

A year in review

Responsible Business Report 2025





hello...

Welcome to our fifth annual Responsible Business Report. Our Responsible Business initiatives prioritise the wellbeing of our people, our aim to be a positive force in society and in the communities we serve, and our contribution to the protection and restoration of our planet.

Last year, we set a clear set of objectives aligned with the United Nations Sustainable Development Goals (UN SDGs). This year, we continue to build on our progress against those objectives by adding 14 new objectives designed to deepen our impact and drive meaningful change.

Among the many highlights of the year, I'm especially proud of the generosity and commitment shown by our people in many different ways. December was a particularly inspiring month, with our teams coming together to "give back". This ranged from sponsoring the Magic Maker programme at Birmingham Children's Hospital to working with the Pearly Kings and Queens Association to deliver toys to children in need and supporting the Royal Berkshire Hospital Acute Stroke Unit. These activities truly captured the spirit of the season and reflected our shared commitment to making a difference in some areas where it matters most.

We were also delighted to support Alzheimer's Research UK through a range of fundraising activities, helping to advance vital research in the fight against dementia.

Our new partnership with Maiden Cricket, a female-led clothing brand founded by two teenage sisters, represents an exciting step forward in championing young entrepreneurs, diversity and inclusion. We look forward to further developing this relationship in the year ahead.

Our ongoing collaboration with Regeneration Brinery continues to help open doors for young people from underrepresented backgrounds to explore careers in the property and regeneration sector. We were

especially pleased to welcome numerous participants in the Regeneration Brinery programme to our offices this year, offering insight, support and encouragement for their future careers.

These collective efforts are a powerful reminder of the positive impact we have when we come together with purpose and shared values.

We remain deeply committed to improving our environmental impact. Working with a carbon accounting and net zero partner has been instrumental in helping us better understand our carbon footprint and guiding us on our journey toward achieving net zero by 2040. We are also proud to have improved our EcoVadis score, an important milestone that reflects the progress we are making on our broader sustainability journey.

As we look ahead, our focus remains on building a business that not only delivers excellent results for our clients and our people but also contributes positively to society. Our commitment to responsible business is not about reaching an endpoint but about embracing growth, development and continuous improvement.

None of this would be possible without the enthusiasm and dedication of our people, clients and other external stakeholders. I am incredibly grateful to all of those who have contributed to our progress this year. Your efforts bring our values to life and drive us forward.

I look forward to seeing what we will achieve together in the year ahead.

Our purpose...

To deliver results that:

Delight our *clients*

Inspire our *people*

Support our *communities*

A photograph of a forest path covered in bluebells, with tall trees and a dense canopy of green leaves. The path is a narrow, winding trail through a forest. The ground is covered in a thick carpet of small, purple-blue flowers (bluebells). The trees are tall and slender, with their trunks forming a vertical rhythm. The canopy is dense with green leaves, some of which are slightly yellowed, suggesting early autumn. The lighting is soft and dappled, filtering through the trees.

Delivering results

Measuring the value and impact of our efforts is as crucial as the actions themselves, as it allows us to assess our progress and identify areas for improvement. In our last report, we set objectives for the next 12 months. What follows is a summary of our progress on each of these goals.

24/25 review of objectives

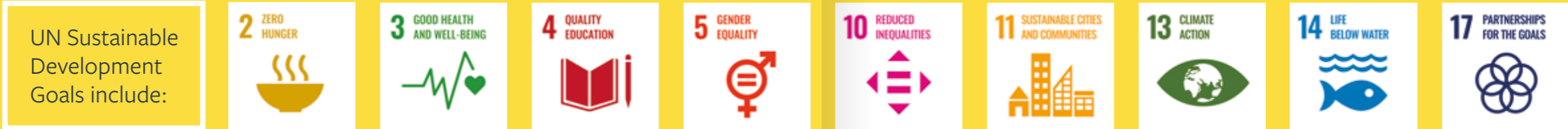
1.	Partner with clients on community development projects. This could include supporting local education initiatives, investing in community infrastructure, or participating in volunteer programmes.	✓	During the past year we have collaborated with clients such as HSBC and Barratt Homes West Midlands on community development projects.
2.	Invite clients to share their Responsible Business ambitions and achievements on the Purpose Pod.	✓	We interviewed Amanda Amass from Barratt Homes West Midlands who is responsible for their charitable initiatives. She spoke about the impact of volunteering as well as sharing some ways people can get involved.
3.	Collaborate with clients to promote diversity and inclusion within their organisations.	✓	We have successfully advanced diversity and inclusion by working closely with our clients. We have co-developed DE&I frameworks through our DE&I audit, supported the creation and refinement of inclusive policies and delivered workshops, training sessions, and awareness campaigns.
4.	Introduce a pregnancy loss policy to support our people.	✓	We launched a pregnancy loss policy to raise awareness of pregnancy loss and its impact in the workplace, alongside signposting the support available through our employee assistance programme and other useful organisations.
5.	Undertake a review of our existing DE&I partnerships and outreach programmes that progress our inclusion work.	✓	We have conducted a comprehensive review of our existing DE&I partnerships and outreach programmes to ensure that their impact aligns with our strategic DE&I goals. We will be implementing new partnerships and outreach programmes that best reflect our values and support our long-term inclusion objectives.
6.	Introduce key framework and governance documents to support our community groups to deliver on their agreed objectives.	✓	We have introduced new frameworks and governance protocols for our community groups to better support our agreed objectives.
7.	Roll out quarterly DE&I training to our people and undertake a quarterly review.	✓	Regular DE&I training has been provided across the Group.

