



Environmental Social Governance

2025
REPORT



Our Purpose

DTM Legal is built on three fundamental principles: being a Trusted Partner, delivering Legal Excellence, and providing Outstanding Service. These values permeate the firm, influencing our client interactions, internal culture, and broader community engagement. We are deeply committed to our work and the people involved, and we strive to make a positive impact on the community.

Our ESG policy encompasses various aspects of our business operations, guided by our core values. While the specifics of ESG are broad, DTM Legal's policy focuses on key pillars of our activities, ensuring we continuously aim for a positive community impact.

Our Goals

DTM is committed to keeping ESG at the heart of its business and its decisions. In 2025 we continued on our journey, continuing our strategic growth whilst ensuring we operate in a way that is beneficial to our environment, the communities we serve and the staff that make us who we are.

We want to achieve this by the following goals:

- DTM to be a firm that is known to make a difference to its people, its clients, its communities and beyond.
- Effectively track and reduce the carbon produced as a result of our business activity
- Continue to empower our ESG Committee to help develop and deliver ESG initiatives.
- Improve ways to engage and educate our people on DTM Legal's ESG aims.
- Continue to engage with our local communities with a focus on improving pathways into a legal profession, supporting business growth, supporting environmental projects and encouraging charitable giving.

Environmental Priorities

Carbon Tracking

Recycling & Waste Management

Reduce Energy Consumption

Going Paper Light

Reduce Work Related Travel



Carbon Tracking

DTM Legal is committed to reducing our environmental impact through a proactive, data-led approach to carbon management. Through our continued partnership with Carbon Happy World, we now have our first full year of carbon tracking in place and are using this data to set meaningful reduction targets. This insight is helping us identify where we can make further improvements across the business, while also evidencing progress already made — including reducing work-related travel, cutting down our use of paper, improving waste management and recycling, and identifying practical ways to reduce our energy usage.



Working with Carbon Happy World enables our ESG Committee to take a targeted approach to minimising the environmental impact of our operations, ensuring sustainability is embedded in our day-to-day practices. By continually assessing our footprint and acting on what the data tells us, we aim to deliver measurable, ongoing improvements in our environmental performance.

Recycling & Waste Management

As a law firm, we are in the fortunate position of not generating large volumes of waste. However, we remain committed to responsible waste management and recycling practices to minimise the impact of the waste we do produce.

We partner with our Carbon Net Zero waste management provider for regular waste collection and disposal, ensuring waste is managed effectively and recycled wherever possible. Through this approach, we have avoided over 46,000kg CO₂e to date.

For waste streams not covered by our core service — including printer cartridges and outdated technology — we now ensure these items are recycled or repurposed wherever possible, helping to prevent unnecessary landfill and supporting a more circular approach to resource use. Through these measures, we continue to reduce our environmental footprint and embed sustainable practices across our day-to-day operations.

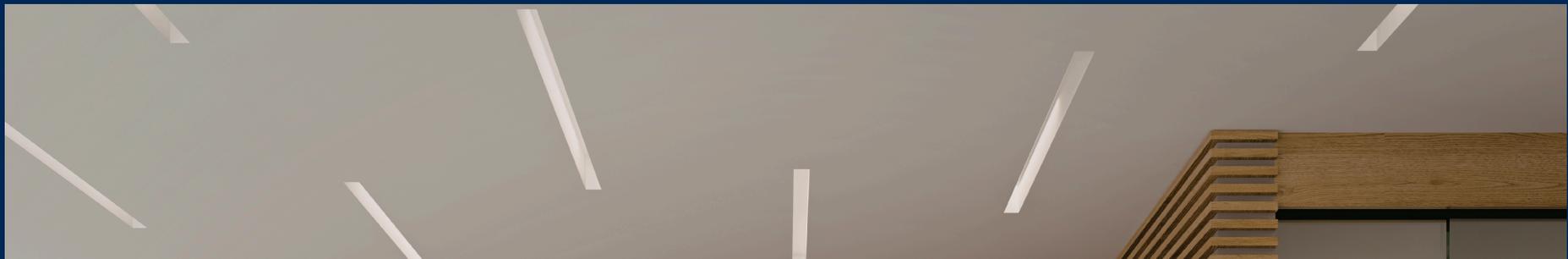


Reduce Energy Consumption

Reducing energy consumption across the firm is a key focus of our environmental activity. We recognise that small, consistent actions can deliver meaningful results over time.

