

# B Corp Impact Statement *2024/25*



# *Introduction from the Managing Partner and CEO*



**We are delighted to introduce Edwin Coe LLP's B Corp™ Impact Statement covering the period from certification to the end of 2025. Becoming a B Corp is more than a certification for us; it is a formal expression of a purpose that has long guided our firm – to be a force for good and to create benefit for all.**

Our purpose extends beyond profit. Enshrined within our LLP deed is a commitment to conduct our business in a way that has a material, positive impact on society and the environment. Over the past eighteen months, we have focused on strengthening that purpose – supporting our people, serving our clients, collaborating with suppliers, and stewarding the environment – while maintaining the professional standards expected of our firm.

Certification demanded rigorous evidence of performance, accountability and transparency across B Lab's five Impact Area Pillars: community, customers, environment, governance and workers.

Back in March 2024, with dedicated teams working across all areas of the firm, **we achieved a B Impact score of 88.2** – a gratifying result, which set a strong foundation for further progress. We are proud, too, that Edwin Coe was among the first UK law firms to join the global B Corp community.

This report sets out the actions and outcomes since our B Corp certification, and highlights where we intend to go next. B Lab encourages continuous improvement, and we embrace that challenge. In the years ahead, we will deepen our impact initiatives, strengthen our data and disclosures, and refine our governance to ensure our values continue to impact and inform our everyday decisions.

B Lab is evolving its standards and our future recertification will no longer be based on a numerical score. We remain committed to achieving continuous improvement and to ensuring we are fully prepared to meet the enhanced requirements of the new B Corp standards when we recertify in 2027.

We extend our thanks to our colleagues whose sustained effort and belief make this possible. We are grateful to our clients and suppliers for their collaboration, and to our wider community for their support, challenge and accountability. We look forward to continuing to work with all stakeholders to help build an inclusive, equitable and regenerative economy – together.

Best wishes,



Alison Broadberry  
**Managing Partner**



Tim Nash  
**Chief Executive Officer**

## *Who we are*

Collaborative in approach.  
Committed in purpose.  
Connected where it matters most.

Founded in 1913 and based in Lincoln's Inn, Edwin Coe is a leading independent London law firm built on clarity, collaboration and trust.

## What we do

A London law firm with international reach.  
We focus on dispute resolution and private capital.





## Our Journey to Certification

Our focus at all times; improving the 3 Ps – our purpose, our people and our profit. We strive to uphold our duties to support the welfare, growth, empowerment, and appreciation of all our people. We aim to fulfil our commitment and responsibilities to all our stakeholders including our clients, our suppliers, and the environment.



## Why we decided to become a B Corp and how this aligns with our business strategy and culture

We realised in 2021 that our long-standing aim of being a force for good was very much aligned with the B Corp Movement. We also realised that we had achieved so many individual “good” standards that the B Corp Certification offered a fantastic, comprehensive framework for us to support our focus on our continuous improvement.

We therefore began our journey to B Corp Certification, with committed teams across all areas of the firm working together towards meeting high standards of social and environmental impact (the B Lab Standards). We were delighted to become a certified B Corp on 27 March 2024 at the time only the 9th UK Top 200 firm.

# Verified B Corp score

Our first verified B Corp score was 88.2 made up of scores across all impact areas.