8.	Introduce new rewards for our people that are designed to promote healthy living and positive habits.	✓	We gave our people access to the award-winning Help@hand app from Unum, which offers total health and wellbeing support including services such as 24/7 remote GPs, physiotherapy and medical second opinions. We also introduced the MediCash Cash Plan to provide cashback towards everyday healthcare bills.
9.	Refresh and relaunch our Social Impact Dashboard to gain access to improved analytics.	✓	We updated our Social Impact Dashboard to make it easier for our people to log the positive impact they are involved with at Gateley.
10.	Submit our first social mobility and employer index questionnaire.	✓	During the year we submitted our first entry to the Social Mobility Employer Index to assess our current practices and identify areas for improvement.
11.	Increase the number of volunteering hours undertaken by our people.	✓	We achieved a 151% increase in volunteering hours recorded on our Social Impact Dashboard.
12.	All offices to take part in World Alzheimer's Month to support our chosen charity partner, Alzheimer's Research UK.	✓	We encouraged our colleagues to 'go orange' in September in support of World Alzheimer's Month. Throughout our partnership with Alzheimer's Research UK we have donated a total of £26,305.
13.	Appoint sustainability champions across the Group.	✓	We appointed net zero agenda champions to support our sustainability agenda. They help us elevate awareness, actively promote new ideas and drive change across the Group.
14.	Measure our carbon footprint for our baseline year of 2023/24 to create a Carbon Reduction Plan to support our net zero targets.	✓	We are closely working with Flotilla, our carbon accounting partner to measure our carbon footprint for our baseline year of 2023/24 and are working towards a carbon reduction plan.
15.	Maintain and look at how we can improve our EcoVadis assessment score.	✓	Our latest EcoVadis reassessment scorecard shows improvement across all four categories achieving above average in three out of four areas. In recognition of our commitment to sustainability, we have also been awarded a Committed Badge.

25/26 objectives

- 1. Partner with local food banks to help address food insecurity in the community.
- 2. Give our people greater access to free educational materials on health and wellbeing.
- 3. Introduce a new safeguarding and sabbatical policy to support our people.
- 4. Establish partnerships with local schools to create educational outreach programmes that inspire and prepare students for future careers.
- 5. Support gender equality by creating inclusive opportunities that enable broader participation and representation across certain areas in society.
- 6. Maintain and look at how we can improve our social mobility employer index score.
- 7. Partner with local groups that focus on advancing DE&I initiatives and support them with sponsorship, volunteering and joint projects.

- 8. Provide our internal community groups with resources and support to host events, workshops and networking opportunities for our people.
- 9. Promote diversity in early careers by partnering on initiatives that create pathways for underrepresented groups, including structured work experience, diversity-focused research and tailored educational support.
- 10. Empower our Gateley Gives teams to strengthen community engagement in their local communities measured through the number of activities delivered and tracked through the Social Impact Dashboard.
- 11. All offices to support local community projects that enhance sustainability.
- 12. Implement and actively progress our Carbon Reduction plan, with the support of the Sustainability Task Force and the Sustainability champions.
- 13. Encourage our people to reduce plastic use and support ocean conservation initiatives.
- 14. Signpost volunteering opportunities for our people that contributes their time and skills to local community projects.





Delighting our clients

Connections that help us leverage diverse perspectives and resources, allowing our network to blossom into a more resilient and dynamic community.



Joining forces with Barratt Redrow for community wellbeing

During the year, we joined forces with our client, Barratt Redrow, to support a Birmingham-based refuge that provides short-term emergency accommodation and support for women and their children escaping domestic violence.

The volunteering day focused on improving the living environment at the refuge with activities including the painting of three bedrooms and two bathrooms, constructing a raised garden bed, painting a garden shed and carrying out general garden maintenance.

To help create a memorable experience for the children, the team brought along Build-a-Bear kits which were warmly received.