Over the past year, we have replaced conventional office lighting with LEDs, delivering an estimated 251kg CO₂e annual reduction in emissions. Alongside this, we are encouraging practical energy-saving behaviours across all offices, including ensuring computers, screens and other devices are fully powered down overnight. We have also reviewed our lighting controls so that lights switch off after a shorter period of inactivity, helping to avoid wasted energy in areas that are not in use.

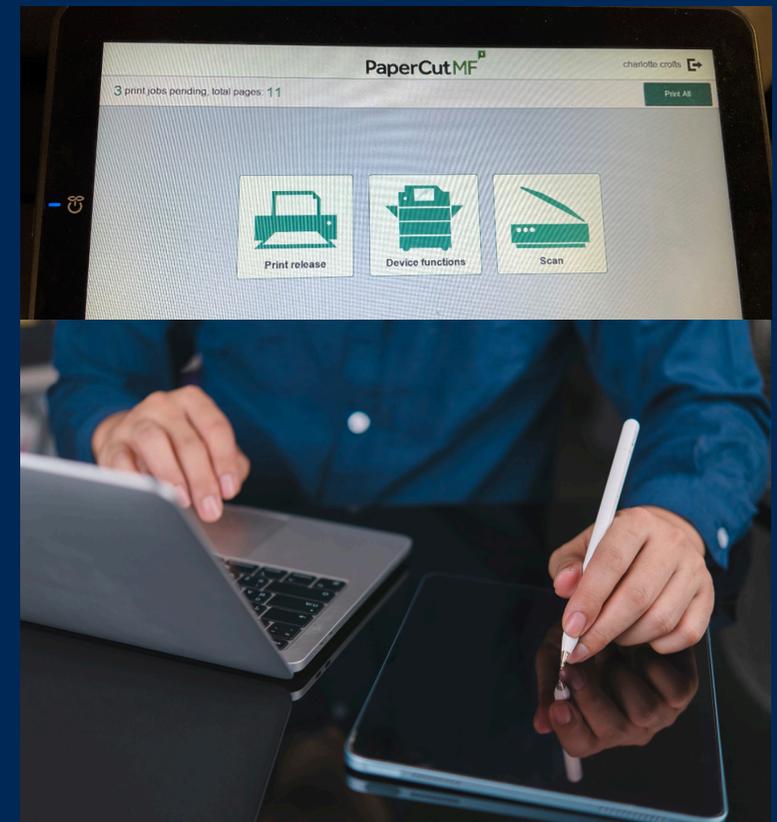
By combining targeted upgrades with everyday good habits, we are working to embed energy efficiency into our culture and reduce our overall environmental footprint.



Going Paper Light

Moving towards a paper-light approach remains a priority for the firm. We recognise that certain legal and regulatory requirements, as well as the expectations of some institutions within the legal sector, mean it is not always possible to operate entirely paperless. However, we are committed to reducing our reliance on print wherever possible and ensuring any paper we do use is managed responsibly.

Over the past 12 months, we have taken steps to monitor paper consumption, reduce unnecessary printing, and encourage digital-first ways of working across teams. Where printing is required, we work with external partners to ensure paper waste — including confidential waste — is securely collected and recycled. These measures have contributed to a reduction in our carbon footprint of more than 3,000kg CO₂e over the last year, while maintaining the standards required for our clients and the sector.



Work Related Travel

Reducing work-related travel is a high-impact area we have been able to focus on. Following the move to our Chester office, improved teleconferencing facilities and additional meeting rooms have made it easier for teams to hold client calls and internal meetings remotely, reducing the need for travel between offices and to external appointments where it is not essential.

We have also taken practical steps to reduce car use as part of commuting and business travel. Changes such as reduced staff parking, alongside encouraging public transport, cycling and walking, and providing greater flexibility for home working, have reduced the number of staff choosing to drive. Avoided car journeys helps us to reduce emissions while maintaining high standards of service and collaboration.