| Impact Area | Score |
|-------------|-------|
| Community   | 16.9  |

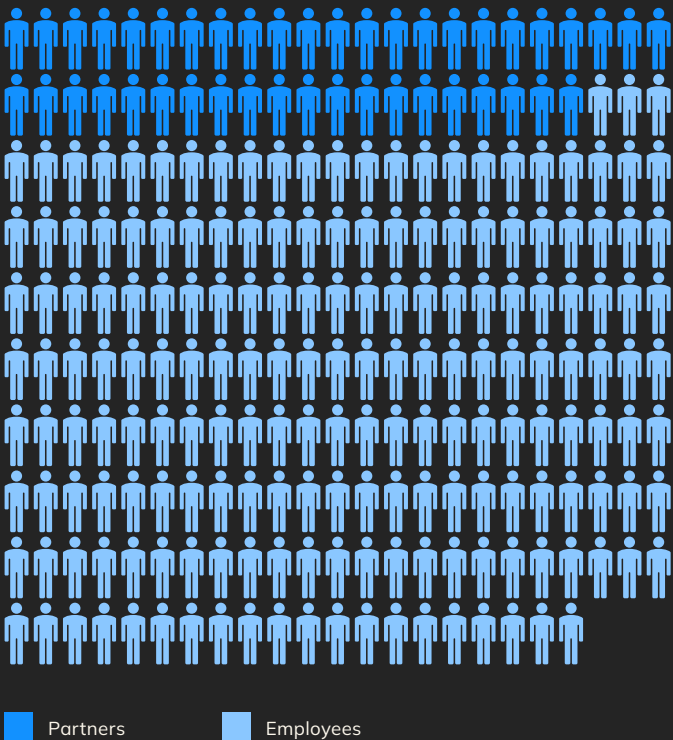
| Impact Area | Score |
|-------------|-------|
| Workers     | 34.0  |

| Impact Area | Score |
|-------------|-------|
| Governance  | 16.9  |

| Impact Area | Score |
|-------------|-------|
| Environment | 15.4  |

| Impact Area | Score |
|-------------|-------|
| Customers   | 4.7   |

*Edwin Coe is a limited liability partnership  
of 43 partners and 184 employees*



The Management Committee comprises a number of senior equity partners and the CEO who support the Managing Partner in the strategic development, management and control of the firm, and delivery of the firm’s aims.

To support the Management Committee’s decision-making and ensure comprehensive input from across the firm, we have several permanent sub-committees that help drive our progress and strategy. These include the CSR Committee (which now incorporates the Sports and Social Committee and the Diversity, Equity and Inclusion Committee), the Operations Committee and the Risk Committee. Each sub-committee brings together team members from various positions and departments throughout the firm who meet regularly to collaborate, generate ideas and recommend continuous improvements.

This structure ensures that all operational areas are represented and that decisions benefit from diverse perspectives across the firm.

Whilst we operate an open-door policy, we have also created an “All ideas” employee forum for individuals to share their views on all aspects of life at Edwin Coe. Many suggestions have been received and incorporated wherever possible, ranging from internal process changes to working environment adjustments and general feedback to inform decision-making which is then shared directly with management and relevant operational leads, either anonymously or openly depending on the sensitivity of the suggestion, to help achieve positive impacts for our employees, our clients and the environment.



With a continued focus on our People, it is important to us that we ensure we achieve stakeholder engagement and request feedback when making decisions on firm strategy, operational processes and proposed changes. In addition to the sub-committees, we have held various employee consultations and staff engagement surveys on specific strategic initiatives and projects. For example, we collaborated with a diverse group of individuals across the firm when defining our distinctive approach, our firm values and setting our five-year strategic plan. This included consulting widely within the firm and externally.

It included meetings, workshops, interviews, surveys, consultations and client listening from which we have determined our USP/Our Distinctive Approach of being Collaborative, Committed and Connected. We also defined and embedded our values, the Edwin Coe SPHERE (Supportive, Professional, Honest, Encouraging, Respectful, and Empowering) which defines who and how we are and permeates every aspect of our culture.

*We aim to build our brand as a leading independent London law firm with international capability, with a focus on Private Capital and Dispute Resolution; operating in accordance with “Our Distinctive Approach” of being Collaborative, Committed and Connected with all our stakeholders.*





# *Highlights from last year*

■ Our first-year achievements and plans for continuous improvements:



# | Governance



We reinforced accountable, transparent governance and consulted colleagues to define the firm values, resulting in the SPHERE acronym (Supportive, Professional, Honest, Encouraging, Respectful and Empowering). The firm’s Management Committee continually ensure stakeholder interests guide decisions.





# *Workers*



# *Employee Impact - Developments in the last 18 months*

## People focused improvements

- Enhanced family policies and family benefit policies.
- Introduction of a sabbatical policy.
- Enhanced, updated and new reward strategy and benefits, long-service awards, Extra Mile Award and Exceptional Performance Bonus.
- Created clearer career development pathways for all fee-earners supported by an enhanced competency framework and revised appraisal process incorporating Edwin Coe values.
- Diversity and inclusion remain priorities, with active monitoring and SRA survey participation. Introduction of a reformed DEI Committee which will set the firm's DEI strategy going forward, informed by the views and feedback from individuals at the firm. The firm's updated DEI statement will be launched very shortly.