Collaboration empowers decision-makers

We are proud to have collaborated on an Inclusive Leaders programme with BusinessLDN, which represents over 170 leading employers in London, and Journi, which delivers programmes to improve the career progression of diverse individuals.

The programme enhances diversity, equity and inclusion (DE&I) practices within UK business by empowering decision-makers to drive real strategic change and achieve measurable impact through data-led approaches.

Structured around four workshops, the programme covered:

- 1. Measure:** How to measure inclusion and diversity within your business, sharing best practice.
- 2. Identify:** How to identify priority focus areas and identify best practices to tackle key issues.
- 3. Refine:** How to refine interventions to yield maximum benefit.
- 4. Reflect:** Outline of key achievements and highlight on the Inclusive Leaders programme.



London is home to the most diverse workforce in the country but far too many people struggle to climb the corporate ladder due to barriers resulting from their background. Firms that can lead the way on diversity and inclusion have a competitive edge on their rivals, which is why we joined forces with Journi to help the capital's businesses enable more Londoners to fulfil their potential."

Muniya Barua, deputy chief executive of BusinessLDN

Fundraising through the power of cycling



Tour de Gateley returns

We proudly welcomed the return of our annual Tour de Gateley charity bike ride, an event that unites colleagues, clients and intermediaries in support of meaningful causes.

People taking part chose between a 50 – 70 mile route through the picturesque Staffordshire countryside, beginning and ending at the historic Sandon Hall.

The ride raised £2,385 for Sport 4 Life UK, a charity committed to transforming the lives of young people through sport and personal development opportunities.

Tour de Law 2024 for Breast Cancer Now

In October 2024, our Leeds and London offices took part in Tour de Law 2024; a charity event that raised vital funds for Breast Cancer Now. Tour de Law is a two-day national static bike challenge organised by Breast Cancer Now where law firms and barrister chambers compete against each other to win the title of Tour de Law champions 2024, while raising money to support people affected by breast cancer.

Both offices collectively cycled an impressive 1580km over two days, competing not only with other law firms but also enjoying some friendly rivalry between the two offices. We were also delighted to be joined by clients who took part alongside us, helping to strengthen relationships while supporting a meaningful cause.

Thanks to the fundraising efforts of both offices, the total donation from Gateley to Breast Cancer Now amounted to £10,503.



Collective effort is driving economic growth

In November 2024, our Midlands corporate and banking teams proudly hosted the annual Gateley Deal Dinner.

Our 25th annual event brought together the region's dealmakers and corporate finance professionals to celebrate the successes of the Midlands community over the past 12 months.

Guests were treated to dinner and an engaging keynote from Robert Peston. As ITV's Political Editor, presenter of the channel's flagship politics show, and host of The Rest is Money podcast, Peston shared his insight into the current macroeconomic landscape and the potential impact of recent global political changes.

This year's dinner also raised more than £1,700 for Birmingham Children's Hospital's Magic Makers programme, which transformed a children's ward into a winter wonderland, keeping patients entertained and staff supported during the festive season.



We are proud to host an event that not only celebrates past successes but also looks to the future of business in the Midlands. It's encouraging to see such strong enthusiasm, underscoring the significant appetite for growth in our region. We are committed to supporting both Midlands businesses and the wider community as the region continues to evolve."

Andrew Cowan, partner and Birmingham head of corporate

Shining a spotlight on effective leadership

Two prominent leaders from the worlds of business and sport shared their insights on leading high-performing, successful teams at our Leadership event in November.

Held at the Council House in Birmingham, the event was attended by intermediaries and C-suite executives from businesses across the Midlands.

John Steele OBE, former England rugby player and the current Chair of Commonwealth Games England, offered a fascinating perspective on creating a winning team ethos from his extensive career working in elite sports, and discussed how to navigate the new and demanding challenges of modern-day leadership.

John was joined on stage by Steve Hewitt, the former CEO of Gymshark, who successfully oversaw the transformation of the business into one of the world's leading fitness apparel brands with a market valuation of over \$1bn during his eight-year tenure. Steve focused on the superpowers of leadership required to build a unicorn such as Gymshark and how these can be used in any organisation to create a successful growth culture.



Our Leadership events provide the perfect platform to hear from inspirational leaders such as John and Steve. We are grateful to them both for sharing with us and our clients their incredible personal journeys, leaving us with a deeper understanding of effective leadership strategies and how to successfully apply these within our own organisations."

Chris Kisby, partner in our employment team.



Tuning into responsible conversations

During the year we published more episodes of our Responsible Business Podcast called The Purpose Pod. Aligned to our purpose, it looks at how we delight our clients, inspire our people, and support our communities.

