



Second Annual Report

A global review of law firms' responsible
business activity 2024

Contents

1	Introduction	3
2	Foreword from Lisa Hart Shepherd	5
3	Key Findings	7
4	Methodology	11
5	Overall Scores	16
	a. Overall leaders	17
	b. Leading firms	18
	c. Rising firms	20
6	Deep Dive: US Firms	22
	a. Overall leaders in the US	23
	b. Leading firms in the US	24
	c. Rising firms in the US	26
	d. Uptake of activity in the US	28
7	Deep Dive: UK Firms	32
	a. Leading firms in the UK	33
	b. Uptake of activity in the UK	34
8	Deep Dive: Canada Firms	40
9	What's next	41

Introduction

In the last year, Lamp House has had the privilege of working closely with responsible business leaders across a variety of law firms.

This is an incredibly dynamic area, continually evolving to meet the demands of talent and clients, along with the increasing requirement to align to new regulations. It is led by passionate individuals and, at its core, it is about creating a better and fairer way of doing business. The research team at Lamp House have once again reviewed the top law firms' strategies in this area and this report contains the results, including, for the first time, a deep dive into the US market.

We define responsible business, in a law firm context, to mean genuine focus on creating sustainable, more positive impacts for all stakeholders, including clients, people who work at the firm, the communities it works in, the industry sectors it serves and its physical environment.

To add perspective from those driving these initiatives within firms, earlier this year we surveyed responsible business professionals within our Lamp House Member Firms community. The survey sought to more deeply understand the challenges they face in implementing responsible business strategies, where they feel they are having most impact and what they will focus on in the year ahead.

The majority of responsible business leaders felt that they have had the most material impact in helping their firm become more attractive to talent and in improving the firm's overall brand and reputation. The complication, however, is following through on that promise to talent and ensuring responsible business is an authentic cornerstone of life at the firm. The area where responsible business teams felt they have had least impact was in changing day-to-day behaviours within their firm.

There are several levers responsible business teams believe would enable them to create more impact in their role:

62%

would like more incentives in place to align behaviours and individual performance with the responsible business strategy

46%

want greater buy-in from Partners

35%

would like additional resource in their team to help deliver on their goals

Introduction

Overall, the enthusiasm and dedication of responsible business teams shines through: when asked to describe what motivates them in their role, the recurring themes were about making a real difference, embedding responsible business within the firm's culture and decision making-processes and pushing their firms to be a leader. Hiring trends data also suggests law firms are looking to bring more people into their firm to coordinate their responsible business efforts.

This report aims to shine a light on responsible business within law firms and the work of the fantastic teams leading the way. We want to use our data to help firms to better tell their story, internally and externally, of the progress they are making—and by doing so, generate more stakeholder engagement across Partners, clients and talent. The wider suite of data that sits behind this report provides firms with the evidence that allows them to identify their gaps and build more robust, competitive strategies.

We hope you find this report full of insights and inspiration, and we look forward to developing our work with law firm leaders in this area.

Hannah Leon Soon, Consultant, HR Practice, Totum Partners



We're seeing strong growth in the responsible business space, with more and more firms recruiting for Head level roles to manage the structure and strategy in their ESG offerings. Alongside this, we're also seeing firms building out their responsible business teams with an increase in Analyst, Reporting and Coordinator positions. One thing to look out for is the creation of new roles like Pro Bono Managers, as this is a constant area of focus for law firms."



Foreword by Lisa Hart Shepherd

Despite the unwelcome pushback towards responsible business actions and accountability in parts of society over the last 12 months, the 2024 results of the Lamp House analysis show the legal industry is steadfast in its commitment to this agenda.

The largest law firms in both the UK and the US have made significant strides forward over the last year, most notably in their dedicated reporting and taking a more serious approach towards measuring and reducing their environmental impact.

Diversity, Equity and Inclusion is the area where we have seen mixed results, particularly in the US market. Some firms have pulled back, some have adopted a 'wait and see' approach, whereas others have doubled down on their commitments. This is a controversial area, not without risk. It is encouraging to see firms adapting their strategies, rather than cancelling them completely, as they maintain their ambition to create a more diverse and inclusive workforce at all levels.

Wellbeing remains a 'red flag' for the industry. There are some examples in this report of firms who have put in place strong initiatives to try to treat the cause, rather than the symptoms. These firms are leading the way forward and I strongly encourage other firm leaders to follow their examples.

Foreword

These initiatives will have several knock-on effects beyond improving the mental and physical health of our people, such as better services for our clients, improving diversity and inclusion and reducing negative impacts on the families of our people.

Congratulations to all the firms whose efforts are recognised in this report, particularly our new leader, DWF, and all the firms that have made significant progress.

Responsible business is still on a growth trajectory. More regulations are imminent. Clients are becoming more rigorous in their assessment of firms. And this agenda plays an extremely important role in attracting, engaging and retaining talent—as our responsible business leaders recognised. But to make real progress without risk, firms must be authentic. Focus on areas that your people and partners care about most. Survey your people, find out, definitively, what matters and don't rely on the loudest voices.

Lamp House Strategy is now part of Chambers and Partners and we have a range of services available to help benchmark your responsible business strategies and to benchmark how your talent feels about your firm's performance as a place to work. This work uncovers if, how and where responsible business strategies play a role. Please do get in touch if you would like to see how your firm measures up.

And for the in-house counsel reading this report, please do get in touch if you would like to have free access to our interactive dashboards, which share detailed breakdowns on all 215 law firms.

Lisa Hart Shepherd
CEO, Lamp House

Key finding 1

More responsible business reporting by law firms.

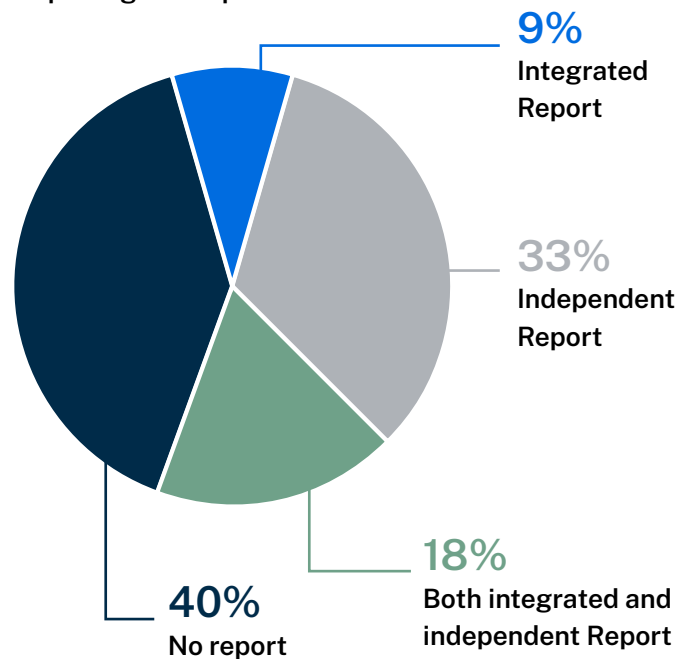
The volume of communication from firms on responsible business is increasing, with more firms transparently sharing their responsible business strategies, progress and successes.

60% of the 215 firms we analysed this year publish some kind of responsible business report. In 2023, this figure was 38%.

The way firms choose to report is slightly varied: just over a quarter of firms publish some kind of integrated report which demonstrates a more holistic approach to responsible business at the firm (or even shows how it is integrated into the firm's overall strategy).

A third of firms produce standalone reports which cover only one aspect of responsible business; this is more common in the US market, where firms are more likely to publish specific DEI annual reports / brochures or a focused pro bono impact report.

Reporting on Responsible Business



Overall, this is a pleasing trend to witness and one which reflects the increased scrutiny firms face in this area and demand from stakeholders who want to see a visible commitment from their firms.

Key finding 2

Uplift in sophistication among some firms.

With increased levels of reporting, we have seen many firms make impressive improvements to their responsible business strategies over the last year –and this has led to tangible results in our assessment of firms’ overall market positioning in this area. Over a quarter of the firms we analysed in 2023 have improved their market position on responsible business in the last year, resulting in a higher overall ranking in this year’s analysis.

Where firms have improved their position, they have risen through our rankings by 9 places on average (median average).