Social Priorities

Our People

Charitable Giving

Social Mobility and Education

Employment & HR Leadership

Business Support

Community Support



Our People

Investing in our people is a vital part of not only our success as a firm, but in creating a workplace we are genuinely proud of. We are committed to building a supportive culture where everyone has the opportunity to thrive, develop and feel valued.

We invest in continuous training and development, ensuring our teams have access to the resources, guidance and support they need to build their skills and grow within their roles. We also recognise that a positive working environment is shaped by connection and shared experiences, so we organise regular firm-wide and team events and encourage colleagues to highlight social and networking opportunities they would like to be involved in.

Beyond the workplace, we actively support staff who engage with charitable initiatives, fundraising and community events — helping to champion the causes that matter to our people and reinforcing our commitment to making a positive contribution outside of the firm.



Charitable Giving



Each year, DTM Legal selects a Charity of the Year to focus our fundraising efforts and bring colleagues together behind a shared cause. For this year, our chosen charity is Dementia UK. Through a wide range of fundraising initiatives, we have raised over £2,500, with an additional £1,000 raised by an individual member of staff through their fundraising page.



Our teams have embraced fundraising with real energy and creativity — hosting bake sales, running quizzes, taking part in running events, completing the Gower Coast Challenge, and supporting a variety of other activities throughout the year. Alongside fundraising, we have also placed a strong emphasis on education and awareness, welcoming staff from Dementia UK to deliver drop-in sessions at both offices, giving our colleagues the opportunity to ask questions, learn more, and better understand the impact dementia has on individuals and families.



In addition to our Charity of the Year activity, our people continue to support causes close to their hearts. Over the past year, colleagues have raised funds for a broad range of charities, including local hospices, cancer charities and community projects, among others. These individual initiatives reflect the values of our firm and help to create meaningful impact across the communities and causes we care about most.



Social Mobility and Education

We are committed to supporting social mobility and widening access to the legal profession by helping more people understand the routes into a legal career and what working in law can really look like. We continue to work closely with local careers hubs and educational institutions to provide advice, contribute to careers programmes and deliver sessions that offer practical insight into the profession. As well as explaining entry pathways, we focus on engaging the next generation by sharing real experiences from across the firm and highlighting the breadth of roles and opportunities available within the legal sector.

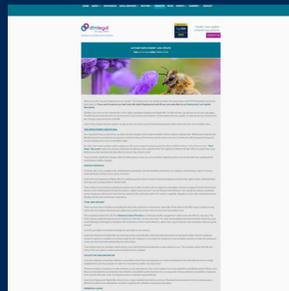
While formal work experience placements can be limited due to the confidential and sensitive nature of much of our work, we remain focused on creating meaningful development opportunities where we can. In 2025, we were proud to double our trainee solicitor intake, reinforcing our long-term commitment to talent development and investing in the partners of the future.



Employment & HR Leadership

DTM Legal continues to support HR professionals across the region through the North West HR Group, a platform created to promote best practice and foster a strong, collaborative network of HR and employment law professionals.

Through regular information and networking sessions, we bring members together to share experiences, discuss emerging challenges and learn from regional experts. We also provide quarterly legal updates as well as share insight articles, helping HR teams stay on top of key developments in employment law and ensuring they remain well informed, confident and well resourced in their roles.



Business Support

DTM Legal remains committed to supporting innovation-led businesses across our region, with a continued focus on the FinTech and wider tech ecosystem. This year, we have continued working alongside our fellow partners in the LCR FinTech Growth Group, supporting regional FinTechs through collaboration, shared insight and initiatives aimed at helping businesses start, scale and succeed.

We also announced our partnership with Knowledge Quarter (KQ) Liverpool as an Expert Advisor on the KQ Click initiative. This partnership is enabling members of the DTM Legal team to connect with businesses across Liverpool's innovation district and provide practical guidance and support as they navigate key legal and commercial considerations.

Beyond these initiatives, our people continue to play an active role in professional networks across the region, sharing insights with business leaders and contributing to conversations that strengthen the local business community and support sustainable growth.