Each episode shares insight from the forward thinkers we engage with as a business as we delve into what inspires them, how they support communities across the UK and how our own social values bring them together to improve society.

The Purpose Pod is available on our website and through Spotify and Apple Music.



Making a difference through volunteering

In April 2025, we spoke to Amanda Amass from Barratt Redrow. Amanda is responsible for charitable initiatives for Barratt Homes West Midlands. She has volunteered personally from a young age and is passionate about helping people and supporting communities.

Throughout the episode Amanda tells us about the importance of volunteering and its impact on communities and people, as well as giving us some of her biggest highlights and ways to get involved ourselves.



Empowering youth through sports and guidance

In August 2024, we spoke with Tom Clarke-Forrest, founder and CEO of Sport 4 Life, a leading sport for employment charity with a vision to create a level playing field where every young person has the opportunity to create a better future for themselves.

Tom discusses the evolution of Sport 4 Life, the challenges young people encounter in today's society and the positive impact the charity has had on so many young people's lives.

Breaking boundaries to improve gender inclusivity

In May 2024, we were joined by 16-year-old Honor Black and her father Ollie.

Honor, alongside her younger sister Cat, have made a huge leap forward in the world of women's sports by creating a female cricket clothing brand.

Honor talks to us about the struggles she's faced being a young girl with a passion for a male dominated sport, telling us what inspired her to fill this gap in the market, and what her hopes are for their brand and for the future of women's representation in the sport of cricket.



Protecting our planet's biodiversity

In December 2024, Tasha Cain, a biodiversity officer from the Heart of England Forest, shared the fascinating aspects of her role in supporting woodlands and her journey into this field.

She also highlighted the importance of conserving our natural spaces and gave us some top tips on how we can support biodiversity in our everyday lives.





Inspiring our people

Cultivating a vibrant and supporting culture that drives innovation, enhances employee satisfaction and contributes to our overall success.

A winning partnership for the future of netball

Earlier this year we unveiled a new partnership with the Birmingham Panthers, the city’s first Netball Super League franchise.

We also became the Panthers’ official legal adviser and leveraged our extensive expertise and experience in sports law to support the team and its players to navigate the complex legal landscape of professional sports.

The partnership has seen us collaborate on a range of initiatives including sharing knowledge and best practice through reverse mentoring opportunities, coaching, and masterclasses on leadership, reputation management and motivation. It’s also given our people the chance to watch the team live throughout the season.



“Gateley is the perfect partner for the Panthers. They understand the unique environment that sporting organisations, teams and elite athletes operate within. They are also innovative and ambitious, set the highest standards in all they do, have an ethos of teamwork and cooperation, and share a vision for increasing female empowerment.”

Alison Kay, co-founder, CEO and chair of the board at Birmingham Panthers



“The partnership aligns perfectly with our stellar credentials advising governing bodies, clubs and individuals in both grassroots and professional sport. It also underscores our shared vision and values in the pursuit of excellence and promoting greater gender equality, diversity and inclusion in the legal sector and beyond.”

Vikki Whittemore, group marketing director at Gateley



belong...

We have three community groups at Gateley that support our people to ensure we create a sense of belonging and a culture where everyone can be themselves. These internal communities create a place of debate where we can learn from each other, educate each other and celebrate our differences.

ability

Provides a welcoming, supportive and confidential space for our people focusing on issues related to neurodiversity and disability.

UK Disability History Month

We celebrated UK Disability History Month with an enlightening lunch and learn discussion.

This session raised awareness of the lived experience of disabled people, to encourage more allyship and help stamp out stigma.

Hosted by our DE&I Advisor, Demi Rixon, she spoke to committee members of The Law Society of England and Wales' Disabled Solicitors Network to share their experiences as a disabled person in the workplace, while also exploring what both individuals and organisations can do to foster inclusivity and become an ally to disabled people.



Neurodiversity Celebration Week

Our Birmingham office hosted a breakfast to mark Neurodiversity Celebration Week, which aimed to transform how neurodivergent individuals are perceived and supported.

Colleagues had some meaningful conversations around neurodiversity and familiarised themselves with some fact-filled information packs on different neurodivergent conditions.

“The event gave us an opportunity to celebrate our differences by raising awareness and fostering an environment where we are all supported, creating a future where everyone is respected regardless of how our brains work. Everyone’s enthusiasm was heart-warming, and the event was a great reminder that neurodivergent conditions are differences, not deficits.”

Lisa Clark, head of our Ability community group

Legal Neurodiversity Network

We had the pleasure of hosting the Legal Neurodiversity Network’s Spring/Summer Social at our London office.

The event underscored the network’s commitment to fostering a truly inclusive legal profession. Held within the backdrop of St. Paul’s Cathedral and the surrounding city skyline, the event brought together neurodivergent individuals and allies for an evening of connection and collaboration.