There are 10 firms in our analysis who have made an even more dramatic shift –and have moved up our rankings by at least 20 places. This shows the growing levels of commitment, energy and resource being devoted to responsible business within law firms.

That does mean, however, that other firms are being overtaken. In fact, 72% of the firms analysed last year have seen their market position drop. With this being a very fast-moving space where firms are constantly doing more, firms who don’t stay on top of this are at risk of falling behind. In particular, outdated comms could open the firm to accusations of greenwashing and the gap between reality within the firm and its public facing strategy becomes bigger and bigger.

Key finding 3

Gaps remain, especially around wellbeing and governance.

It can be difficult for firms to communicate absolutely everything they are doing from a responsible business perspective via their online communications. Naturally, there will be a gap between what is happening 'behind the scenes' at a firm and what is communicated externally—however, there are some noticeable gaps in comms strategies.

Take wellbeing as an example: last year's report showed that some of the most common wellbeing measures adopted by firms were those that were not in the exclusive gift of the law firm to provide (for example, health and wellbeing apps and gym membership) and they were also, arguably, more focused on reacting to the point at which symptoms of burnout or poor wellbeing presented themselves (e.g. through providing onsite counselling at work).

In this year's results, less than one in ten firms had adopted the following initiatives which were focused on listening to employees, setting strategies to reduce burnout and creating accountability for improving wellbeing across the firm:

8%

conduct employee wellbeing surveys (on an annual basis at least)

7%

have specific strategies to reduce burnout (e.g. monitoring workloads, implementing a working practices code, providing billable credit for wellbeing or vacation time)

1%

have practice / department KPIs linked to mental health and wellbeing

<1%

set public targets for improving employee wellbeing across all roles

Key finding 3

Of the three main pillars we consider in our research – Planet, People and Governance – it is the latter where we see the lowest average score across all law firms.

Examples of the biggest gaps we see:

97%

do not disclose whether they have a matter take-on policy / business acceptance criteria in place which considers responsible business factors

93%

have not conducted a materiality assessment with key stakeholders in the last three years

92%

do not have a risk register / monitoring tool which considers environmental and/or social risks

83%

of firms do not have a dedicated head of responsible business (though UK firms are more likely to have one)

77%

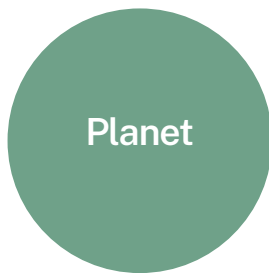
do not set any targets around total pro bono hours across the firm (though US firms are more likely to have a target)

Methodology

This report is an analysis of the responsible business activity carried out by 215 leading law firms as reported on their websites, including specific responsible business reports, during July and August 2024. This includes the top 100 UK firms, the top 100 Am Law firms and 15 leading Canadian firms.

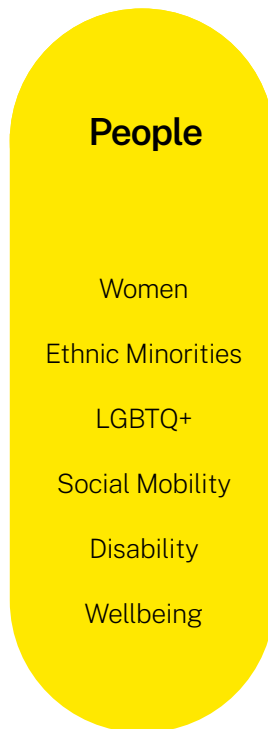
Just as a prospective employee, client or any other stakeholder might try to investigate a firm's commitments and progress in this space, a Lamp House researcher reviews and analyses each website and any relevant content published on that site.

Lamp House Responsible Business Framework



Planet

- Measure scope 1, 2, 3 emissions
- Set carbon reduction targets
- Energy and waste reduction strategies
- Reporting and enforcement of strategies
- Carbon offsetting strategies
- Internal engagement



People

- Women
- Ethnic Minorities
- LGBTQ+
- Social Mobility
- Disability
- Wellbeing
- Giving a voice to / listening to diverse groups
- Early career intervention initiatives
- Career progression initiatives
- Ways of working



Governance

- Diversity measures and targets
- Pro bono and social impact
- Clear purpose and principles
- Supply chain management
- Risk monitoring channels
- Ownership structures
- Strategic integration of responsible business (e.g. in performance frameworks, compensation)

Methodology

Lamp House Research Team



Hayley Fothergill
Research Lead



Molly Evans
Research Analyst



Ayush Poolovadoo
Research Assistant



Olivia Harris
Research Assistant

We continue to use our legal industry specific framework to measure activity across three broad categories: People, Planet and Governance.

Methodology

Our vision has always been to collaborate across the industry and continually evolve the framework we use to evaluate firms.

In the last 12 months, we have done this by closely consulting with law firms who are part of our Lamp House Members' community.

Through interactive workshops at our inaugural members' event, we debated a whole range of initiatives and interventions currently adopted by firms to get the responsible business practitioners' view on which are more challenging to implement and which have the biggest impact. We used the insights from this session, and our wider conversations with members, to refine and consolidate our framework for 2024. This now scores firms on 180+ activities and looks at:

Measures and targets—whether firms are collecting robust data to inform their strategies, as well as creating accountability through setting targets

Reporting—whether firms are being transparent about performance and progress

Practical action—whether firms have substantive, meaningful initiatives in place to create change



Methodology

A key principle of our current methodology is that we want to reward firms who are transparent and evidence that they are making progress towards responsible business goals. Our analysis is focused on tracking whether firms are taking meaningful, substantive action; we understand that every firm has different factors influencing their performance and every firm is starting its journey from different points, which is why we are not scoring firms on actual results of key indicators (like % of diverse partners) or being too prescriptive about the exact strategies firms must implement. We have, however, included some additional metrics in our framework (for example, tracking which categories are included in a firm's Scope 3 measurements, more actual diversity and partner promotions statistics and total pro bono hours); these are not scored as part of our analysis, but are intended to provide more context in which to interpret our results.

We also continue to recognise that it can be difficult to implement strategies on a firm-wide basis (especially for global and international firms) and we factor this into our scoring approach for specific metrics. For example, firms are not penalised in our scoring for not being able to report on certain diversity statistics at a firm-wide level.

We have also listened closely to our member firms in the US to attune our framework to the recent legal challenges to D&I initiatives in the US. Our framework is flexible and allows US firms to be analysed and compared on metrics which do not include any affirmative action initiatives which are aimed at specific protected groups.

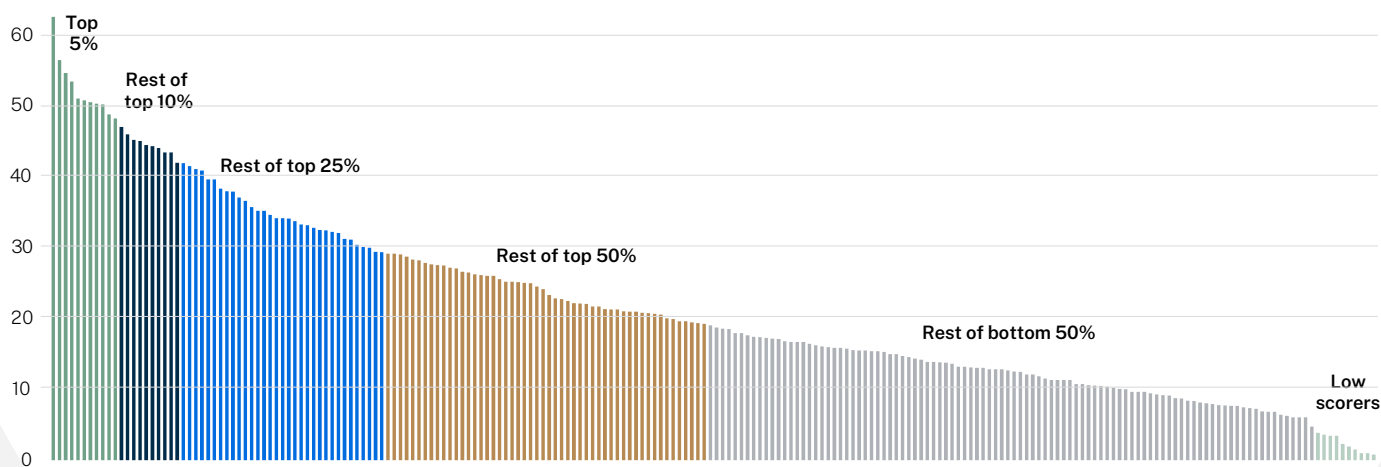
In addition to law firms, we will also be making the results of our market analysis available to General Counsel and legal department leaders via Lamp House Analytics, our interactive dashboards system.

