places to Work[2]



OUR BUSINESSES

- Irwin Mitchell
- Wright, Johnston & Mackenzie*

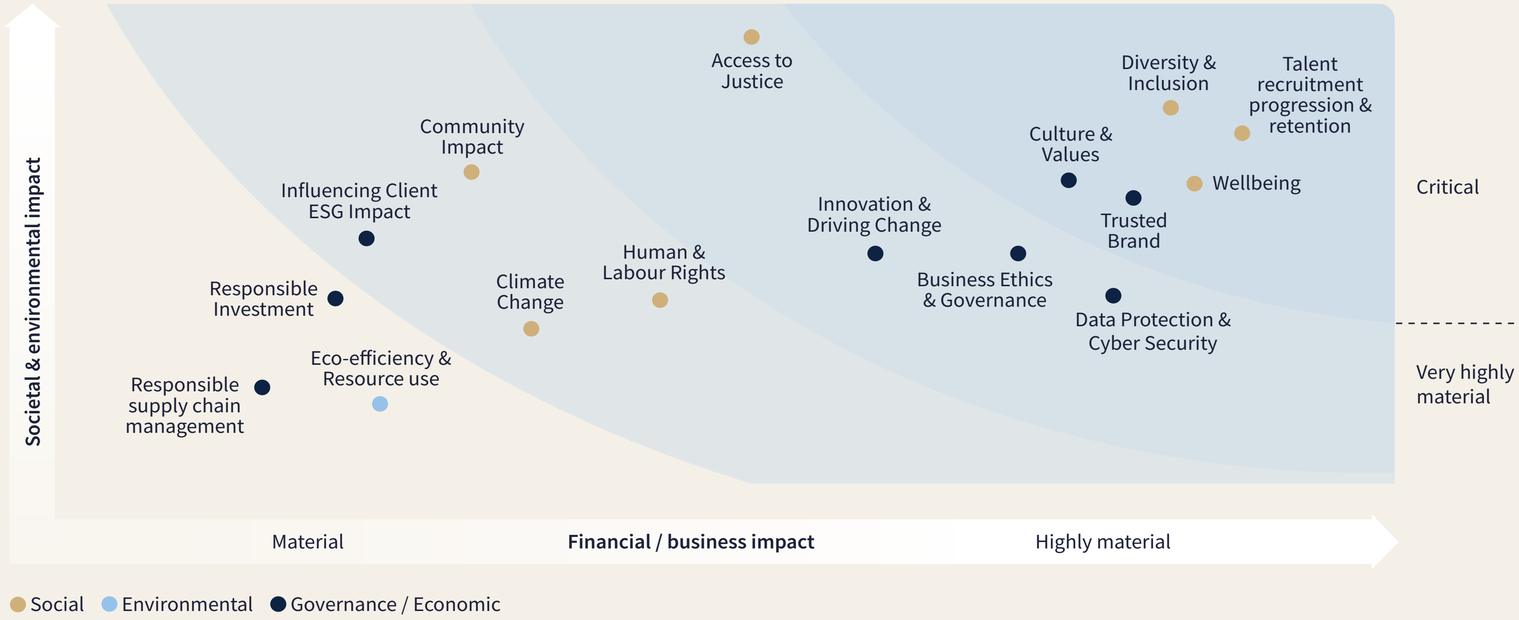
OUR LOCATIONS

1 Inverness
2 Aberdeen
3 Dunblane
4 Glasgow
5 Edinburgh
6 Galashiels
7 Newcastle
8 Middlesbrough
9 North Yorkshire
10 Leeds
11 Liverpool
12 Manchester
13 Sheffield
14 Nottingham
15 Birmingham
16 Cambridge
17 Cardiff
18 Bristol
19 Reading
20 Newbury
21 London
22 Gatwick
23 Southampton
24 Chichester
25 Brighton

*Invested in by Irwin Mitchell

1 The £154,000 total consists of £50,000 generated through our IT recycling scheme to support digital inclusion and £104,000 raised by colleagues, Irwin Mitchell and the IMCF to support Crisis' frontline homelessness services.
2 The only law firm to appear in the 'Very Big' category (more than 2,000 employees) for the last two years.

Deepening our focus and maximising impact



"As Executive Sponsor, I believe responsible business is more important than ever. It shapes how we do business, informs our decisions and drives meaningful change. At a time when there is more cynicism around ESG, this report demonstrates the value of staying true to our purpose, values and commitments, and the positive impact we can achieve for our colleagues, clients, communities and wider stakeholders."

RICHARD ALLEN
Chief Financial & Operating Officer

Over the past year, we have taken the opportunity to step back and reflect on how we deliver the greatest impact as a responsible business.

This reflection has enabled us to evolve our approach. Rather than doing more, we are focusing more, directing our effort and resources to where we can make the most meaningful and lasting difference.

Guided by our stakeholder-led double materiality assessment above, we have defined a clear three-year plan built around three intended impacts: protecting our planet, progressing inclusion and belonging, and empowering our communities.

Across each of these areas, we are strengthening delivery and accountability. This includes continued progress towards our Net-Zero ambition (pages 27-28), data-driven action to build a more inclusive and representative firm (pages 14-19) and expanding opportunities for young and socially excluded people in our communities through skills-based volunteering and trusted partnerships (pages 21-25).

Underlying all of this is our commitment to strong ethical governance. It is the responsibility of all our people to uphold our values, make responsible decisions, and build long-term resilience (pages 8-12).

The changing external environment has necessitated an evolution of responsible business, and with that, an opportunity for greater clarity and direction. We are more aware than ever of the challenges ahead and how important it is that we remain focused on achieving our goals.

KATE FERGUSSON
Director of Responsible Business and Sustainability

Our stakeholder-led approach to responsible business

Our approach to responsible business remains focused on what is material to Irwin Mitchell and prioritises action that addresses our most critical risks and creates the most positive impact for our business and stakeholders.

Our FY24 materiality assessment identified four key focus areas: Protecting our planet, Progressing inclusion and belonging, Empowering our communities and Building organisational resilience. During FY26, we have explored how we can further focus in and prioritise responsible business activities that will create even greater value for our stakeholders, our communities (including the environment), colleagues, clients and suppliers, remain relevant and meet the needs of our business. As a result, we are focusing on three clear areas of priority which will frame our goals up to FY29, underpinned by a robust approach to governance and reporting.

Protecting our planet

Reducing the impact of climate change through education, responsible consumption and sustainable services.