- Introduced new roles (e.g. Legal Director, Head of Strategic Operations, Head of Knowledge & Innovation, Chief Growth Officer and Chief People Officer) and supported in role promotions and career development of existing employees.
- New lateral hire integration process and enhanced recruitment and onboarding processes.
- Launched the Edwin Coe SPHERE values framework.

## *Edwin Coe's Wellbeing Journey*

Over the past 18 months, we have strengthened our focus on workplace wellbeing, embedding mental health, psychological safety and proactive wellbeing support into the heart of our culture and aligned to the Edwin Coe SPHERE values.

Our approach recognises that wellbeing is fundamental to a healthy, productive and sustainable working environment and is central to our commitment to being a responsible business.





## Wellbeing Objectives

In February 2025, we introduced our first firm-wide Wellbeing Objectives. These reflect our culture and values and guide decision making across all aspects of people management and firm operations.

Our objectives are:

- To build wellbeing, including mental health, into the heart of our business.
- To increase awareness and understanding of mental health and actively support the wellbeing of everyone within Edwin Coe.
- To create a safe environment that empowers our people to talk openly and confidently about mental wellbeing.
- To commit to meaningful action and continuous improvement in support of the principles of the Mindful Business Charter.

Our Wellbeing Strategy has been developed around these objectives and continues to evolve as we gather insights from colleagues and sector best practice.

## Memberships and Commitments

In January 2024, Edwin Coe became a signatory to the Mindful Business Charter, reinforcing our commitment to reducing avoidable stress, promoting healthy working practices and fostering a collegiate and supportive culture across the firm.

## Wellbeing Survey

In March 2025, we conducted our first firm wide wellbeing survey, with 57% of colleagues responding. The survey provided valuable insight into the experiences of our people and highlighted areas for focus and future improvement. A follow up survey will take place in May 2026 to monitor progress and guide next steps.

## Wellbeing Month 2025

May 2025 marked the introduction of our first dedicated Wellbeing Month, which aimed to raise awareness, encourage open dialogue, and promote supportive wellbeing habits. Activities included:

- Facilitated workshops attended by 58 employees, identifying workplace stressors and shaping solutions.
- Online mindfulness sessions open to all colleagues.
- Distribution of green ribbons across the firm to raise awareness of mental health.

## Wellbeing Support and Resources

We continue to invest in a range of wellbeing resources available to all colleagues. These include:

- Access to our Employee Assistance Programme through Health Assured.
- The Wisdom Wellbeing App.
- Remote GP services through our Private Medical scheme.
- Access to the WorkLife Central platform, now with 63 active members - a 34% increase on the previous year.
- We also enhanced the mental health cover available through our Private Medical scheme, increasing inpatient mental health coverage from 28 to 45 days per year and outpatient mental health cover from £2,000 to £10,000.

## Mental Health First Aiders

Recognising that wellbeing is a shared responsibility across the firm, 12 volunteers from various departments trained and qualified as Mental Health First Aiders. They provide early support, guidance and reassurance to colleagues and help promote an open, supportive environment for conversations about mental health.

## Physical Wellbeing

Our wellbeing initiatives also support physical health, including onsite flu vaccinations and regular participation in the firm's running club, which continues to attract colleagues from across departments.

## Financial Wellbeing

We continue to uphold our commitment to financial wellbeing, including maintaining our London Living Wage accreditation.