Overall scores

There continues to be a very wide range of sophistication in how responsible business strategies are communicated across the 215 law firms we reviewed.

The chart below shows how the scoring varied, with the firm at the top achieving over 60% of the available points and five firms at the bottom of the scale who amassed a total score of 1% or less.

Overall scores for 215 firms (based on % of available points scored)



Overall scores

Our overall leader for 2024 is DWF.



DWF's latest ESG Impact Report builds on the firm's approach of transparency, openness and clear evidencing of the firm's responsible business actions. As in 2023, DWF continues to be the leading firm in our Governance pillar; the firm's latest reporting shows the impressive amount of data the firm is collecting behind the scenes, but it is also one of a handful of firms that actually publishes data on metrics such as its employee engagement score, employee attrition and uptake of parental leave policies. The firm is also an example of how to clearly communicate the ownership structures around responsible business and shares its plans for how it is increasing its ESG team to meet the firm's overall ambitions and the needs of its various stakeholders.

This year, the firm has also significantly increased its share of points to become the leading firm in the People category. DWF was already positioned in our top 25% of firms for People in 2023, but several factors have helped the firm ascend to the top spot overall. The firm has published several excellent case studies which show how they have consulted with diverse groups across the firm and how this has resulted in material changes: an example of this is its collaboration with its Women and LGBTQ+ Employee Networks to develop a new menopause support policy. The firm's recently launched Ethnic Minority Access Programme to enhance the level of early careers support it provides—through mentoring, skills sessions and paid work experience—is also another initiative which has built on the wider range of interventions already in place at the firm to increase ethnic minority representation.

Our congratulations to DWF and everyone at the firm who is working so hard on the many, many different initiatives which deliver on the firm's purpose.

Kirsty Rogers, Chief Sustainability Officer at DWF



We are delighted to be named as Lamp House's overall leader for 2024. Since launching our ESG strategy, we have maintained our commitment to progressing all the UN SDGs. In particular, we have operationalised our efforts on actions that result in better outcomes for our clients, a more diverse and inclusive workplace for our colleagues, meaningful community investment and a positive reduction in our scope 1 and 2 emissions on our journey to Net Zero. We also remain focused on better understanding our scope 3 emissions and how we can most effectively reduce that impact."

Overall scores

As mentioned, DWF is also the individual overall leader in two of our three pillars: People and Governance. For the second consecutive year, DLA Piper (International) is the leading firm for Planet.

Overall leaders by pillar



Overall scores

Leading firms

As well as identifying the overall leader, we are highlighting the leading firms in our analysis—who represent the top 5% scoring firms overall—and the outstanding firms which attained a score placing them in the top 10% of firms.

Securing a place in these elite groups shows that firms are taking substantial action to support their firm’s responsible business programme and that they are also communicating this activity in a very transparent way. Again, we want to congratulate all of these firms for their superb work in the responsible business space.

Overall Leaderboard

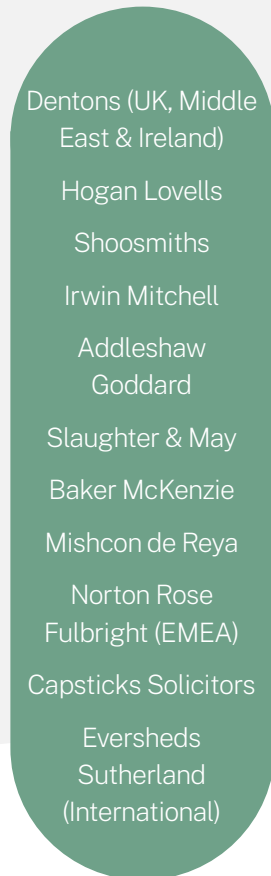
Overall leader
2024



Leading firms
(top 5% overall)



Outstanding firms
(rest of top 10% overall)



Firm names
displayed in order
of % of available
points scored

Overall scores

Where is my firm positioned?

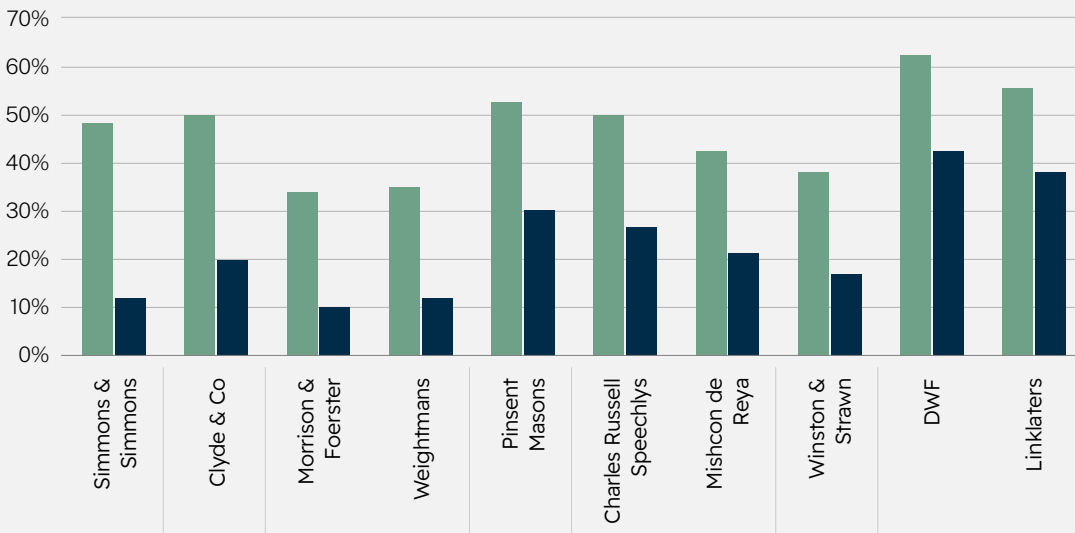
Lamp House Member firms can pinpoint their exact ranking position via Lamp House Analytics and can access our wider suite of data to benchmark themselves against a selected group of peer firms. Get in touch if you would like to find out how you can access these insights.

Rising firms

Compared to 2023, some firms have made huge strides and improved their firm's positioning in our analysis. These ten firms in particular recorded the biggest increase in their overall score:

Year-on-Year Biggest Difference in Score

● 2024
● 2023



Overall scores

Here is how some of those firms made significant strides in responsible business in the last year:

Simmons & Simmons

Simmons & Simmons made the biggest improvement of any firm from 2023 to 2024. The firm's first Sustainability and Impact Report, published earlier this year, has seen increased levels of reporting across all three areas of Planet, People and Governance, with scoring under our Lamp House Analysis more than tripling in each area since last year. In particular, Simmons & Simmons has demonstrated that its responsible business strategy is not separate from, but actually underpinning, the entire strategy of the firm. The new report sees alignment of outcomes from a recently conducted materiality assessment with the firm's overall strategic pillars, its purpose framework and the United Nations Sustainable Development Goals. This creates an extremely thorough portrait of how responsible business is woven into the fabric of the firm.

Clyde & Co

Since appointing the firm's first Chief Sustainability Officer in July 2023, Clyde & Co has really built momentum around its responsible business programme. The People category is where the firm has made particular progress in the last year, aided by the firm's launch of a new global parental leave offering, including 26 weeks fully paid leave, regardless of gender or parental role. The firm's global mentoring and reverse mentoring programme, targeted recruitment strategies and biannual global pulse survey covering wellbeing

have also contributed to its result as one of the top three scoring firms in the People category. The firm has made notable improvements in the Governance pillar, through actions like establishing Management Board oversight for the firm's Net Zero and DEI strategy, setting targets for gender representation at both Partner and Senior Equity Partner level and sharing the impact of its Social Impact initiatives such as its Clyde & Co Cares campaign.