Goal:
Evolve our behaviours and take action to achieve our goal of halving indirect emissions by 2030; and delivery of our Roadmap to Net-Zero by 2040 and our Net-Zero Transition Plan.

Progressing inclusion and belonging

Improving wellbeing and diversity through our services, values-driven culture and sustainable and inclusive employment.

Goal:
Improve workforce diversity so that we reflect the available talent pool for our sector and ensure equitable progression across all career levels.

Empowering our communities

Reducing inequality through education, employability and widening access to justice.

Goal:
Raise the aspirations of 3,500 young[1] or socially excluded people by the end of FY29.

Our focus areas →

Underpinned by our work to develop a healthy and resilient organisation through a focus on ethical, accountable and inclusive governance and reporting.

1 Young people refers to individuals across the education pathway (including undergraduates), typically aged 16–24. Our focus is on school aged children.

Reaffirming our commitment to The Ten Principles of the United Nations Global Compact

HUMAN RIGHTS

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2

make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4

the elimination of all forms of forced and compulsory labour;

Principle 5

the effective abolition of child labour; and

Principle 6

the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Principle 8

undertake initiatives to promote greater environmental responsibility; and

Principle 9

encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

"At Irwin Mitchell, we recognise that creating lasting positive impact requires a long-term commitment to responsible business practices. This report outlines our progress against the United Nations Sustainable Development Goals (SDGs) and demonstrates how we continue to embed and deliver the United Nations Global Compact's ten principles across our business. These frameworks provide the foundation for our approach to responsible business, shaping how we support our people, clients, communities and the environment. As we continue our journey, we remain committed to collaboration, transparency and continuous improvement."

CRAIG MARSHALL
CEO

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

un.org/sustainabledevelopment

Explore our progress in each area and in relation to our priority goals throughout this report.

Further insights are available the **Irwin Mitchell Responsible Business webpages**.

FY26 highlights

PROGRESSING INCLUSION AND BELONGING

The only law firm in the Very Big Organisation category (more than 2,000 employees)

60+

Reciprocal mentoring participants in FY26

Disability Confident Level 3 (Leader)

EMPOWERING OUR COMMUNITIES

Ranked 56th –
Social Mobility Employers Index 2024

6,142hrs

Contributed by colleagues through volunteering, fundraising and skills-based activities

Living Wage Employer (since October 2024)

PROTECTING OUR PLANET

Top 35% (83rd percentile), EcoVadis, September 2025[1]

14%

Reduction in carbon emissions since FY25

New Sustainable Travel Policy launched in FY26

1 Our 2026 EcoVadis submission is currently being assessed and we expect our updated results in Autumn 2026.

Enhancing our approach to governance

Our approach to governance is underpinned by clear leadership accountability and oversight at Executive and Board level (see our structure chart).

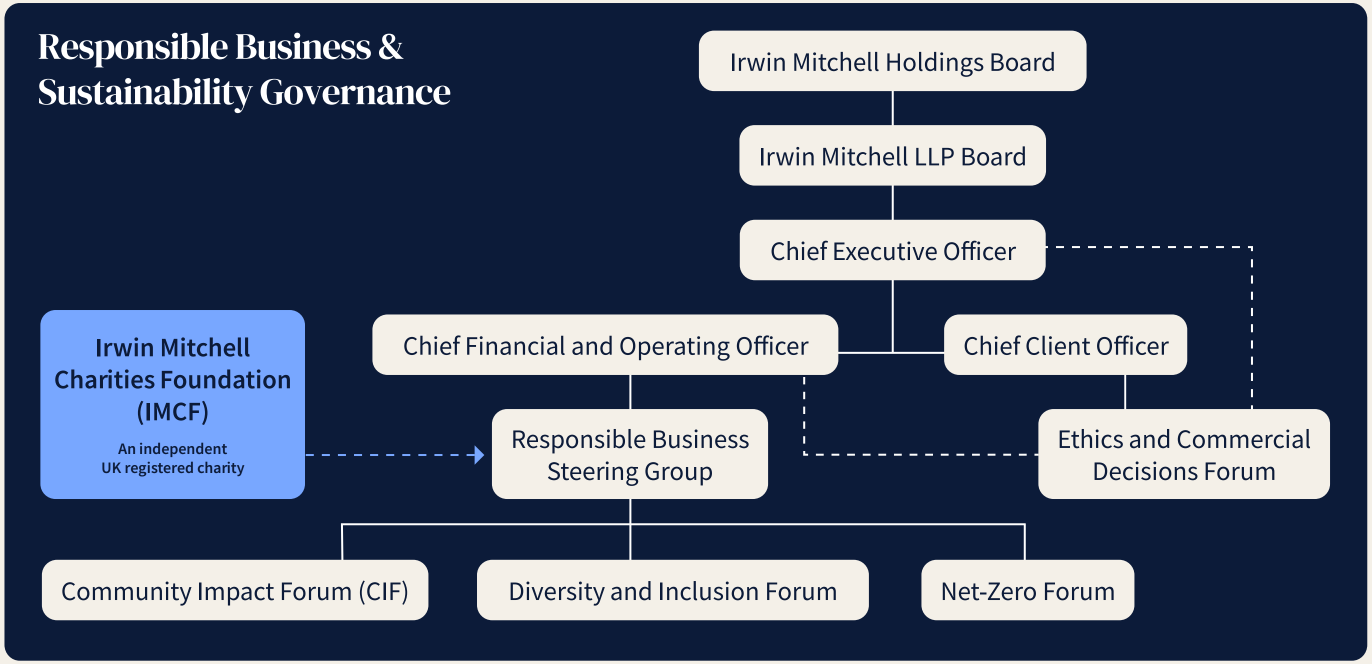
It is informed by our **double materiality assessment**, ensuring both business impacts and wider societal and environmental risks are proactively considered. This helps embed our commitment to responsible business in risk management and decision-making.

In FY25, we refreshed our responsible business governance framework through a Group-wide review. At the centre of this is the Responsible Business Steering Group (RBSG), chaired by our Chief Financial & Operating Officer (CFOO) as Executive Sponsor. Bringing together leaders and subject matter experts from across the firm, the RBSG oversees delivery of our responsible business priorities and alignment with strategic objectives. It is supported by the Diversity & Inclusion Forum, Net-Zero Forum and Community Impact Forum, which report directly to the RBSG, enabling leadership oversight, cross-functional collaboration and integrated decision-making.