Community Support



At DTM Legal, supporting the community is not limited to the initiatives identified by our firm. Our team is actively encouraged to seek opportunities to give back to the communities in which we operate, providing support to individuals and local businesses. We provide pro bono legal support through Cheshire Connect, and we continue to support the Cheshire Later Life Hub, a volunteer-led initiative offering resources for older individuals.



Our commitment extends to sponsorships and support for local sports teams, including Chester and Caldy Rugby Clubs and Parkdale Football Club. Whilst there are limits to the support we are able to give, we are always open to considering a cause which a member of our team wishes to champion. We are also a member of the Chambers of Commerce for several of the areas in which we operate, and broadly seek opportunity to support professional networking, knowledge and skills sharing across the North West.





Governance Priorities

Equality, Diversity, and Inclusion

Employee Wellbeing

Risk & Compliance

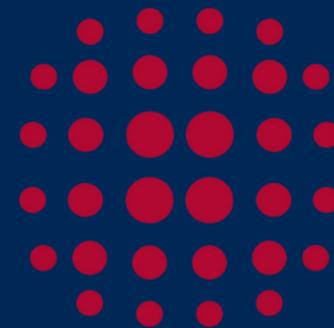
ESG Committee



Equality, Diversity, and Inclusion

At DTM Legal, we believe that fostering equality, diversity, and inclusion is fundamental to delivering exceptional service to our clients. We are committed to recruiting the best talent based solely on skill, dedication, and suitability for the role, irrespective of age, gender, ethnic origin, or other personal characteristics. We aim to create a workplace where everyone feels valued and supported, reflecting the diversity of the clients and communities we serve.

To maintain and improve our standards, we participate in a biannual diversity survey conducted by the Solicitors Regulation Authority (SRA). This survey provides valuable insights into the diversity of our team and helps us identify areas where we can further strengthen our inclusive culture. Our commitment to equality, diversity, and inclusion is an ongoing journey, and we continually seek ways to enhance our practices in support of a fair and representative workplace.



Solicitors
Regulation
Authority

Employee Wellbeing



At DTM Legal, we prioritise the physical and mental well-being of our staff, recognising that a healthy, supported team is essential to our success. We are committed to fostering an environment that promotes wellness through a variety of resources and initiatives. Our employees have access to online health tools that offer support for both mental and physical health, ensuring assistance is readily available when needed and in-house we have trained mental health first aiders to assist.

We also encourage a healthy lifestyle through our cycle-to-work scheme, which supports both fitness and sustainable commuting. To further promote work-life balance, we offer flexible working options and the ability to work from home, allowing our team members to manage their personal and professional lives effectively. By investing in our employees' wellbeing, we create a workplace where everyone can thrive and perform at their best.

Risk & Compliance



At DTM Legal, maintaining rigorous risk and compliance standards is essential to our commitment to quality and integrity. We are dedicated to safeguarding our clients' information and upholding the highest standards across all areas of our practice, with a particular emphasis on cybersecurity.

Our dedicated Quality & Risk Manager plays a central role in overseeing these efforts, ensuring our policies, procedures, and security measures remain robust and effective. Through continuous monitoring, assessment, and improvement, we maintain a secure and compliant environment that protects both our firm and our clients.



ESG Committee

In order to ensure our ongoing commitment to creating meaningful and measurable progress on our Environmental, Social, and Governance (ESG) initiatives. We are proud to maintain our ESG committee, which was formed in 2025. This committee comprises staff from across the business, bringing diverse perspectives and expertise to our ESG efforts.

The ESG Committee plays a key role in shaping DTM Legal's ESG journey, working collaboratively to identify opportunities, set targets, and champion initiatives that align with our values and ambitions. By embedding ESG principles into our day-to-day operations, the committee will ensure that sustainability becomes a core part of who we are and what we do.





2025 REPORT

Acting with responsibility towards our communities is not only a moral imperative but also a cornerstone for sustainable business success. At DTM Legal we have a duty to contribute positively to society, fostering environments where both people and the planet can thrive. We believe that our proactive approach to ESG will inspire others to consider their impact and take meaningful actions.

For more information about DTM Legal's ESG policy, please feel free to contact us at information@dtmlegal.com.