Weightmans

One of Weightmans' values is 'radical transparency' –and this comes through very strongly in the firm's external communications on responsible business. The Planet pillar is where the firm performs best, showing that relatively smaller firms can still have an incredible impact in this area. The publication of the firm's Carbon Reduction Plan sets ambitious targets to reduce Scope 1, 2 and 3 emissions –including a specific target to reduce business travel related emissions –and to become Net Zero by 2030. This is backed up with credible carbon offsetting programmes, selected for the standards they meet, and learning and development programmes to give future firm leaders the training and knowledge they need to understand and tackle ESG issues over the long term.

Through Lamp House Analytics, law firms and in-house teams can view how each of the 215 firms included in our analysis performed.

We make this tool free for General Counsel and their teams to use so they can compare their firms across a consistent set of legal industry specific metrics. This can be an invaluable source of intelligence as part of pitch and RFP processes, as well as in guiding general relationship management meetings with their law firms. The dashboards help GCs to easily identify a firm's strengths and opportunities to collaborate on responsible business initiatives, as well as relative weaknesses where they may need to ask more questions of their firms.

Law firms can use it similarly to access deep competitor intelligence: the site helps firms to visualise their market position, benchmark themselves against peers and spot gaps in their strategy.

Scott Cochran,
Managing Director
- Head of Public and
Private Funds Legal
EMEA at BlackRock

“

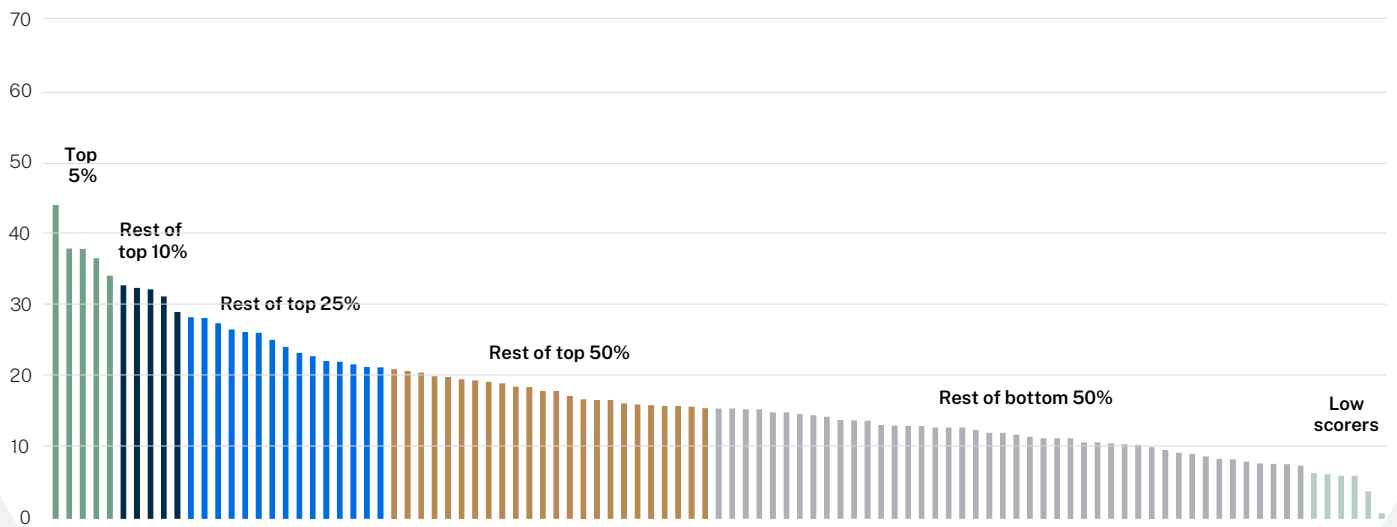
Law firms and their clients have a shared responsibility to work together to better the profession. Lamp House Analytics is a vital tool for assessing the state of responsible business within law firms. This market-wide data is so important for driving the right kinds of conversations between law firms and clients and for facilitating opportunities to collaborate for the good of the industry.”

Deep Dive: US Firms

Looking at Am Law 100 firms, there is a clear group of leading firms.

Beyond that, there is a lot of space for US firms to differentiate their responsible business strategies—an increase of only six percentage points to its total score would take a firm at the (upper end) of the bottom 50% into the top 25%.

Overall scores for 100 US firms (based % of available points scored)



Overall leaders in the US

The overall leader among Am Law 100 firms is global firm Baker McKenzie. It is also the individual leader in the US for two pillars: People and Governance. The firm stands out for some of its firm-wide initiatives, including its partnership sponsorship programme for women (LIFT). Additionally, it is the only firm disclosing US-specific targets for increasing Equity Partner representation who are from ethnic minorities and one of the few global firms to have conducted a materiality assessment with its stakeholders, which guides its overall strategy and reporting.

Alyssa Auberger, Chief Sustainability Officer, Baker McKenzie



At Baker McKenzie, we believe that the actions we take as a leading global organisation must be consistent with our core values and align with what is important to our people, our clients and our broader stakeholders. Our strategy is grounded in an initial materiality assessment that helped us identify the topics our stakeholder base considered to be the most important for us as an organisation.”

Deep Dive: US Firms

Leading firms in the US

We also want to highlight the US firms which represent the top 5% and top 10% of firms in the market based on their overall performance:

Overall leader 2024

Baker McKenzie

Leading firms (rest of top 5% overall)

Sidley Austin
Winston & Strawn
Latham & Watkins
Morrison &
Foerster

Outstanding firms (rest of top 10% overall)

White & Case
Eversheds
Sutherland (US)
Weil, Gotshal &
Manges
O'Melveny & Myers
Willkie Farr &
Gallagher

Deep Dive: US Firms

One trend that has persisted in our analysis this year is that firms often have focused responsible business strategies, which leads to them excelling in one or

two specific areas where there has been concerted investment. The table below shows which US firms are leading in each pillar:

US leaderboard

Overall leader 2024

Governance
Baker McKenzie

People
Baker McKenzie

Planet
Morrison Foerster

Leading US firms (top 5%)

Crowell and Moring
Latham & Watkins
Eversheds Sutherland (US)
Weil, Gotshal & Manges

O'Melveny & Myers
Sheppard Mullin
Covington & Burling
Weil, Gotshal & Manges

Latham & Watkins
Sidley Austin
Eversheds Sutherland (US)
Winston & Strawn

Rising US firms

There are three US firms in particular who have improved their market positioning in the last year: Morrison Foerster, Winston & Strawn and Weil, Gotshal & Manges. Here is how these firms have achieved this rise:

Morrison Foerster

In 2023, MoFo only received 2% of the available points in the Planet section of our framework. This year, it has amassed over three quarters of the available points.

This dramatic progress has been driven by the firm's Environmental Sustainability Committee. Its most recent annual report demonstrates the steps the firm has taken to measure emissions across all three scopes and it is one of only five US firms to declare a Net Zero target.

Critically, MoFo recorded the joint highest score in the US for the level of practical action it outlined to demonstrate how it will deliver on its strategy. This includes energy and waste reduction programmes, internal engagement through climate change training and the #TinyClimateActs campaign which sponsored tree planting, as well as supporting a variety of pro bono causes dedicated to wildlife protection and land conservation.

Winston & Strawn

Winston & Strawn has improved its performance across all three of our pillars, though the most notable increase has been to its Planet score. Like Morrison Foerster, the firm is one of five in the US that we analysed to declare a Net Zero target, which is underpinned by the firm's Roadmap to Net Zero strategy. There are also some noticeable differentiating aspects of the firm's People strategy: its Diversity and Inclusion Associate Sponsorship Program, which pairs associates with an Executive Committee level sponsor, has demonstrable success in elevating talent from the firm's affinity groups into Partnership. The firm also offers one of the most generous parental leave packages of any of the US firms analysed—with 20 weeks of paid parental leave available to “moms and dads of newborns or newly adopted children, regardless of caregiver status.”

Deep Dive: US Firms

Weil, Gotshal & Manges

Year-on-year, Weil has almost doubled the overall score it received in our analysis. Already a strong performer in the People category, this is a key area where the firm has continued to improve—in particular, this has been driven by its Women of Weil programme.

The firm has carried out qualitative assessments with women attorneys across the firm to identify their needs (making it one of only four US firms which reports that it has formally consulted with women at the firm). The firm also has mentoring circles for women attorneys within the firm and with clients, a Taskforce on Women's Engagement and Retention to provide tailored career development initiatives and sponsorship and leadership programmes in place.