Alongside this, our Ethics and Commercial Decisions Forum (ECDF), comprising senior leaders and reporting to our LLP Board, considers requests for ethical guidance relating to client and supplier onboarding and business development. In FY26, we refreshed our Code of Ethics, bringing together the key policies and procedures that underpin how we work and to increase alignment with the Solicitor's Regulation Authority's (SRA) ethical behaviours framework. The Code acts as a guide and call to action for everyone we work with, supporting decision-making across our teams and in our relationships with clients, suppliers, partners and communities.

Our Community Investment Forum promotes opportunities for colleagues to participate in volunteering and fundraising initiatives for our charity partner **Crisis** and co-ordinates collaboration with the Irwin Mitchell Charities Foundation (IMCF) as an independent entity.

This structure is supported by our Responsible Business and Sustainability team, led by the Director of Responsible Business and Sustainability and comprising colleagues from our Responsible Business and Facilities and Premises Management teams. The team maintains transparent reporting on progress against our priorities, with updates provided quarterly to the Irwin Mitchell LLP Board and annually to the Irwin Mitchell Holdings Board. This ensures strategic oversight, challenge and accountability at the highest level. Through this governance framework, responsible business is fully integrated into our strategy, culture and operations, enabling us to add value to our stakeholder relationships.



Building responsible partnerships across our supply chain

Through our Supplier Code of Conduct, Sustainable Procurement Policy, due diligence processes, and ongoing supplier review activity, we seek to promote inclusive, sustainable, and responsible business practices across our supply chain.

In FY26, we launched Smart Procurement, a new business-wide platform supporting procurement, supplier relationship management and the management of third-party spend.

The system supports Purchase-to-Pay (P2P) which aims to improve efficiencies, support better control and oversight, reduce risk and strengthen alignment with our internal policies and legal and regulatory requirements.

In the last 12 months, our Procurement team has initiated two further projects to strengthen our approach:

We introduced the Hellios Financial Supplier Qualification System (FSQS) to strengthen our wider supplier assurance approach.

Hellios FSQS is a supplier assurance platform that supports the collection, validation, and ongoing maintenance of supplier due diligence information, helping strengthen third-party risk management and improve the consistency of supplier data and visibility of supplier ESG performance.

"Responsible business is built on good governance, ethical decision-making and effective supply chain oversight. By working collaboratively across teams and with our suppliers, we manage risk, uphold our values and drive positive impact beyond our organisation."

GURDEEP PLAHE
In House Legal Manager and RBSG Member

We engaged Unseen, a UK anti-slavery charity, to review a defined supplier dataset through a modern slavery and worker exploitation lens.

The review focused on suppliers recorded on our general ledger up to the date the report was provided, excluding disbursements and credit card payments, and has helped inform our understanding of inherent modern slavery risk within that in-scope supplier population. This work will form part of our broader commitment to ethical procurement and to continually strengthening our approach to human rights risks within the supply chain.

Evolving our approach to health, safety and wellbeing

Creating safe, healthy and inclusive environments is fundamental to how we operate. We are committed to protecting the health, safety and wellbeing of our colleagues, clients and visitors, while continually adapting our approach to reflect changing ways of working and emerging risks.

In FY26, we strengthened our health and safety framework through updates to our Health and Safety Policy and Hybrid Working Policy, alongside the introduction of new mandatory Display Screen Equipment (DSE) training for all colleagues. Together, these changes support safe and effective working practices across our offices, homes and other working environments.

The updated Health and Safety Policy simplifies accident, incident, and near-miss reporting, clarifies responsibilities and strengthens risk management through workplace, client and volunteering risk assessments. Our refreshed Hybrid Working Policy provides guidance on safe and effective remote working, supported by enhanced DSE assessment processes and training.

In FY26, we recorded zero reportable incidents under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR). Colleagues reported 28 accidents, incidents and near misses, all of which were recorded, investigated, and managed through our internal systems. Increased reporting and engagement with our processes reflects growing awareness and a more proactive approach to risk management across the firm.

Supporting vulnerable clients and safeguarding wellbeing

Our strengthened approach also extends to supporting vulnerable clients. Through a review of our safeguarding framework, policies and guidance, we are enhancing inclusion and client care.

Resources such as training for our colleagues in suicide prevention and e-learning in safeguarding helps them to identify vulnerability, understand safeguarding responsibilities, and tailor their approach to individual client needs.

“Health, safety and wellbeing are everyone’s responsibility. Our focus is on providing clear guidance, simple reporting processes and the right support so colleagues can work confidently, whether in the office, at home or with clients.”

WENDY HUDSON
Head of Premises and Facilities Management

Building an inclusive culture and strengthening wellbeing

In FY26, we continued to prioritise colleague wellbeing through manager-led conversations, tailored support and targeted initiatives that built confidence, raised awareness and addressed workforce needs.

These included:

- free HSBC financial health checks to support colleagues' financial wellbeing, and Aviva drop-in sessions to increase awareness and uptake of available benefits
- continued delivery of core interventions including vicarious trauma training, suicide prevention training (to our Legal and HR teams) and navigating challenging conversations with confidence and care training
- neurodiversity guidance and expert-led workshops for line managers, equipping them with greater confidence and practical tools and insights to support neurodivergent colleagues and foster more inclusive workplaces.

Our commitment to colleague experience and inclusive culture saw us recognised in the Sunday Times Best Places to Work 2026 (Very Big category) – the only law firm to achieve this recognition for a second consecutive year. The award reflects consistently high levels of employee engagement and workplace satisfaction, and our ongoing commitment to building a supportive, inclusive and high-performing culture across the UK.

CASE STUDY

Responsible Adoption of Artificial Intelligence

Irwin Mitchell is embedding AI through a responsible, measured approach that balances innovation with governance, accountability and training. More than 100 AI and Digital Tech Champions support knowledge sharing across the firms, while all colleagues must complete mandatory training before using approved AI tools. Existing requirements on confidentiality, data protection and client care remain in place, and all AI-generated outputs require human validation. Alongside firmwide productivity tools, specialist AI solutions are helping to improve efficiency for our colleagues, for example, in Real Estate where we are using AI to support report preparation, speeding up transactions to focus on more complex client support.

We're also using AI to help support colleagues who need workplace adjustments. Following a successful trial with IM Able members (our network group focusing on disability, neurodivergence and long-term health conditions), we're now providing Advanced Copilot to help eligible colleagues access tools to support their individual needs, enabling them to work more efficiently, reduce barriers in day-to-day tasks and tailor technology in ways that make work more accessible, intuitive and effective.