## *What's Next for Wellbeing in 2026*

**Building on the strong foundations laid,  
our plans for 2026 include:**

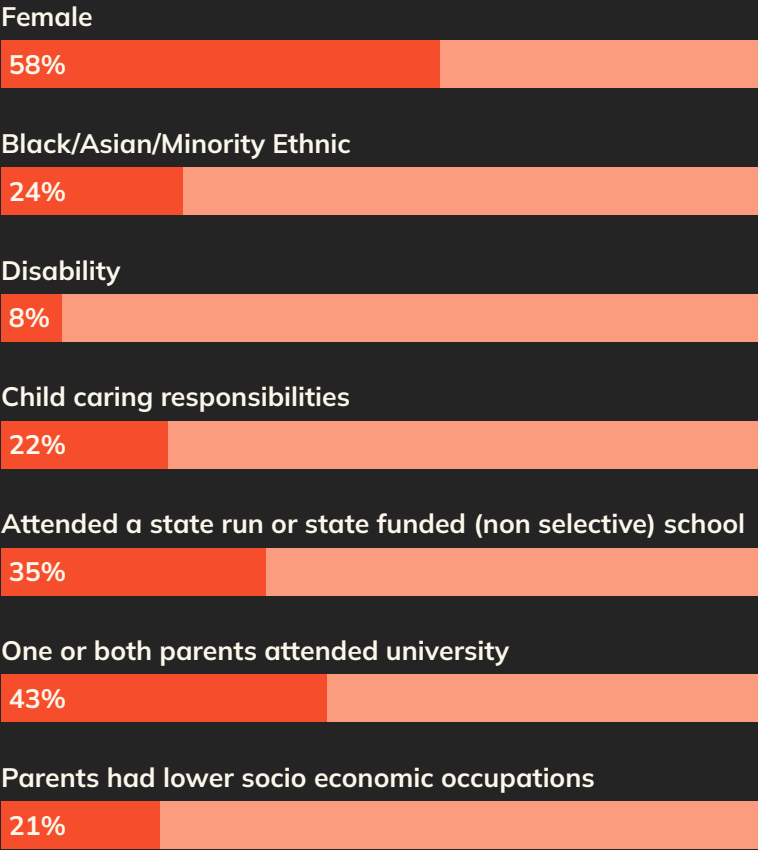
- A Stress Awareness webinar in April 2026.
- Our follow up wellbeing survey in May 2026.
- The launch of our second Wellbeing Month in May 2026.
- Firm wide guidance on email etiquette to address feedback regarding stressors linked to communication habits.
- Continued review and refinement of our benefits package to further enhance wellbeing support.

*Building a more diverse,  
equitable and inclusive firm*

As an SRA-regulated firm Edwin Coe continues to monitor and benchmark its diversity data against the wider profession. We collect data about the diversity make-up of our workforce every two years.

Everyone in the firm is given an opportunity to respond and we encourage participation but we do not compel anyone to provide their diversity information. Our response rate in June 2025 was 61%.

Our firm wide results were



Based on 61% response rate.





# Community



# *Giving back*

## Community Engagement



187 volunteering  
and pro bono hours



£2,837 charitable  
giving to Impetus



Successful  
pro bono legal  
assistance  
in Manolete v  
White case

- Volunteering and pro bono contributions totalled **187 hours** during the period.
  - Charitable giving included **matched donations** to Impetus and prior support for Free 2B Alliance.
  - Charitable giving **£2,837** to Impetus.
  - Participation in B Corp community initiatives such as the **Collaboration Exchange** and **B Corp Month**.
- The creation of a cross-firm **CSR committee** to maximise our improvements on all things CSR including ESG, DE&I, Charity and Community.
  - In early 2025, Edwin Coe LLP became **one of only six** founding lawyers for the Commonwealth Pro Bono Centre demonstrating its **longstanding commitment to pro bono**.



## *What's next?*

- Introduction of a firm wide pro bono policy to encourage and support fee-earners to undertake high-quality pro bono work and the introduction of better recording of non-client/matter related pro bono initiatives and hours undertaken.
- Confirm Charity of the Year for 2026 following the nomination of shortlisted charities by individuals at the firm.





A photograph of a park with a fountain, trees, and a brick building. The fountain is in the center, with water spraying upwards. To the left are large green trees. In the background is a large brick building with many windows. The foreground is a green lawn.

# *Environment*



*We are committed to reducing our environmental impact through sustainable operations and continuous improvement.*

## Reducing the impact of our operations

### Environmental Stewardship

We monitor emissions across Scope 1, 2 and 3.