The firm has also made a big improvement in the Governance section; this is partly due to some of the initiatives mentioned in the firm's latest diversity brochure, such as its Diversity Scorecard for Management Committee members and its annual process of getting associates to evaluate partners, counsel and senior associates on issues including belonging, inclusion and allyship.

Deep Dive: US Firms

Uptake of activity in the US

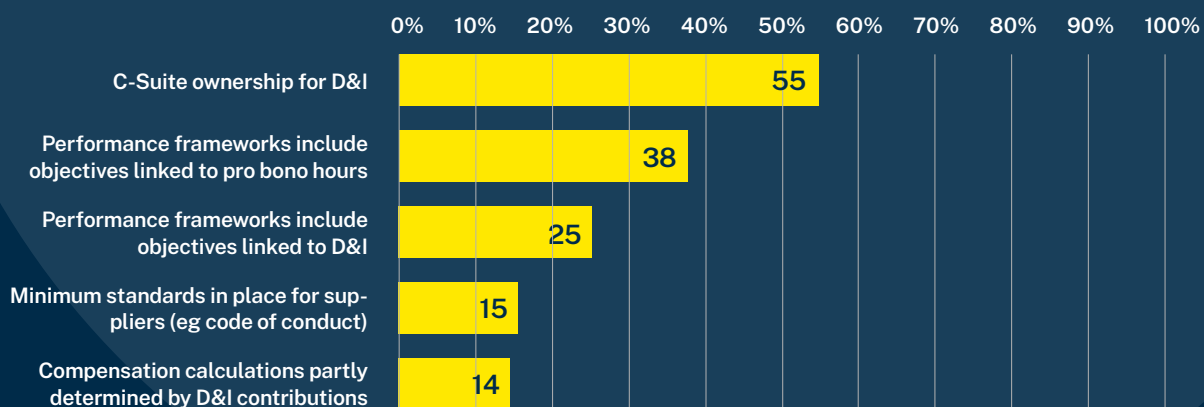
US-based firms are contending with constraints and real risks in how they communicate and position their responsible business efforts. This is felt most acutely in relation to Diversity, Equity and Inclusion strategies. Our analysis shows that the average score for US-based firms in our People category has dropped this year, which may be indicative of the more cautious stance some firms are needing to adopt.

However, the drop in average score is not dramatic (it is only a difference of 5 percentage points year-on-year) which suggests that there are still many strategies firms can adopt and communicate to demonstrate their commitment in this area.

Indeed, when we look at the Governance category, the US is a leader in assigning C-Suite level ownership for Diversity & Inclusion and for cascading D&I-related objectives down into personal performance frameworks (mostly through providing billable credit for contribution to diversity-related initiatives).

Top 5 Governance Practical Actions in the US

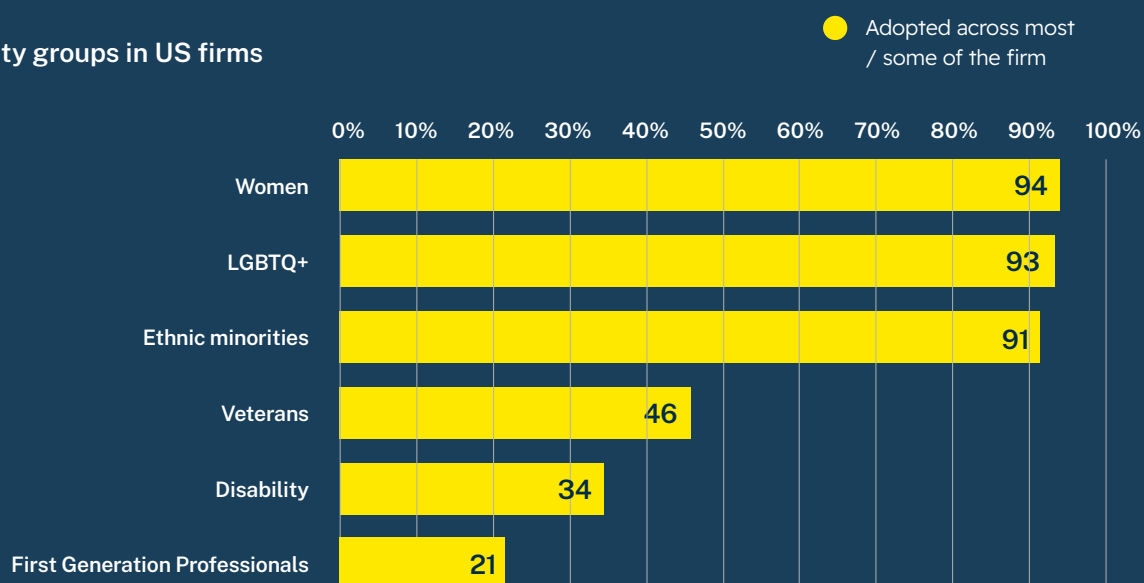
● Adopted across most / some of the firm



Deep Dive: US Firms

By far the most common strategy adopted to support DEI is affinity groups. In the US, there is a very high proportion of firms who have these affinity or employee resource groups in place to support specific diverse groups—especially for women, LGBTQ+ colleagues and those from ethnic minorities.

Affinity groups in US firms



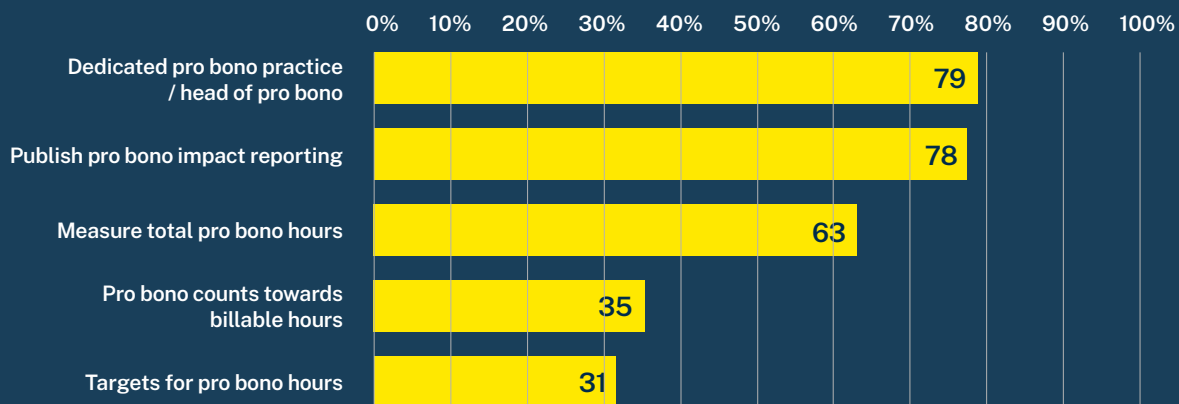
Deep Dive: US Firms

Pro bono is another area where the US performs particularly strongly: 8 in 10 firms have a dedicated pro bono practice or head of pro bono, putting it on a par with revenue-generating practices.

The same proportion publish some kind of impact reporting which goes beyond showcasing the number of hours the firm has dedicated to pro bono and includes case studies, pro bono outcomes and the more 'human' impact the firm has been able to have.

Pro bono in US firms

● Adopted across most / some of the firm

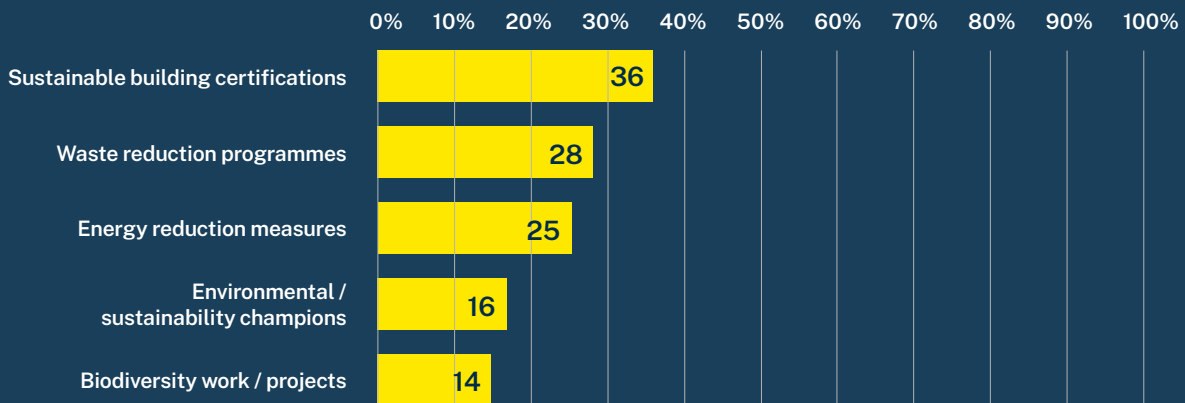


Deep Dive: US Firms

Finally, Planet is the one pillar where most US firms have improved over the last year. The average score for Planet has doubled compared to 2023—with more US firms taking foundational steps to measure their emissions and set carbon reduction targets.