KPIs our performance

FOCUS AREA	MEASURE	2025/26	2024/25	2023/24
Governance Developing a healthy and resilient organisation through a focus on ethical, accountable, and inclusive governance	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) related incidents	**0**	0 (start year)	n/a
	Accidents and near misses reported across all locations	**28**[1]	3	n/a
	No. of colleagues trained as Mental Health First Aiders and Healthy Minds Advocates	**19**	n/a [2]	75
	Employee engagement score	**79%**[3]	78%[4]	67%[5]

1 In FY26 we introduced an enhanced reporting process for accidents, incidents and near misses.
2 During FY25, we did not train any new MHFAs/HMA as we continued to embed and support the FY24 cohort.
3 Sunday Times Best Place To Work Engagement Score 2026.
4 Sunday Times Best Place To Work Engagement Score 2025.
5 This was our Great Place to Work (GPTW) Wellbeing Survey Score (based on colleague feedback); in FY25 we moved from the GPTW to The Sunday Times Best Places To Work Survey.

Progressing inclusion and belonging

Improving wellbeing and diversity through our services, values-driven culture, and sustainable and inclusive employment.

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

Inclusion and belonging: our progress

Our commitment to diversity, equity and inclusion is central to how we deliver services to our clients, support our colleagues and ensure we are representing the communities in which we operate as best as we can.

We are focused on creating a culture where everyone feels they belong, can perform at their best, and has equal opportunity to progress.

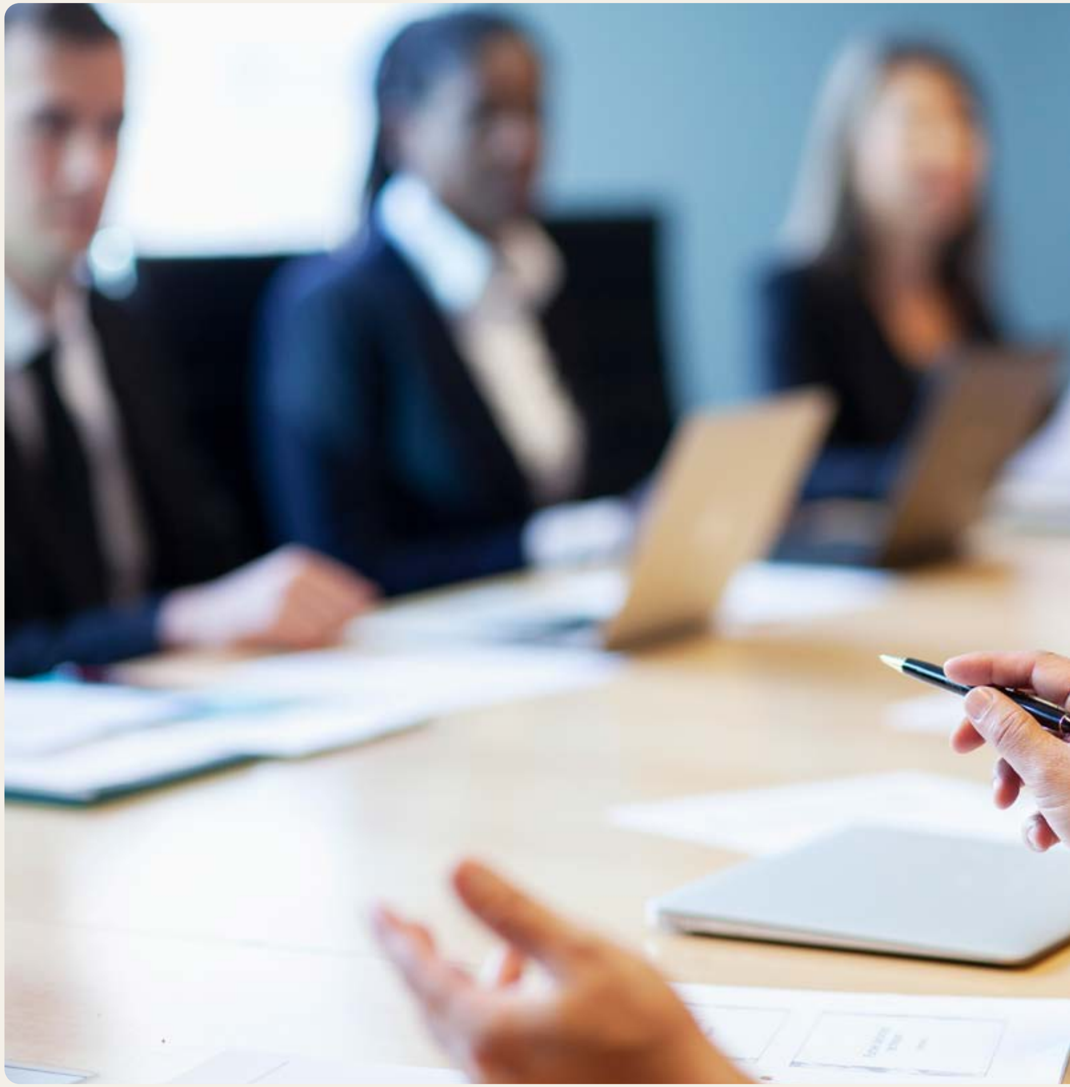
Our data shows encouraging progress in representation across multiple areas. Women now make up 57% of partners, 45% of Full Equity Members and 45% of LLP Board members. We have also seen growth in the number of colleagues identifying as LGBT+ and disabled across the firm.

We recognise that progress is not uniform, and we still see structural challenges in representation across various roles and levels of the organisation, as outlined by our gender pay gap, and we remain focused on improving this over time.

Our priorities are clear:

- To drive equitable outcomes through people processes
- Strengthen inclusive leadership at all management levels
- Remove barriers through embedding inclusive practices
- Widen access to the profession through programmes like PRIME and reciprocal mentoring.

Through this, we aim to deliver lasting, measurable change.



Progressing inclusive recruitment

In early 2025, we undertook an Inclusive Recruitment Review, led by Inclusive Employers, to identify the actions that would have the greatest impact on attracting, assessing and retaining diverse talent. The review examined our Early Careers and lateral hire recruitment processes, including a detailed assessment of written materials, guidance, process maps and stakeholder experiences, to identify opportunities to enhance inclusion and remove potential barriers.