Feedback from attendees highlighted the invaluable opportunity to share experiences, discuss challenges, and celebrate successes within a supportive community. Many expressed their appreciation for the chance to engage with peers who understand the unique perspective and contributions that neurodivergent individuals bring to the legal field.





Recognises, celebrates and supports our people from different cultures, religions and backgrounds.

Diwali Basket Brigade

At the end of October, we took part in the Diwali Basket Brigade charity initiative, whose mission is to spread the Diwali spirit and to support the UK's most vulnerable households with food, regardless of their faith or background.

Founder of the Diwali Basket Brigade, Deepak Parekh, said: "The event was a huge success with 5,000 hampers packed, a total of 40 tonnes of food sent, and a team of 600+ volunteers helping out this year.



The event received coverage across ITV and the BBC. We even had a visit from the Deputy Prime Minister, Angela Raynor, who popped into the Manchester event to pack a few hampers in her own constituency. Once again, thank you to Gateley for your very kind donation."

Deepak Parekh, founder of the Diwali Basket Brigade

Eid

Our Birmingham office hosted an Eid celebration lunch where colleagues enjoyed a selection of traditional Eid dishes, some sweet treats, and exotic drinks. People were also treated to a henna artist, who created beautiful and intricate designs on their hands and arms, adding a touch of cultural artistry to the event and allowing everyone to experience this practice firsthand.

The event raised funds for Save the Children, who provide life-saving support to children facing hardship around the world. All donations help provide food, clean water, medical aid, and education to those who need it most.



We gathered not just to celebrate Eid, but to embrace the values of gratitude and kindness which make this occasion so special. Eid is a time for reflection, renewal, and togetherness, which reminds us that no matter what our differences are, we share the same fundamental hopes for peace and understanding."

Ikra Ijaz, infrastructure paralegal

Race Equality Week

To mark Race Equality Week, our Leeds office was proud to take part in the 5-day challenge by Race Equality Matters.

The theme was #EveryActionCounts, meaning that every individual can contribute effectively to driving meaningful change when addressing the barriers facing race equality.

Our colleagues were sent an email everyday with 5-minute challenges to help them learn, reflect and get inspired.

The five challenges covered included intersectionality, recognising privilege, inclusive language, code switching (also known as masking and not being able to be your authentic self), and the big promise (which applies everything that was learned).

This was truly a week of reflection, and everyone thoroughly enjoyed taking a small chunk out of their day to take some action for the better.



pride

Supports our LGBTQ+ community by providing a welcoming, supportive, safe and confidential space for our people.

2024 Stonewall Workplace Equality Index

We were proud to report that we had ranked 94 in the 2024 Stonewall Workplace Equality Index.

As a top 100 employer we join several top legal, construction, health, finance and education organisations who have been praised for creating a welcoming workplace where LGBTQ+ employees can bring their full selves to work. Our ranking also awarded us a gold medal that we showcase to further demonstrate our success as a diverse and inclusive business.

Stonewall's Top 100 Employers List 2024 is the UK's leading ranking of employers from the public, private and third sectors on how inclusive their workplaces are. Our ranking underlines our progress as an inclusive LGBTQ+ workplace.

Hayley Hayes, Partner and Head of Gateley Pride, said: "We were thrilled to be recognised as one of the top 100 employers in the prestigious Stonewall Workplace Equality Index. This achievement underscores our unwavering commitment to fostering an inclusive and diverse workplace where everyone can bring their full selves to work. We are proud of our team's dedication to creating a supportive environment for all employees, and we will continue to champion equality and diversity in everything we do."

Pride Month

To celebrate Pride Month in June our Guildford office enjoyed some delicious treats from Lola's cupcakes.

Lola's donate 5% of their online revenue from their Pride cupcakes to Switchboard, one of the UK's longest running, volunteer led charities serving the LGBTQ+ communities. As a national helpline, they serve on average 15,000 callers a year across phone, instant messenger and email from 10am-10pm every day and they have been an invaluable support to many people for 50 years.

Our colleagues in Guildford donated generously to the cause and were proud supporters of Switchboard throughout Pride Month.



Farewell Ken

In April, we said goodbye to Ken Titchen, former head of Gateley Pride, following his decision to retire.

Ken joined our London team in March 2011 and has been a active member of Gateley's Pride community over the past 14 years and took on the leadership role of Pride with gusto and grace.

Networking in action

To support our people at different stages of their careers, we have two networking groups called Influence and Ignite.

Both groups help our people build connections, improve collaboration across teams and create more cross-selling opportunities with colleagues at a similar level of seniority.