Top 5 Planet Actions across US Firms

● Adopted across most / some of the firm



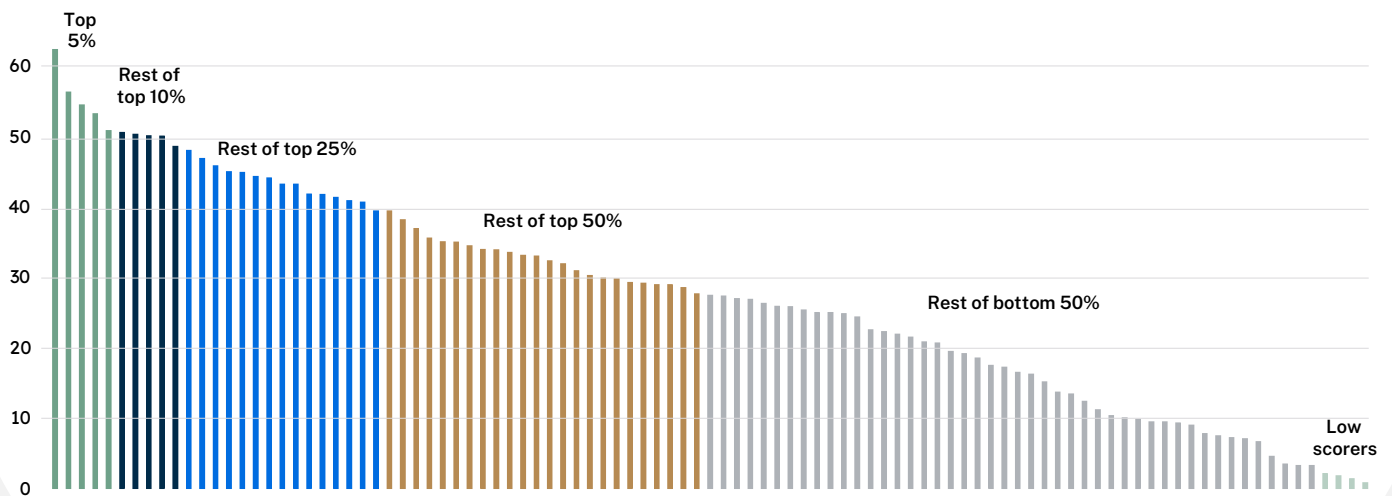
Deep Dive: UK Firms

When focusing on UK-headquartered firms, there is a high level of responsible business activity across the market.

It also results in much finer margins in what makes the difference to a firm being positioned in our top 10% of UK firms overall and the top 25%.

There has also been a lot of movement across the year as firms continually develop their responsible business strategies and the volume of activity they communicate as part of their reporting.

Overall scores for 100 UK firms (based on % of available points scored)



Deep Dive: UK Firms

Leading firms in the UK

Different firms have emerged as having a stronger focus in different areas of responsible business strategy, with the leading UK firms in each pillar shown in the table below:

Overall leader (2024)



Leading UK firms (top 5%)



Our expanded research this year has shown that responsible business is not just a focus for larger, international firms. Relatively smaller, national firms have also implemented impressive initiatives across their firms.

Of the firms that sit outside of the UK Top 50, the following were the leaders in responsible business:

- Capsticks Solicitors
- Lewis Silkin
- Browne Jacobson
- Kingsley Napley
- Burness Paull

Deep Dive: UK Firms

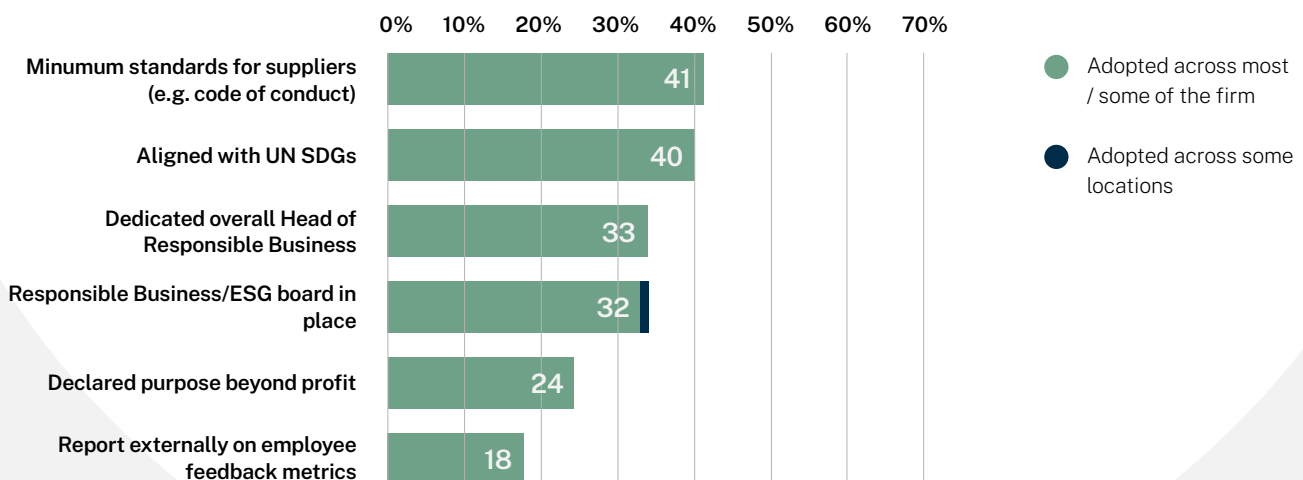
Uptake of activity in the UK

Looking at the most commonly adopted actions under the Governance pillar, 4 out of 10 UK firms externally communicate that they have minimum standards that their suppliers must adhere to. However, a lower proportion – fewer than 2 in 10 – also detailed some of the specific strategies they have in place to enforce on suppliers.

For example, this included actions such as:

- Setting targets around the % of suppliers that must have a science-based carbon reduction target, or targets for achieving a certain reduction in emissions
- Disclosing what % of a suppliers' screening score is based on ESG factors
- Embedding sustainability provisions into specific supplier contracts