Since then, a working group comprising colleagues from our Talent and Responsible Business teams has developed a multi-year Inclusive Recruitment Action Plan, with actions progressively embedded into existing recruitment processes and policies. This includes neurodiversity training for line managers, improvements to candidate support and guidance throughout the recruitment journey, and colleague case studies showcasing diverse experiences and helping applicants see people like themselves succeeding at Irwin Mitchell.

We have also enhanced our Early Careers assessment practices to create a more inclusive and equitable selection process and are already seeing improved progression rates for candidates from Black, Asian and Minority Ethnic backgrounds. In addition, we have begun developing a Group-wide assessment framework for lateral hiring to create greater consistency, objectivity and fairness in interview and assessment practices, helping ensure all candidates are assessed against clear and consistent criteria.

Of our 2024/2025 trainee solicitor intake:

25.5%

are from an ethnic minority background

72.3%

are women

21.3%

are from a lower socio-economic background*

81.8%

of those educated in the UK attended a state school

"Creating an inclusive recruitment experience is incredibly important to us at Irwin Mitchell. We want talented people from all backgrounds to have an equal opportunity to demonstrate their potential. The Inclusive Recruitment Audit gave us valuable insight into where we are doing well and where we can do better, and we've already made strong progress in embedding a range of improvements."

AMY SCOTT
Head of Talent

* According to the Social Mobility Commission's recommended parental occupation measure

Creating an inclusive colleague experience through support and mentoring

Workplace adjustments

Following on from achieving Disability Confident Level 3 Leader status in March 2025, we have continued to embed disability inclusive practices across the organisation.

In December 2025, we launched our refreshed workplace adjustments process, complete with new guidance for both colleagues and line managers, which was the result of a long-term project to capture meaningful insights and identify key improvements.

Our refreshed workplace adjustments process strengthens our commitment to creating an inclusive and accessible working environment for all colleagues. We have embedded greater accountability for managers, improved guidance and resources, and introduced clearer pathways for requesting, reviewing and implementing adjustments. This supports colleagues at every stage of their career, including those with disabilities, long-term health conditions and neurodivergent needs.

Reciprocal Mentoring

Reciprocal mentoring is a two-way learning partnership that pairs senior leaders with colleagues from under-represented groups. Through regular conversations, both participants learn from each other's experiences and perspectives.

Our reciprocal mentoring programme continues to play a key role in strengthening inclusion by creating space for open, two-way learning between colleagues at different career stages and with diverse lived experiences.

Originally focused on ethnic minority colleagues, the programme has now been expanded to include LGBTQ+ and disabled colleagues, reflecting our commitment to supporting colleagues from underrepresented groups across the firm.

Over 60 colleagues from across the business have taken part in this year's programme, supporting a broad and representative exchange of perspectives. Through structured conversations, senior participants gain insight into lived experiences, while mentees benefit from increased confidence, visibility and access to networks. This helps drive more inclusive leadership behaviours and fosters a culture of curiosity, trust and continuous improvement across the firm.

"Creating an inclusive, accessible workplace is a core part of how we operate as a business. Our refreshed approach to workplace adjustments makes it easier for colleagues to get the support they need quickly, so they can perform at their best and contribute with confidence."

LOUISE LUMLEY
Chief Client Officer &
Senior Sponsor for Disability Inclusion

Key outcomes:

↑ **22%**

increase reported in Mentors feeling empowered to support colleagues from under represented groups with their career progression (up to 100%)

↑ **20%**

increase reported in Mentors' comfort discussing issues relating to diversity and inclusion within the workplace (up to 95%)

↑ **20%**

increase reported in Mentees feeling positive about career progression opportunities within Irwin Mitchell

↑ **22%**

increase reported in Mentees feeling comfortable to bring their whole selves to work

Widening access to the Legal Sector

Our commitment to the PRIME programme continues to expand access to the legal profession, with recent changes designed to inspire, support and empower the next generation of talent.

In FY26, we hosted 58 students across eight of our offices as part of a week long work experience programme.

We have introduced a more consistent, structured approach, underpinned by a comprehensive guidance framework and enhanced resources for colleagues delivering the programme. These changes have strengthened safeguarding, governance and overall quality, creating a more joined-up and high-impact experience for participants.

Through this refreshed approach, our aim is to create a more inclusive pathway into the profession for students from less advantaged backgrounds.

Catalyst Collective

Our partnership with the Catalyst Collective plays an important role in widening access to the legal profession for young Black women aged 13–18, helping to address underrepresentation and inspire the next generation of talent. Through our Legal Insights Days, we deliver a structured and engaging programme that introduces participants to a range of career pathways, alongside opportunities to build confidence, develop key skills and connect with role models.

In FY26, 17 students took part, with 100% of participants saying they would recommend the experience.

"For the past three years, Irwin Mitchell colleagues have generously shared their time and expertise through workshops and networking opportunities that have inspired the young Black women on our mentoring programme. Their support has increased young people's understanding of legal careers and reinforced their belief that a future in law is possible. We are incredibly grateful for their contribution to building a more diverse profession."

CHLOE LEWIS
Founder and Programme Director
The Catalyst Collective

"The day provided insight you can't get anywhere else."

Catalyst Collective Student

"It was very useful and I gained skills that you could use in not only law but in other career fields."

Catalyst Collective Student

Supporting LGBT+ veterans through the Financial Recognition Scheme

Our Public Law and Human Rights team helps people to explore legal options when they believe a public body may have acted unlawfully or breached their human rights, offering clear compassionate guidance every step of the way.

We are proud to support LGBT+ veterans seeking compensation for the historic ban on LGBT personnel serving in the UK Armed Forces. Until 2000, many were dismissed or forced to resign because of their sexuality, often losing their careers, pensions and long-term stability.

The Government's LGBT Financial Recognition Scheme was introduced to acknowledge this harm, offering a flat £50,000 Dismissed or Discharged (DD) Payment and additional impact payments of up to £20,000 for others affected. Many who are ineligible for a DD payment are receiving significantly less than £20,000.

As a result, some veterans have raised concerns that the scheme does not fully reflect and compensate the experiences of those who were pressured to leave rather than formally discharged.

Angela Jackman KC (Hon), partner in our Public Law and Human Rights Department is acting for the claimants in collaboration with our Military Team. She states:

"The MoD has publicly expressed its regret for the way LGBT+ veterans were treated during the ban. It is therefore disappointing that it is currently seeking to defend the claim, despite our legal arguments that the scheme operates in an arbitrary, irrational and unfair manner. The MoD's response is therefore causing yet more trauma for our clients and hundreds of other LGBT+ veterans."

