



2024-25 ESG Report



Alison Brennan, Member of the DTM Legal ESG Committee

EXECUTIVE SUMMARY

Building a Responsible Future Together

ESG is at the heart of how we work with clients, colleagues, and our wider community. At DTM Legal, we see ESG as an opportunity to create lasting value: by acting responsibly, supporting those around us, and helping our clients navigate their own ESG journeys.

We are proud to present our first Environmental, Social, and Governance (ESG) report. This marks a significant milestone in our ongoing commitment to operate responsibly, ethically, and sustainably, while delivering exceptional legal services to our clients and the broader community.

We recognise that the legal profession plays a pivotal role in shaping a fairer, more sustainable society. Over the past two years, we have been evaluating the most effective approach to implementing a responsible ESG culture that benefits us, our clients, and broader stakeholders.

The key drivers were developed long before we adopted a new reporting standard; they were already embedded in our values. Our long-standing work in social engagement was the pillar that led us to take the next step, measuring our carbon impact. The carbon emissions audits have allowed us to gain an insight, beyond the balance sheet, into how our business operates, throwing up quite a few surprises along the way.

The climate crisis is here, we are willing to face the challenges head-on and we know through our own discussion that this is not a simple route to net zero.

The report will show how we have organised to create a sustainability governance panel, developed an action plan for the next year and highlight the challenges we need to address to reach a sustainable net-zero target.

GOVERNANCE AND ACCOUNTABILITY

Heads of Department and Partners have oversight of sustainability committee decisions through board representation and regular communications at senior board meetings.

Members on the ESG Committee during the year were:

- Alison Brennan (Head of Compliance and Service Delivery)
- Kate Roberts (Head of Liverpool)
- Richard Harris (Partner)
- Georgia Morris (Marketing Consultant)
- Alex Ashbrook (Trainee Solicitor)
- Molly Clapham (Senior Paralegal)
- Michael Panton (Digital Marketing Executive)

The ESG Committee was formed and met twice during this period, with meetings attended by all members.



2024/2025 summary of activity and performance

This year included an office relocation for our Chester team, which created a temporary emissions uplift. We expected some increase from the move; however, it also surfaced an important learning point around refrigerant choice and supplier diligence.

Carbon footprint

Total carbon output increased from 118,194 kgCO₂e to 224,125 kgCO₂e (year-on-year change).

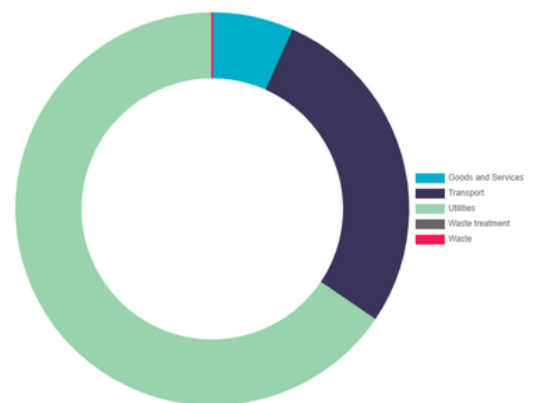
- 153,510 kgCO₂e at the Chester office (primarily due to R410A)
- 9,377 kgCO₂e at the Liverpool office (down from 11,336 in 2023)
- 61,237 kgCO₂e from all other company activities (including travel to work)

Your carbon total

224124.701 kgCO₂e

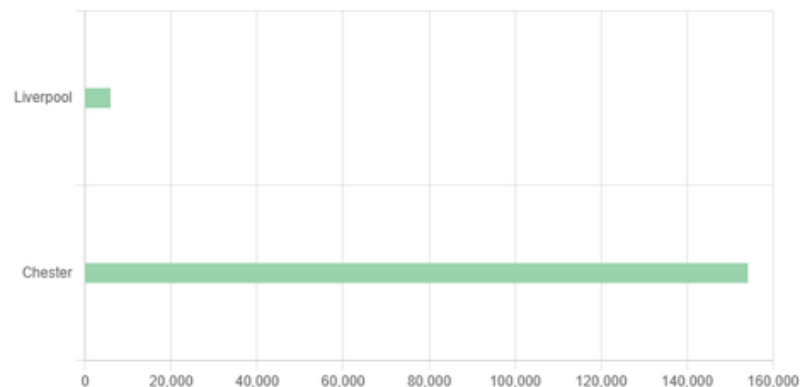
Human-caused emissions from all major sources—from power plants and oil refineries to rice cultivation, cement production, and shipping. This emissions inventory is tied to direct observations of emissions sources, and creates opportunity for meaningful action to decarbonize specific activities.