Highlights have included:

In 2024 we refreshed our comprehensive mentoring programme to allow our people to choose a mentor from either our Influence or Ignite mentoring schemes depending on where they were in their career journeys. Having a mentor can be a real game changer in terms of helping our people achieve the career goals that they want, develop skills and tackle any challenges that they may encounter in their career.

influence 

ignite 

A Gateley Lean In Circle has been established in our Birmingham office which consists of a small group of peers who meet regularly to learn and grow together. These Circles are a place where women can be unapologetically ambitious, support one another to achieve their goals and find the encouragement and mentorship to overcome challenges. We continued to champion the initiative by encouraging other offices to reach out to their internal and external networks to create these diverse and inclusive peer to peer mentoring spaces.

It's been great to see so many people getting involved in Influence and Ignite. They really value the direct line of communication with our Board members and the opportunity to ask any business-related questions. The ability to build deeper internal connections with colleagues embodies our Gateley Team Spirit and provides an informal setting for cross-selling and networking.

Tina Woods, HR director

Opening doors to legal careers

In a powerful example of colleague-led impact, Abi Pawlett, solicitor in our employment team, and Danielle Beaumont, solicitor in our commercial dispute resolution team, founded an initiative called AskTrainees designed to support aspiring legal professionals, particularly those from underrepresented backgrounds or without connections in the legal industry. The initiative aims to level the playing field by offering guidance, resources, and access to opportunities that might otherwise be out of reach.

During the year, AskTrainees delivered a four-day work experience programme across our Manchester, Leeds, Birmingham, and Nottingham offices. Following a competitive application process, four university students were selected to take part. The programme gave them hands-on exposure to life in a law firm, with placements across a range of legal sectors including Planning, Banking, CDR, IPCT, and Construction.

Student feedback was overwhelmingly positive, with participants expressing gratitude for the opportunity to gain meaningful experience.

One student has since secured a training contract, and several others have earned places on Gateley's summer vacation scheme which is a key pathway to future roles as trainee solicitors or graduate solicitor apprentices.

Interview with



Danielle Beaumont
solicitor



Abi Pawlett
solicitor

What gaps did you notice in the legal profession that inspired you to set up AskTrainees?

D: As a first-generation university student with no contacts in the legal industry I found the whole process of applying for training contacts confusing, daunting and overwhelming. I didn't know where to start and who to ask. The gap I noticed in the legal profession was the lack of support for people who have no exposure to that environment and having someone to ask the "silly" questions.

A: I felt there was a lack of support for people like me, someone interested in law but with no clear idea of what a legal career looked like or how to apply. While my friends at university were supportive, I often held back from asking basic questions because it felt like everyone else already knew what they were doing. I would have really benefited from having someone I could ask simple questions of without feeling self-conscious.

How did your own experiences shape the vision for AskTrainees?

D: As I found the process confusing, this shaped my desire to want to do something to help people in a similar position. Coming from a small village and a school where many people went into the steel industry, there was so much I didn't know, and I was too embarrassed to ask which left me feeling like I was behind and the only person without a training contract. The whole idea for AskTrainees came from that experience and the hope others won't feel the same.

A: We started by answering the kinds of "silly" questions we had ourselves, knowing others probably had the same ones but didn't feel confident enough to ask. We began on LinkedIn but quickly set up an Instagram as we felt it would be more accessible to those not in professional roles.

We also recognised how intense the application process can be which is why we began offering CV tips and advice on what law firms might look for. One key message we wanted to share is that non-legal work experience is extremely valuable and ultimately, we wanted to encourage people not to undersell themselves.

What does it mean to you to see the impact AskTrainees has had on aspiring lawyers?

D: It's heartwarming when we receive emails or Instagram messages from people who've secured vacation schemes or training contracts after reading one of our advice emails or receiving a CV review. What I'm most proud of is being able to provide five work experience placements across the Midlands and the North, following an application process run in partnership with Gateley. The students who took part gave us great feedback and gained a real, tangible insight into life at a commercial firm.

A: Like Danielle, my proudest moment was organising work experience this year. We put a lot of thought into making it a meaningful and insightful experience and it's something we're both so proud of.

What one piece of advice would you give to those wanting to enter the legal profession?

D: You are not behind, and you are not failing. If you work hard, take on feedback and apply yourself, there is no reason you won't make it if that's what you want.

A: You must be your own biggest fan. When it comes to applications, no one else can explain why you deserve the role, you must do that yourself. If you are willing to put in the time to gain relevant experience and thoroughly research firms before applying, then be confident in your applications.

You deserve to be there just as much as anyone else. Perseverance and a willingness to learn are key qualities that should never be undervalued.

Thriving together

Supporting the health and wellbeing of our people to promote high levels of performance both physically and mentally across the Group.