ANGELA JACKMAN KC (HON)
Partner
Public Law and Human Rights

Our support

We are supporting two veterans involved in legal action challenging these rules, helping to ensure their experiences are recognised. Through this work, we are contributing to wider efforts to secure fairness, dignity and meaningful redress for those affected.

KPIs our performance

FOCUS AREA	MEASURE	2025/26	2024/25	2023/24
Progressing Inclusion and Belonging Improving wellbeing and diversity through our services, values-driven culture, and sustainable and inclusive employment	Gender Pay Gap (mean average) data for LLP only	**13.1%**	14.3%	12.4%
	Percentage of women in partnership roles	**57.4%**	55.3%	52.8%
	Ethnicity Pay Gap (mean average) data for LLP only	**6.4%**[1]	0.46%	-5.3%
	Percentage of colleagues from minority ethnic backgrounds (excluding white minority ethnic groups) in partnership role	**9.9%**	9.7%	5.9%
	Percentage of colleagues from minority ethnic backgrounds (excluding white minority ethnic groups)	**12.1%**	12%	8.4%
	Percentage of colleagues who are LGB+ (lesbian, gay, bisexual, or other sexual orientation)	**5.4%**	5.3%	4.2%
	Percentage of colleagues with one or more disabilities	**4.4%**	3.6%	2.2%
	Percentage of colleagues from a lower socio-economic background	**31.5%**	32.1%	17.7%

1 The average hourly rate for white colleagues has increased versus no increase for the average hourly rate for minority ethnic colleagues. This is due to the proportion of minority ethnic colleagues reducing in the highest pay quartile and increasing in the lower and second quartile.
It should be noted that our ethnicity pay gap data is based on 65% of our colleagues who have voluntarily shared their ethnicity information, in contrast to our gender pay gap which is based on all colleagues' data. We will continue to encourage more of our colleagues to share this information to improve our understanding of race and ethnicity in our workplace and future reporting.

Empowering our communities

Reducing inequalities through education, employability and by widening access to justice.

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Raising aspirations through skills-based volunteering

Using our time and skills to empower young people.

We partner with a range of organisations that provide our colleagues with impactful, skills-based volunteering opportunities. All colleagues have a 14-hour volunteer allowance (pro rata) and are encouraged to use this to carry out skills-based volunteering.

Our programmes focus on key educational stages, helping young people to develop vital skills, raise aspirations and improve academic outcomes.

Through continued investment in these partnerships, we aim to empower the next generation and create better life chances, contributing to our goal of supporting 3,500 young or socially excluded people by the end of FY29.

Chapter One – Literacy support

Our partnership with Chapter One focuses on building children's confidence and nurturing a love of reading from an early age. In FY26, we became a Gold Partner, with 66 colleagues providing 1,269 reading sessions over 501 volunteer hours, helping 69 primary school pupils facing disadvantage improve their reading skills during the 2025/26 academic year. Through this expanded partnership, we are reaching more young readers in communities most in need, helping to improve outcomes and raise aspirations.

↑ **3 reading levels**

average improvement achieved by children supported by IM volunteers

Envision – Supporting young people through social action

Our partnership with Envision supports young people to develop essential skills, build confidence and raise their aspirations through structured mentoring programmes. In FY26, 11 colleagues contributed 115 hours across eight sessions, supporting 22 students eligible for Free School Meals or Pupil Premium to develop key employability and life skills.

100%

of Envision students supported by IM colleagues agreed they had developed skills that will help them in the future

Access to justice: supporting communities through pro bono legal advice

We are committed to making a lasting impact for individuals and charities by delivering free legal advice where it is needed most.

Our Approach

We support vulnerable individuals and charities, and cases which raise points of public interest, by enabling colleagues across the firm to contribute their legal expertise. Pro bono time counts towards billable targets, ensuring colleagues can meaningfully engage in this work alongside their client commitments.

As members of LawWorks and Pro Bono Connect, we connect our lawyers with individuals, charities and community groups in need of legal support.

Colleagues volunteer across a range of initiatives, including legal advice clinics and partnerships with external organisations. This includes ongoing support for Greater Manchester Law Centre's community care clinic and continued collaboration with Avma, the UK's leading patient safety charity.

Recognition and achievements:

- 11 colleagues recognised on the Pro Bono Recognition List 2026 for England & Wales
- Sinead Rollinson-Hayes (Senior Associate) awarded Pro Bono Champion and Sally Sargesson (Senior Associate) awarded Equality, Diversity and Inclusion Champion at the Sheffield & District Law Society Awards
- Shortlisted for three awards at the 2025 Greater Manchester Pro Bono Awards.

"The true value of pro bono work is measured in lives changed. By using our expertise to support those with nowhere else to turn, we help make justice accessible to everyone. At Irwin Mitchell, access to justice reflects who we are. Through pro bono work, we help people navigate complex challenges, empower vulnerable communities, and ensure no one is left behind."

GEORGINA GARNER
National Pro Bono Partner

"Our partnership with Irwin Mitchell has enabled us to provide pro bono specialist community care law advice to the most vulnerable people in our community, who simply often have no other avenues for advice."

JASON TETLEY
Director, Greater Manchester Law Centre

Ensuring fair access to education

When a child's education is affected by the decisions of a school or local authority, getting the right support can make all the difference. Our specialist education law solicitors help children, young people and families challenge decisions that affect their access to education, support and equal treatment.

"It was great to be able to offer this vulnerable family our support at the final hearing. Clients cannot always represent themselves and if they do not have the funds to instruct us or a barrister, or they don't qualify for exceptional case funding (a type of legal aid), it is very reassuring that we have got their back and can step in."

ESTHER SALTER
Legal Director

CASE STUDY

Pro bono representation at the final hearing of an EHCP appeal

Irwin Mitchell's Public Law and Human Rights team supported a parent in securing appropriate education and support for their child through an EHCP appeal. The client sought amendments to ensure their child's educational, health and social care needs were fully recognised, including access to Education Otherwise Than at School (EOTAS). Without legal representation, the client would have faced a complex and highly contested Tribunal hearing alone. Through pro bono support, the team was able to provide legal representation at the final hearing, which would have been out of scope for legal help funding, ensuring a highly vulnerable client's voice was heard and helping her advocate effectively for their child's needs.

Our partnership with Crisis – going the extra mile

Our partnership with Crisis reflects our commitment to delivering meaningful, long-term social impact by supporting people experiencing homelessness across the UK.