Your emissions overview



Utilities

159900.149 kgCO₂e



KEY DRIVERS OF IMPACT AND IMPROVEMENT

Air Conditioning

Following the Chester office move, we later became aware that 63 kg of R410A was added to the air conditioning system. R410A has a high global warming potential, making this a material environmental drawback. The stark contrast between the Liverpool and Chester office emissions emphasises the significant impact that this had on office emissions. This has been treated as a key lesson for future premises decisions.

Utility Emissions Increase



↑ **132768** kgCO₂e

R410A Percentage of overall Utility Emissions in Chester



 **93.34** %

Waste management improvements

Waste data was not included within the reporting boundary for 2023. This has now been incorporated, representing an expansion in the reporting boundary. We are now committed to reporting waste treatment moving forward.

Avoided waste management emissions

The following figures represent emissions avoided as a result of our waste management decisions. These are not reported as direct emissions reductions, but rather as the difference between a baseline scenario (where waste is sent to landfill) and the emissions associated with the selected disposal methods.

General waste diverted to Refuse-Derived Fuel (RDF) rather than landfill



Liverpool

Chester

♻️ **280** kgCO₂e | ♻️ **405** kgCO₂e

Paper recycling (rather than landfill) avoided



♻️ **3000+** kgCO₂e

Wider mixed recycling also contributed towards significant avoided emissions



Liverpool

Chester

♻️ **528** kgCO₂e | ♻️ **760** kgCO₂e

Furniture from the old Chester office was donated/sold rather than landfilled, avoiding (primarily through avoided manufacturing emissions).



♻️ **3,500** kgCO₂e

KEY DRIVERS OF IMPACT AND IMPROVEMENT

Energy efficiency

LED lighting installed in place of conventional lighting. This will avoid ~1,600 kgCO₂e each year, reflecting longer lifespan and lower energy consumption (with installation impacts expected to be offset rapidly through savings).

Lower-travel ways of working

Continued flexibility and effective remote collaboration reduced travel demand. By supporting home working, emissions from travel reduced from 76,235 kgCO₂e to 62,218 kgCO₂e

Travel Emissions Reduced by



↓ **18.38** %

By enabling employees to work from home, DTM Legal avoided an estimated 76,903 miles of car commuting. Based on employee-reported vehicle types and standard emission factors, this corresponds to approximately 19,624 kgCO₂e of avoided emissions.

LOOKING AHEAD

In 2025/2026 we will focus on turning this year's learning into tighter controls and clearer reduction pathways:

Standards for heating

Introduce a clear requirement to avoid high-GWP gases where possible and, when replacement is needed, to use lower-GWP alternatives such as R32.

Carbon reduction plan

Use carbon tracking insights to set practical reduction targets for the next 12–24 months, prioritising the biggest drivers (energy, refrigerants, commuting and business travel).

Waste and recycling maturity

Expand “reduce and reuse” behaviours, with clearer office guidance for non-standard waste streams and strengthened supplier expectations.

Energy efficiency in practice

Continue behaviour change (shutdown routines, lighting controls) alongside ongoing building and facilities improvements.



*Kate Roberts, Member of
the DTM Legal ESG
Committee*



*Richard Harris, Member of
the DTM Legal ESG
Committee*

Social

2024/2025 summary of activity and performance

We see “Social” as both our culture inside the firm and our impact outside it. How we support colleagues, contribute to our communities, and help widen access to the profession.

Stakeholders

- Our staff
- COTY
- Educational organisations/students
- Business community
- Non-professional community



Feedback

- We retain limited formal feedback on our social and community activity and, at present, there is minimal reporting or quantification of performance.
- Outcomes are typically captured on a case-by-case basis (for example, informal comments from beneficiaries, event organisers or partner organisations) and are shared internally with colleagues and, where appropriate, externally via our social media channels.
- This information is used mainly to recognise team involvement, demonstrate impact through individual stories, and help inform future choices about the causes and initiatives we support.
- Longer-term tracking, consistent measurement and consolidated reporting are not yet established, but are areas for development as our ESG approach continues to mature.

ENGAGEMENT

Our people and workplace culture

- Continued investment in training, development, and firm-wide engagement, strengthening a supportive culture where people can thrive.
- Focus on wellbeing through access to health support tools and trained mental health first aiders, alongside flexible working options that support work-life balance.

Charitable giving and community contribution

- Charity fundraising remained a visible part of firm life, with colleagues supporting initiatives across the year. In our 2025 report, we recorded £2,500 raised for Charity of the Year activity, plus an additional £1,000 raised by an individual fundraiser.
- Community support includes ongoing involvement in local and regional initiatives, pro bono support routes, and sponsorship of community organisations and clubs where appropriate.

Social mobility and education

- We continued to support social mobility through engagement with education and careers networks, helping demystify routes into the legal profession and showcasing the breadth of roles within a modern law firm.
- We engage with schools, colleges and universities to help develop future talent, offering careers insight, mentoring and opportunities to learn from legal professionals.
- Where possible, we support students through work experience, placements and skills-based sessions that bridge education and practice.