Peak District Ultra Challenge

More than 80 colleagues from across the Group braved the Ultra-Challenge at the beautiful Peak District covering a range of distances from 10 miles, 25km, 52km and 100km.

The event tested their endurance and determination as teams navigated through rough terrain, steep climbs and breathtaking landscapes. Despite the physical demands of the trek, everybody's spirits remained high and it was all smiles to the finish line. The challenge was not only a remarkable personal achievement for all those taking part but also an excellent opportunity to raise awareness and fundraise nearly £6,000 for Alzheimer's Research UK.

Mental Health First Aiders

We have 70 Mental Health First Aiders located in each of our offices and across all levels and departments, who have been trained by MHFA England. They have been trained to recognise when an individual might be struggling with their mental health and the skills to assist when needed.



Closing the finance gender gap

As part of our International Women's Day celebrations, we hosted a special webinar with Rory Cooper a Chartered Financial Planner from Succession Wealth.

Rory discussed the importance of financial planning for women and addressed some of the unique considerations relevant to their finances. He then spoke about various investment options that women should be aware of / consider when financial planning and the potential implications of not engaging with their finances in a proactive way.

To build on the success of the webinar we supported our female colleagues with their financial independence through YuLife. We did this by giving away 100 licences for our people to download and access Female Invest. The App was established as a reaction to the inability of women to find accessible and inclusive financial literature.

Support after Suicide

In September, to mark World Suicide Prevention Day, we invited our people and their contacts to hear from Nicky Denegri from KWC Global.

Nicky's parents sadly both died by suicide, nine months apart in 1992. The talk stressed the importance of everyone working together to take away the stigma and discomfort associated with suicide. By encouraging more conversations about it we brought mental health issues out of the shadows and into the light.

In November, during Men's Health Month, we launched a new Support After Suicide peer support group. The group is open to all colleagues bereaved by suicide and has been created to provide a safe space for those with shared experiences to support each other, and to help combat any feelings of isolation or lack of understanding.



Fruitful Office

The delivery of fruit baskets to every office is part of our health and wellbeing commitment to look after our people. Fruitful Office is our chosen supplier for this purpose due to their values as a business – every box they use is 100% recyclable and every basket they use is 99% biodegradable. They also plant a fruit tree for every fruit basket ordered.

Over the last twelve months, our spend with Fruitful Office contributed to more than 1,000 trees planted in Malawi. These benefit poor Malawian families with both income and fruit and firewood for their own consumption.

Fruitful office promotes employee wellbeing by encouraging healthier snacking habits and sustainability which aligns with our ongoing efforts as a business to support the protection of our planet.

Two new policies launched

We launched a neonatal policy to set out the rights of employees to neonatal care leave and pay following the birth or adoption of their child. We are committed to supporting our people and doing what we can to ensure that they can be by their child's side while looking after their own health and wellbeing.

A pregnancy loss policy was also launched to provide crucial support to our people experiencing pregnancy loss whether it happens to them, their partner or the surrogate having their baby. The purpose of this policy is to raise awareness of pregnancy loss and its impact in the workplace, along with signposting the support available through our EAP and other useful organisations.

Running for Good

In January, we extended our partnership with RunThrough, a UK-based running community with over 250,000 runners taking part in around 250 events every year.

Our support sees us become the headline partner for eleven running events across the West Midlands, London, Northern Ireland, Guildford, Nottingham, Leeds and Peterborough.

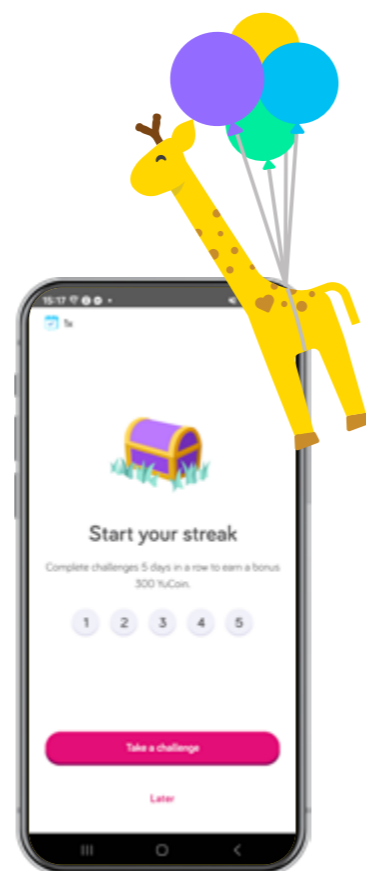
Each event offers something for runners of all abilities whether it's their first 5km or fiftieth Half Marathon and underscores our collective dedication to create lasting positive impacts in the communities where their events take place. As part of our partnership, we receive free running places at each event, which we offer to our people, clients and contacts in return for a donation to their local office charity.