Built on shared values of dignity, care and outcome-focused support, the partnership brings together our people, resources and expertise to create lasting change.

Since launching in December 2025, we've mobilised colleagues to contribute through fundraising, volunteering and advocacy. During FY26, £154,000[1] has been donated to Crisis by Irwin Mitchell, our colleagues and the IMCF.

Our partnership objectives:

- Our fundraising will help Crisis deliver their frontline services. By May 2026, £104,000 had been raised which could enable Crisis to provide initial advice and guidance for around 347 people experiencing homelessness
- Skills sharing and building including volunteering and funding digital inclusion programmes. In FY26, 30 colleagues shared their skills with Crisis
- Inspiring action and raising awareness to challenge stigma and increase understanding of homelessness, with 16 colleagues trained during FY26 as Crisis Community Advocates.

"Irwin Mitchell has become an important partner in our mission to end homelessness. From the very start of our partnership, their team has shown a genuine commitment to understanding the realities people face and helping to deliver meaningful, lasting change through funding, advocacy and shared expertise."

MATT DOWNIE
CEO, Crisis

CASE STUDY

Changing lives by building skills

A key focus of our partnership with Crisis is enabling long-term, sustainable change through targeted funding and skills-based initiatives.

In line with our commitment to circular economy principles, we recycled 1,503 retired IT assets in FY26, avoiding over 131,000kg CO_2e and generating £50,000 through resale and recycling.

This was donated to Crisis in April 2026, to support three specialist roles, including a digital skills tutor and coaches in London, Birmingham and Newcastle.

These projects help members access technology, build confidence and develop practical skills needed for independent living, from job applications to accessing housing, financial support and essential services. By combining environmental sustainability with targeted social investment, the initiative demonstrates how responsible resource management can create wider value, helping people take practical steps towards employment, independence and sustainably ending homelessness.

Crisis

1 Our £154,000 total consists of £50,000 generated through our IT recycling scheme to support digital inclusion and £104,000 raised by colleagues, IM and the IMCF to support Crisis' frontline homelessness services.

KPIs our performance

FOCUS AREA	MEASURE	2025/26	2024/25	2023/24
Empowering our communities Reducing inequalities through education, employability and by widening access to justice	Percentage of Group colleagues recording volunteering hours (based on an average number of colleagues in a FY)	**23%**	25.9%	26.4%
	Volunteering hours recorded by colleagues[1]	**6,142**[2]	6,917	7,000
	Number of young people from under-represented groups supported through our education and employability partnerships and initiatives (includes PRIME, Chapter One, Envision, Catalyst Collective and PRIME)	**170**[3]	161	91
	Total donations to Crisis by Irwin Mitchell, Irwin Mitchell colleagues and the IMCF between 1 December 2025 – 30 April 2026	**£154,000**[4]	n/a	n/a
	Donations made by the IMCF (to charities other than Crisis) to fund projects which help improve education, employability and access to justice	**£296,000**[5]	n/a	n/a
	Number of new apprentices onboarded during the financial year	**30**	34	32

Irwin Mitchell Charities Foundation

Find out about the IMCF

1 We apply a broad definition of volunteering to include fundraising and skills-based activities.
2 In FY26, we evolved our volunteering approach to encourage colleagues to apply their expertise through skills-based volunteering.
3 Includes data from our partnerships with Chapter One, Envision, Catalyst Collective and PRIME initiatives.
4 Our £154,000 total consists of £50,000 generated through our IT recycling scheme to support digital inclusion and £104,000 raised by colleagues, IM and the IMCF to support Crisis' frontline homelessness services.
5 In FY26 the IMCF donated £50,000 to Trussell and £246,000 to 11 local charities across the UK.

Protecting our planet

Reducing the impacts of climate change through education, responsible consumption and sustainable services.

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Our roadmap to Net-Zero

2023

Near-term and Net-Zero targets successfully validated with the Science Based Targets initiative (SBTi).

ACHIEVED ✔

2025[1]

100% renewable electricity across leasehold offices by 2025.

ACHIEVED ✔

WE ARE HERE

2027

Irwin Mitchell commits to reduce absolute Scope 1 and 2[2] GHG emissions 60% by FY27 from a FY20 base year.

ACHIEVED ✔

2030

Irwin Mitchell commits to reduce absolute Scope 3 GHG emissions 50% by FY30 from a FY20 base year.

2040

Irwin Mitchell commits to reach Net-Zero GHG emissions across the value chain by FY40.

Net-Zero

Our Roadmap to Net-Zero outlines key milestones verified by the Science Based Targets initiative (SBTi), reflecting our commitment to Sustainable Development Goal 13: Climate Action and the Ten Principles of the United Nations Global Compact.

Based on our absolute Scope 1 and 2 (market-based) emissions, we surpassed our 60% reduction target, in FY25, two years ahead of our FY27 target. In FY26, we made further progress achieving a 70% reduction against our restated FY20 baseline.

In March 2026, we achieved independent verification of our FY25 Greenhouse Gas (GHG) emissions to the ISO 14064 standard, demonstrating proactive governance through voluntary third-party verification.

Carbon reduction plan

Our Carbon Reduction Plan is published on our website and outlines the projects we have completed and that are planned to support our net zero transition.

Find out about our Carbon Reduction Plan

↓ **21%**

Less energy used in FY26 through continued efficiency improvements across our offices and operations

1 We achieved this goal in 2025. However, in 2025 and 2026 changes to our office portfolio including acquiring new premises meant that a limited number have not met this criteria. This has now been rectified and 100% of leasehold offices will be on renewable energy tariffs by the end of FY26.