Community Investment

- DTM Legal's community investment is primarily delivered on an ad hoc basis, typically through modest financial contributions alongside practical support such as sharing our legal expertise where it can add real value. Projects are often chosen because they align with causes supported by our people, including initiatives with a personal connection to members of the team, helping us contribute in a way that's both meaningful and locally rooted.

Business community

- We actively participate in local and regional business networks and events, sharing knowledge and supporting sustainable growth across the communities we serve.
- Our engagement includes attending, sponsoring and contributing to panels and discussions, as well as providing practical guidance to founders and SMEs.

Non-professional communities

- Beyond professional networks, we support local community groups and grassroots initiatives that matter to our people and our clients.
- This is often delivered through small-scale contributions, volunteering and ad hoc support, with a focus on making a tangible difference at a local level.

Local Procurement

- The majority of suppliers for DTM Legal are local with smaller purchases made by staff needing improved reporting but currently believed to predominantly use multinational companies.

LOOKING AHEAD

In 2025/2026 we will build on established activity with clearer measures and more consistency:

Wellbeing and inclusion

Extend awareness and support initiatives, ensuring people know what resources are available and feel confident using them.

Social mobility pathways

Increase the frequency of meaningful outreach with careers sessions, practical insight talks, and structured opportunities where feasible given confidentiality constraints.

Charity and volunteering

Maintain a focused Charity of the Year approach, while continuing to champion colleague-led fundraising and community projects.

Measuring impact

Improve internal tracking of participation (events, volunteering time, outreach activity) so we can evidence outcomes more clearly year-on-year.



*Alex Ashbrook, Member of
the DTM Legal ESG
Committee*



*Molly Clapham, Member of
the DTM Legal ESG
Committee*

Governance

2024/2025 summary of activity and performance

Strong governance ensures that our ESG activity is credible, aligned to our values, and supported by meaningful oversight.

Oversight and decision-making

- The ESG Committee provides a practical mechanism to identify opportunities, set priorities, and drive delivery across environmental, social and governance themes.
- Heads of Department and Partners provide oversight via board representation and routine senior board meeting communications.
- Board members on the ESG Committee: Alison Brennan, Kate Roberts, and Richard Harris.

Risk, compliance and professional standards

- We maintain robust risk and compliance practices, with a dedicated Quality & Risk function supporting strong controls, particularly in areas such as information security and client confidentiality.

Equality, diversity and inclusion

- We maintain a clear commitment to equality, diversity and inclusion, supporting fair recruitment and an inclusive workplace culture. We also participate in the Solicitors Regulation Authority's biannual diversity survey to help monitor and strengthen our approach over time.
- Our firm's equality and diversity information is published and kept under review ([as per the firm's website page](#)).

Human rights

- [Our approach to human rights is aligned with UK legal requirements and expectations, supported by relevant internal policies.](#)

LOOKING AHEAD

In 2025/2026 we will strengthen governance by improving consistency, documentation, and measurement:

Clearer ESG governance rhythm

Regular committee updates into senior leadership meetings, with defined annual priorities and ownership.

Supplier and project diligence

Introduce stronger checks for sustainability impacts in major decisions (e.g., premises projects, refrigerants, procurement).

EDI progression

Continue monitoring and reporting in line with the SRA diversity survey cycle, and identify practical actions where gaps are highlighted.

Data and assurance

Develop more consistent internal reporting on ESG metrics (carbon, travel, waste, social value activities), appropriate for an SME and proportionate to our operations.



*Georgia Morris, Member of
the DTM Legal ESG
Committee*



*Michael Panton, Member of
the DTM Legal ESG
Committee*

Closing summary

2024/2025 marks a significant step forward for DTM Legal: not only publishing our first ESG report, but strengthening the way we measure, govern and deliver responsible business practices. We reduced our carbon output year-on-year, made tangible improvements through waste diversion, recycling, energy efficiency and smarter ways of working, and remained committed to our people and communities through fundraising, wellbeing and social mobility initiatives.

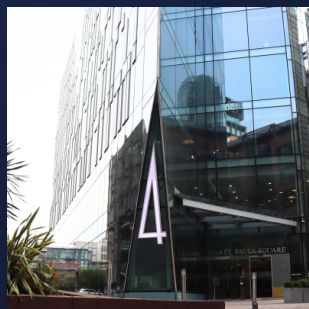
We also acknowledge where we must improve, most notably the high-impact air conditioning decision following the Chester office move. That experience has sharpened our approach and will directly inform how we manage premises, suppliers and environmental risk going forward.

In 2025/2026 we will focus on: tighter environmental controls, clearer target setting, stronger ESG governance and reporting, and deepening our social value while ensuring ESG remains embedded in how we work with clients, colleagues, and our wider community.



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