- Scope 1  
0 TCO<sub>2e</sub>



- Scope 2  
0.0 TCO<sub>2e</sub> due to  
REGO certification

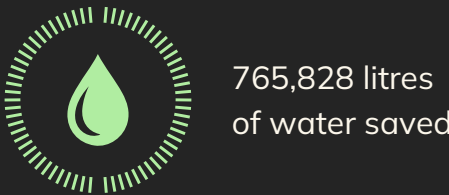
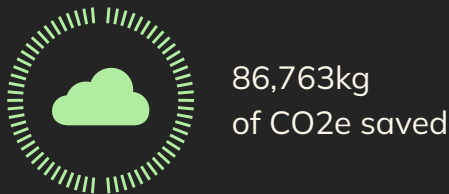


- Scope 3  
0.53 TCO<sub>2e</sub>

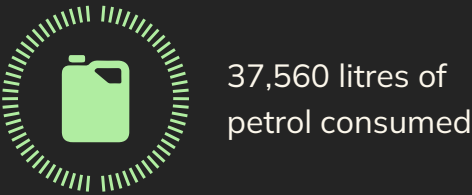
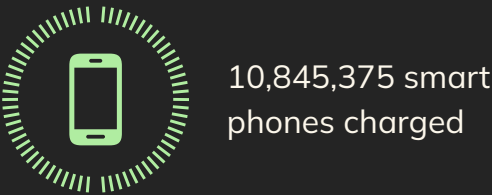
Key initiatives include the use of renewable energy tariffs, LED lighting, occupancy sensors, and other measures to reduce energy consumption and carbon emissions.

# 2025 zero to landfill report

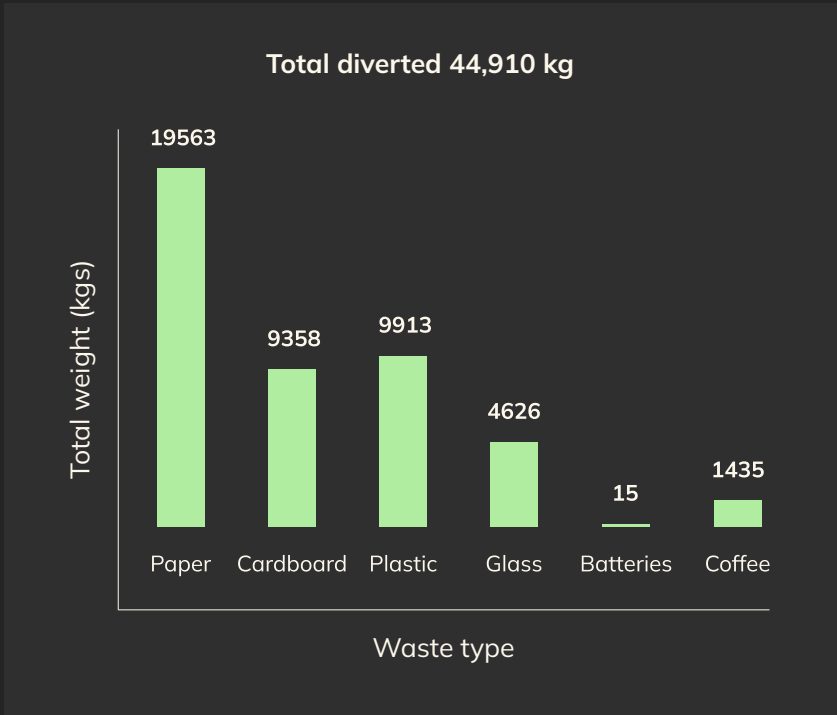
## Reduced impact of operations



## Equivalent CO2e savings



## Waste diverted from landfill





# Key Achievements

- Energy reduction equalling lowering our carbon emissions - despite our occupancy numbers increasing.
- Completed actions on Environmental Action Plan 2024 including:
  - Occupancy sensors installed in boardroom floor lobbies.
  - Creation of EMS (Environmental Management Scheme) to help embed behavioural change and to encourage individuals at the firm to adopt more environmentally friendly practices, to drive down their carbon footprint and to ensure preparedness for evolving environmental compliance obligations.
  - Policies created for EPP (Environmentally Preferable policy), WFH sustainably, Sustainable working in the office and Travel and Expenses Policy.
  - Regular electrical maintenance of all electrical equipment.
- Changing electricity tariff at number 1 and 2 to a renewable energy tariff.
- Completion of storage heater project of replacing old units with more sustainable heaters.
- Completion of LED (Low energy lighting) project.
- Enhancement of our Travel and Expenses Policy to include detailed sustainability reporting for all of our corporate travel and hotel bookings. The firm has partnered with TAG Global Travel to support the firm identify its emissions from corporate travel more clearly, educate and guide individuals to make lower-impact booking choices, and documenting the firm's progress toward sustainability targets. Sustainability is not a separate add-on; it is integrated into the firm's Travel and Expenses Policy, booking process, reporting, and supplier selection for all aspects of our corporate travel and hotel arrangements.
- Introduction of a simpler and more effective waste and recycling system to strengthen our environmental efforts and reduce the volume of recyclable materials sent to landfill. By making the process clearer and easier for everyone across the firm, we aim to increase recycling accuracy, improve overall recycling rates and ensure a greater proportion of our waste is diverted away from landfill.