2 Based on a market-based methodology.

Our Net-Zero focus area actions

SCOPE 1 AND 2 GREENHOUSE GAS EMISSIONS	KEY ACTIVITIES	STATUS
Energy	Implement practical energy reduction measures across our estate to support our Net Zero ambitions and maintain compliance with ISO 50001 and ESOS requirements	In Progress
	Use Net-Zero as a central principle of our property strategy and data centre plans	In Progress
	Ensure sustainability is a key factor in all office leasing, fit-outs, and operational decisions	In Progress
Vehicle Fleet	Continue to implement changes to policy, including a mandated CO_2e emissions limit for all new vehicle orders	Completed
	Apply the principles of the new Sustainable Travel Policy to the Partner vehicle fleet	In Progress

SCOPE 3 GREENHOUSE GAS EMISSIONS	KEY ACTIVITIES	
Business Travel	Develop and publish a new Sustainable Travel Policy	Completed
	Continue to leverage the benefits of hybrid working	In Progress
	Invest in technology to support with virtual and hybrid meetings	Completed
Supply Chain	Engage with our strategic partners on climate action	In Progress
	Formalise our supply chain sustainability activities through further development of our sustainable procurement procedures – for example by integrating environmental indicators into new systems	In Progress
Stakeholder Engagement	Support our clients with their own Net-Zero transition	Ongoing
	Promote climate awareness to our key stakeholders – our clients, colleagues and across our communities	In Progress
	Inspire our colleagues to take climate action – for example via paperless working, waste reduction and community volunteering	In Progress
	Launch a new Electric Vehicle (EV) salary sacrifice scheme for our colleagues	Completed

Creating inclusive and sustainable workplaces

Office relocation – Elshaw House, Sheffield

In FY26 we opened our new London office at The Northcliffe, EC4, and achieved a Gold SKA sustainability rating with at least 97% of waste diverted from landfill.

Building on our learnings from our London relocation, in FY26 we also announced plans to relocate our Sheffield office to Elshaw House. The project is a key component of our transition to more sustainable workplaces, supporting both our Net-Zero ambitions and wider environmental commitments. Located within Sheffield's Heart of the City development, Elshaw House is designed to be Sheffield's first "Zero Carbon ready" office building, enabling a more energy-efficient and lower carbon operational footprint.

Embedding our Sustainable Travel Policy

We have continued to strengthen and embed our Sustainable Travel Policy across the firm in collaboration with our travel management partner, Clarity. By aligning booking processes with policy requirements, we have increased visibility of travel behaviours, improved compliance monitoring and encouraged more sustainable travel choices. This includes supporting the use of rail over domestic air travel where practical and enhancing reporting to identify trends and opportunities for further improvement. Through our partnership with Clarity, we are using data and technology to drive behavioural change, reduce travel-related emissions and support our wider responsible business objectives.

↓ **26%**

Year-on-year reduction in business travel emisions booked through our travel management company

Streamlined Energy and Carbon Reporting (SECR)

GHG emissions are calculated using the revised edition of the GHG Protocol Corporate Accounting and Reporting Standard, the GHG Protocol Scope 2 Guidance and the UK Government Guidance on Streamlined Energy and Carbon Reporting.

Scope 1 and 2 GHG emissions

We continue to adopt a reporting approach updated in 2024 that is reflective of good practice; including both location and market-based emissions (where 'market-based' reflects electricity supplies backed by Renewable Energy Guarantees of Origin 'REGO' certificates).

A 21% reduction in energy consumption was achieved in FY26, and we continue to explore and implement energy efficiency opportunities in preparation for ESOS Phase 4 compliance, supported by our ISO 50001-certified Energy Management System.

In FY26, 76% of Partner fleet vehicles were either hybrid or fully electric. This is a direct result of internal policy changes implemented in the period up to January 2025, that aim for a complete transition to electric and hybrid vehicles by 2029.

Scope 3 GHG emissions

In FY26, the post-pandemic year-on-year increase in business travel emissions (booked through our travel management company) was halted and a 26% reduction was achieved.

Streamlined Energy and Carbon Reporting (SECR) *continued*

Focus and Goal

Protecting our Planet

Reducing the impacts of climate change through education, responsible consumption and sustainable services

Impact

Streamlined Energy and Carbon Reporting (SECR), Greenhouse Gas (GHG) emissions (reported in tonnes of carbon dioxide equivalent) and energy usage data for FY26, FY25 and baseline year FY20

	FY26	FY25	FY20	% change FY26 vs FY25	% change FY26 vs FY20
Scope 1 – Gas	**10**	11	40	-9%	-75%
Scope 1 – Fuel for Transport	**655**	758	1,008	-14%	-35%
Scope 2 - Electricity (location-based)	**422**	519	1,213	-19%	-65%
Scope 2 – Electricity (market-based)	**7**	17	1,213	-59%	-99%
Total Scope 1 and 2 (location-based)	**1,087**	1,288	2,261	-16%	-52%
Total Scope 1 and 2 (market-based)	**672**	786	2,261	-15%	-70%
Scope 3 – Business travel in rental cars or employee-owned vehicles where Company is responsible for purchasing the fuel	**136.52**	140	167.24	-2%	-18%
Total CO_2e emissions	**1,223**	1,428	2,428	-14%	-50%
Total energy use (kWh)	**2,412,126**	3,054,235	5,267,662	-21%	-54%
Employee emissions intensity (Tonnes CO_2e/FTE)	**0.41**	0.48	0.79	-14%	-49%
Office space emissions intensity (Tonnes CO_2e/m2)	**0.044**	0.048	0.06	-9%	-30%
Revenue emissions intensity (Tonnes CO_2e/£m)	**3.9**	4.5	9.0	-15%	-58%
Black and white sheets printed	**2,957,917**	4,266,083	57,119,957	-31%	-95%
Colour sheets printed	**4,001,372**	4,945,959	9,829,217	-19%	-59%
Total sheets printed	**6,959,289**	9,212,042	66,949,174	-24%	-90%
Travel booked via travel management company (CO_2e tonnes)	**364**	492	550	-26%	-34%
Combustion engine vehicles in car fleet	**24%**	31%	100%	-7%	-76%
Hybrid vehicles in car fleet	**57%**	53%	0%	+4%	+57%
Electric vehicles in car fleet	**19%**	17%	0%	+2%	+19%

1 Our data includes energy use for offices where data is available and considered material. Please note that Aske was added to our leasehold offices in 2025 and is in the process of transferring from a Carbon Neutral to a REGO certified supply. In FY27 we will endeavour to improve our approach.
2 Irwin Mitchell Scotland LLP (IMS) and Wright, Johnston & Mackenzie LLP (WJM) are affiliated with the Irwin Mitchell Group. While WJM has been excluded due to lack of data availability, we have voluntarily included IMS where data is available (business travel and establishing intensity ratios). This year we will explore improving data collection in order to fully incorporate IMS and WJM, reflecting best practice. Irwin Mitchell partners and employees are included in our employee carbon intensity ratio calculations.
3 Figures for prior periods have been restated to reflect improvements in data collection and updates to calculation methodology, ensuring consistency with the current reporting year.

Key contact

If you would like to continue the conversation about doing business responsibly and embedding environmental, social and governance principles into business, please contact:

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Speak to an expert
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