Top 5 Governance Actions in UK firms



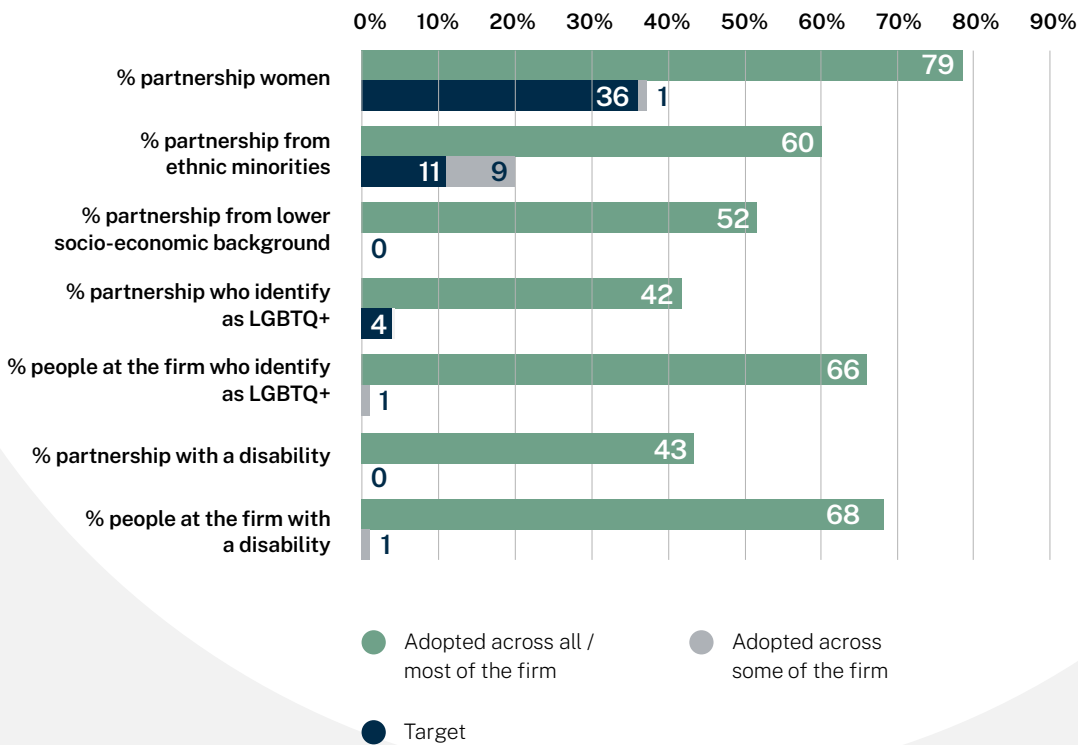
Deep Dive: UK Firms

A third of UK firms also have a dedicated overall Head of Responsible Business whose full-time role is focused on responsible business, and a similar proportion have a Responsible Business Board in place.

Most UK firms are externally reporting on levels of diversity within their partnership and overall population. There are two exceptions to this: just under half of UK firms publicly report on representation of LGBTQ+ colleagues and those with a disability at Partnership level.

In terms of targets, only 36% have made a public commitment to improving gender representation across their overall partnership (and this figure includes a small number of firms in the UK who have achieved gender parity already). Only 20% of UK firms have a target for increasing ethnic minority representation in their partnership.

Governance – Diversity reporting and targets (UK)

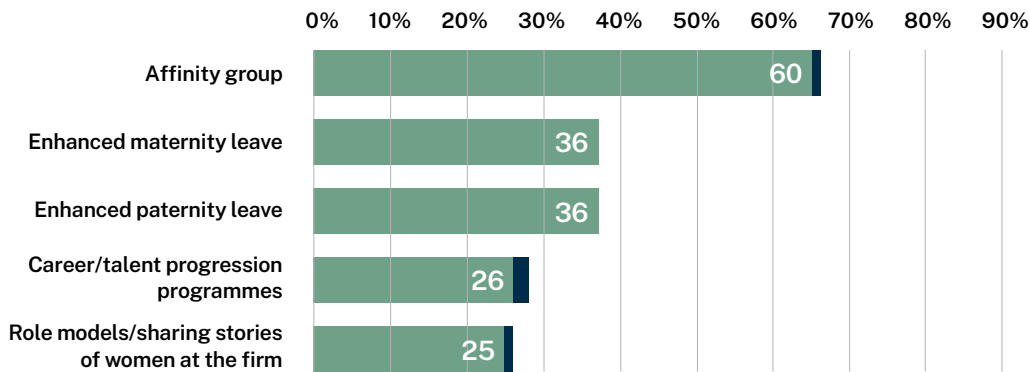


Deep Dive: UK Firms

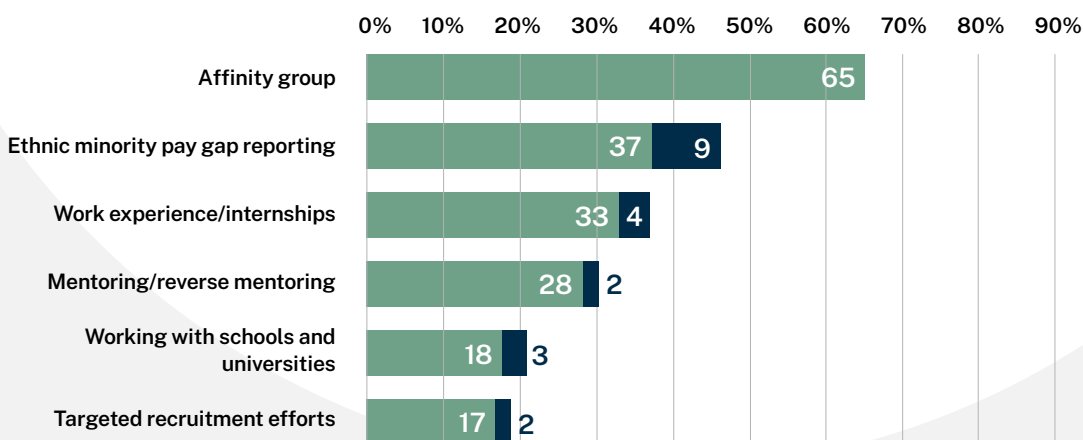
When looking at specific strands of diversity, strategies do differ by group. Here we have shown the top five actions adopted across our People sub-categories of women, ethnic minorities, social mobility, LGBTQ+ and disability:

- Adopted across all / most of the firm
- Adopted across some of the firm

Top 5 Practical Action supporting Women (UK Firms)



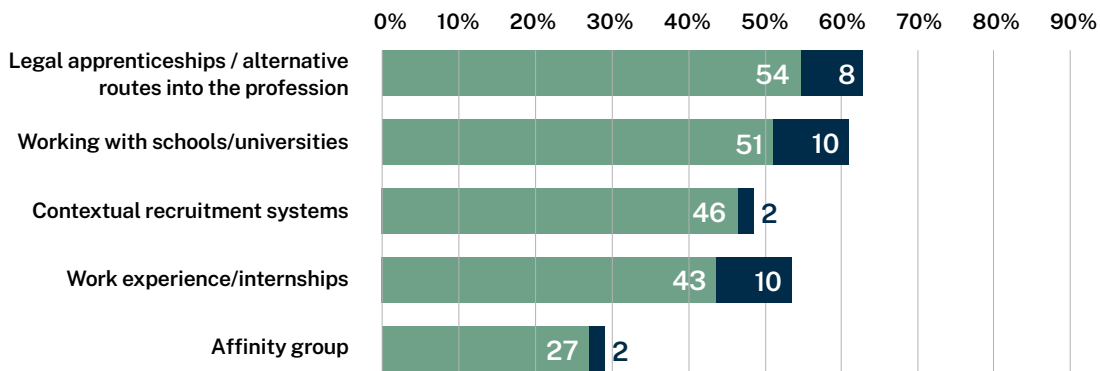
Top 5 Practical Action supporting Ethnic Minorities (UK Firms)



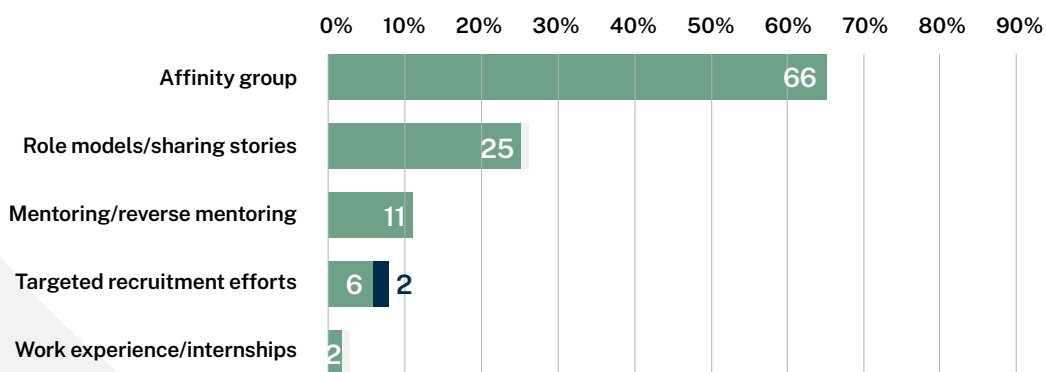
Deep Dive: UK Firms

- Adopted across all / most of the firm
- Adopted across some of the firm

Top 5 Practical Action supporting Social Mobility (UK Firms)