# Ongoing Initiatives

- Working towards Green Mark Level 2 certification, with certification targeted for completion in Q2 2026.
- Green week incorporated as part of the annual wellbeing month initiative to improve staff awareness and engagement with waste procedures and green initiatives both in the office and in hybrid working environments.
- Purchasing off more green sustainable products and services by adherence to the firm’s Environmentally Preferable Policy and the procurement matrix which embeds environmental responsibility into purchasing decisions.
- Only using water-based paints to replace oil-based paint.
- Started accurate weighing of organic waste.
- Paperlite survey and policy.

# Challenges we face

- Listed building restrictions, for example no double glazing, no solar panels.
- Very old building infrastructure, especially number 2 with the central atrium.



## Future Green ideas

- Courtyard café planting.
- Further improvements to recycling and waste management processes to increase staff engagement and improve percentage of recyclable waste and decrease contamination by staff.
- More Green communication on ECconnect.
- Exploration of the introduction of a Third Party Supplier Onboarding Survey. The firm’s commitment to continuous improvement is supported by strong management backing and follows a plan-do-check-act methodology. We are committed to continuously refine processes and improve our environmental performance.





*Customers*



## Client Evaluation

**We undertake a process of evaluation for clients who may be operating in potentially controversial industries before onboarding to ensure we continue act in support of B Lab Standards at all times and avoid contributing to any negative social or environmental impacts of potential clients.**

Key Client Programme and client listening exercises initiated to inform service improvements. We continue to provide ethical, high-quality advice supported by our client listening programme and end of matter feedback surveys.

### Challenges faced

- Key Client Programme and Client Listening Programme has not made as much progress as planned and this is a priority project for 2026.

### Using the law to promote sustainability

We are members of the Better Business Act. The Better Business Act is the flagship policy campaign from B Lab UK. The mission is simple but transformative: to amend UK law so that every company aligns the interests of shareholders with those of wider society and the environment.

### Targets/next steps for ongoing improvement

- Map evidence and update internal processes to support the new B Lab Standards; and
- Engage working groups in identifying targets for 2026 and developing a programme of improvements.



# Delivering Justice. Supporting Business. Managing Risk.

As part of its B Corp Impact Assessment, Edwin Coe has reviewed and strengthened the policies, processes and practices that underpin its client service.

These initiatives reflect the client-related elements of the assessment and demonstrate the firm's commitment to quality, transparency, data protection, continuous improvement and delivering bespoke legal solutions that meet the unique needs of our clients.

We welcomed **3257** new clients in the period covered by the impact statement.



We have formal quality control mechanisms in place.



We protect customer data through a formal, public privacy policy.



We hold third party quality certifications or accreditations.



We explain data collection, use, retention, and sharing, giving customers control over their data.



We have customers service feedback or complaint mechanisms in place and monitor customer satisfaction.



All email list building and email marketing strategies are GDPR compliant.



**EDWIN  
COE**

## *Conclusion*

**Our B Corp certification marks an important milestone, but it is not an endpoint. It is a framework that challenges us to listen more carefully, act more deliberately and continually improve the way we do business. We are proud of the progress made to date, and equally clear eyed about the work ahead.**

As we prepare for recertification under B Lab's evolving standards, our focus will remain on embedding our purpose into everyday decisions, strengthening accountability and deepening our positive impact for our people, our clients, our communities and the environment.

We look forward to continuing this journey together, guided by our values and committed to being a responsible, sustainable and trusted firm for the long term.