ESG UPDATE AT BDB PITMANS

OUR PLANET OUR PEOPLE Climate Change • Dedicated D&I Manager Strategy Group' add to Inclusion Champions first bullet point to drive programme the decarbonisation of Five business impact the firm groups Travel policies in place Annual D&I month and to reduce the firm's Health and Wellbeing environmental impact fortnight Member of the Legal · Founding member of LGBT network, LeGal BesT Sustainability Alliance Carbon reduction plans · Affiliate member of approved by the Science access scheme, Based Targets Initiative Aspiring Solicitors ISO accredited for Agile working policy Annual staff survey environmental management system Support 10,000 black Minimise, re-use and apprenticeship scheme recycle all materials Real Living Wage wherever practical employer **BUILDING** BETTER SIMITO UNO **OUR COMMUNITIES OUR CLIENTS** CSR group in each office Even Better client • Annual, paid CSR day listening programme clients are invited to for all employees provide honest and Support employeenominated, regional open feedback on their experience of BDB charities Pitmans in order to Currently fundraising improve the services for The Trussell Trust, we provide Internet Watch Publishing client case Foundation, Saints studies in our Building Foundation and New Better magazine Beginnings Reading Part of Review Solicitors Signatory of the Southampton Green feedback platform score of 4.6 out of 5* City Pledge Partner of the Brixton Advice Centre Project

*April 2022 data