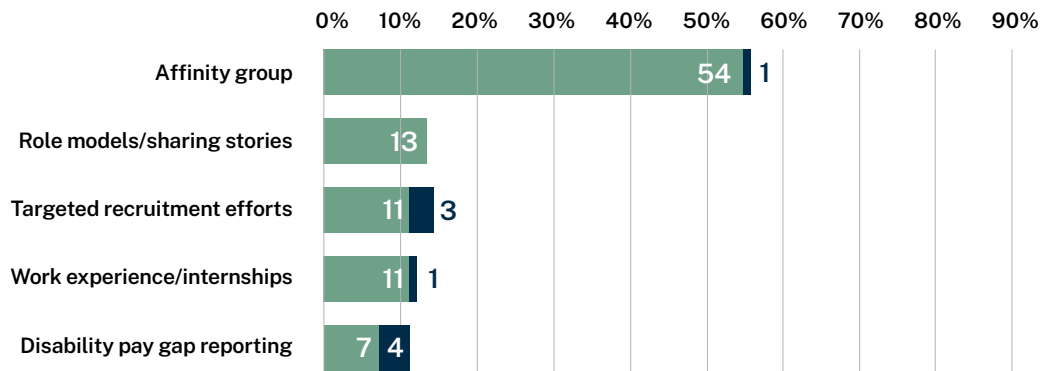
Top 5 Practical Action supporting LGBTQ+ colleagues (UK Firms)



Deep Dive: UK Firms

- Adopted across all / most of the firm
- Adopted across some of the firm

Top 5 Practical Action supporting colleagues with a disability (UK Firms)



Deep Dive: UK Firms

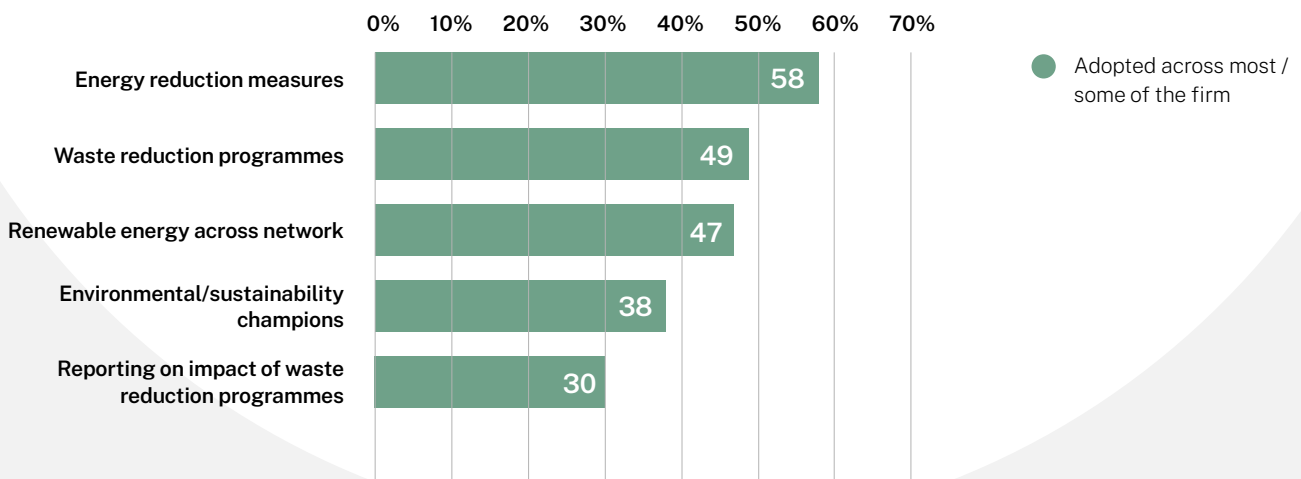
Planet is the highest scoring category among UK firms.

44 of the 100 UK-headquartered firms we analysed attained a score of 50%+ for this pillar (by comparison, only 6 UK firms received a majority of the available points in the Governance category and only 3 managed that in the People category).

Most firms are doing the fundamentals: 55% of UK-based firms measure their scope 1 and 2 emissions and 52% measure scope 3. There is also relatively strong uptake of this across smaller UK firms: 33% of those outside of the UK Top 50 are measuring scope 1 and 2, with 29% measuring scope 3.

As to how firms are reducing their emissions, most firms describe measures in place to reduce energy consumption across their office network and half of firms also detail some of the waste reduction programmes in place (focused on single-use plastics, paper and food waste). Almost a third of firms are also publishing data which shows the impact of their waste reduction initiatives, though only 14% detail ways in which they try to create accountability for the success of these initiatives—for example, through setting targets for reduced paper consumption, waste diverted from landfill or operational control audits.

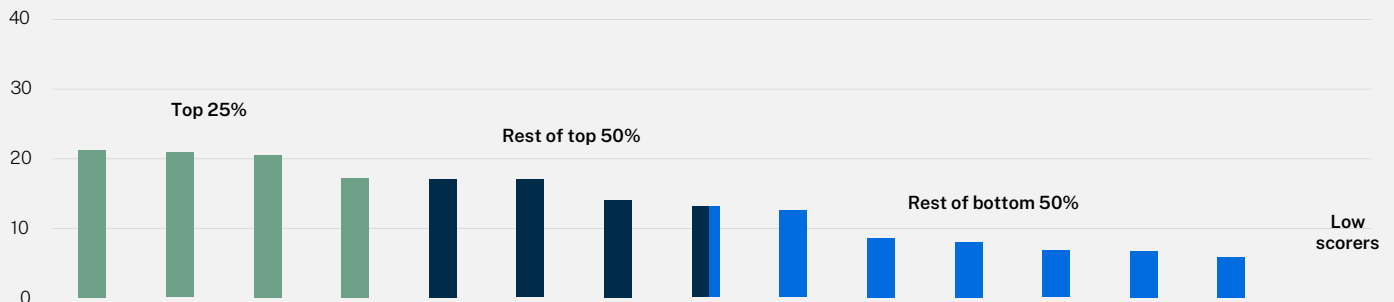
Top 5 Planet actions in UK firms



Deep Dive: Canada

Overall performance across Canadian firms is relatively even, and shows that there is a real opportunity for any firm in this market to develop a stronger talent and brand proposition around responsible business.

Overall scores for 15 Canada firms (based on % of available points scored)



Although Canadian firms attain lower scores across all pillars compared to US and UK-headquartered firms, there has been progress around responsible business in this market over the last year. The average score for the Planet pillar has tripled, while the Governance average score has doubled.

No Canadian firms were reporting on their scope 1, 2 and 3 emissions when we analysed the market in 2023; now, there are a couple of leading firms who are doing this, or who have at least publicly committed to doing this over the course of the next year.

There has also been a small increase in the average score for Planet-related practical actions across Canadian firms, indicating that there is more transparency about the plans firms have in place to make a positive environmental impact.

Overall, the top 5 firms in the Canadian market were:

- Osler, Hoskin & Harcourt
- Norton Rose Fulbright (Canada)
- Fasken Martineau DuMoulin
- Cassels Brock & Blackwell
- Blake, Cassels & Graydon

What's next?

In the coming year, we want to continue working closely with law firm leaders and the wonderful responsible business community.

We very much look forward to hosting more member events which enhance collaboration and discussion across the entire industry.

The data included in this report is only a small snapshot of our entire market analysis. Our member firms have been using our data in new and creative ways over the last year, using it to generate more engagement in their firms, to access deeper competitive intelligence and to set priorities for responsible business programmes and reporting.

Some of the main ways firms have accessed and utilised our data include:

- Bespoke, deep dive insight reports which allow for more benchmarking and insight into peer firms and best practices
- Partner conferences to tell the story of a firm's progress and market position and to secure a mandate for more commitment in this area
- Reviewing current responsible business reporting and comms to identify gaps, validate and develop internal and external messaging
- Engaging talent, developing employer value proposition and talent strategy
- Access to our analysis on all 215 firms via Lamp House Analytics to identify comms gaps, competitor performance and activity

If you want to know where your firm placed in our analysis, or to understand where our data can support your firm's strategy, please get in touch with Jo Summers, Chief Client Officer at Lamp House jo@lamphousestrategy.com

Lamp House Strategy is now a part of Chambers & Partners.

We regularly share our latest data, research insights and best practice case studies online – follow us on LinkedIn or visit our website to stay in the loop.

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Jo Summers, Chief Client Officer
jo@lamphousestrategy.com