Impact in action



Last year as part of our ongoing commitment to the health and wellbeing of our people, we continued to embed our partnership with life assurance provider, YuLife. Through the YuLife app, our people can collect YuCoin through daily healthy activities such as walking, meditation, cycling, fitness classes or sudoku puzzles. These coins can be redeemed for retail vouchers or turned into donations for charities such as Earthly, Big Blue Ocean and Clean Up. Our people can earn even more YuCoin through special competitions, activity streaks and duels with other colleagues. The app also integrates with fitness and mindfulness apps and provides access to our employee assistance programme, virtual GP services and other wellbeing tools.



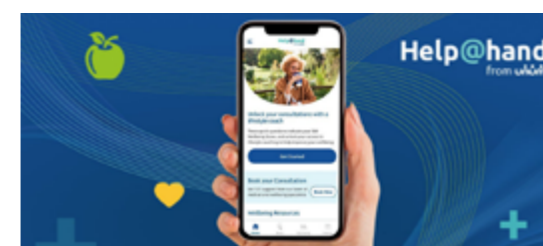
Through our collective donations of YuCoin, over the last 12 months we have:

 <p>1.1k trees were planted to offset carbon emissions</p>	 <p>388,000 litres of water were donated</p>
 <p>65kg of plastic was removed from the ocean</p>	 <p>931 meals were donated globally</p>

Providing support for when people need it

In January 2025, we gave everyone access to the award-winning Help@hand app from Unum.

With essential services including unlimited mental health consultations and 24/7 remote GP appointments, plus a 24/7 helpline, 121 lifestyle coaching and even extensive savings and discounts – our people can now access confidential total health and wellbeing support, all in one place



Cashback towards everyday healthcare bills

In January 2025, we launched an easy-to-use health insurance package that provides our people with cashback towards their everyday healthcare bills.

Those taking up the Medicash healthcare cash plan can also benefit from a range of digital and virtual tools to help protect and improve their family's health and wellbeing including a virtual GP service, expert second opinion medical opinion, wellbeing guides and a helpline service providing 24/7 mental health support.



Access to free, independent mortgage advice

We partnered with Charles Cameron & Associates (CCA) to provide our people with completely free mortgage advice and education services. Whether a first-time buyer, looking to re-mortgage, or finance an investment property, the service helps colleagues access the best possible financial solutions for their needs.



Making retirement planning simple

We enhanced our pension services with our existing provider Aegon and switched everyone's pension plans to the Aegon Retirement Choice portal. This modern platform gives our people greater control over their retirement savings by providing access to Aegon's digital tools and to other saving products through one single account, over 5,000 investment options, including 200+ ESG and ethical funds, educational and modelling tools, a lifestyle planner, free guidance support and access to personal financial advisers.



Celebrating our values



Our Gateley Team Spirit Awards serve as a tribute to the dedication, commitment and enthusiasm of our people, particularly those who have gone the extra mile in living and breathing our values.



In 2024, 372 colleagues were nominated, our highest number since the awards were launched, reflecting our ‘working together’ and ‘ambitious for success’ ethos. We also recognise those colleagues who demonstrated an exceptional commitment to our Responsible Business agenda in a new Responsible Business Award, which was won by Megan Largier, a solicitor in our residential development team.

“I’m absolutely thrilled to take home the first Responsible Business Award. I love getting involved and this recognition means the world to me.”



I was so surprised to be nominated but to win and hear such lovely feedback from colleagues was truly amazing.”

Hardeep Kooner, a director at Gateley RJA, winner of the Gateley Team Spirit Champion Award.



Recognising career milestones

In November 2024, we held our first Decades Dinner to celebrate the incredible career milestones of our people.

The event, held in our newly created social space in Birmingham, brought together those celebrating



It was wonderful to see so many familiar faces come together to celebrate the rich tapestry of their shared history, the milestones they’ve achieved and the memories they’ve created over the decades.



“Our people are the bedrock of our business. This event is just one way we can say thank you to those who have demonstrated exceptional long service, commitment and dedication to their role and the business.”

Rod Waldie, chief executive officer.

Empowering connections, collaboration and culture

As part of our ongoing commitment to being a responsible business that puts people at the heart of everything we do, we were proud to launch a new intranet in January 2025.

Called FRED (Find, Research & Engage Daily) the platform is not just a digital workspace, but a vibrant hub for inspiration, inclusion, and innovation.



A platform built for people

FRED is more than a technological upgrade - it’s an integral part of our culture and a reflection of our shared internal values. Developed with direct input from colleagues across the business, the platform was shaped around three core principles:

- **Connection:** making it easier for everyone to stay informed, engaged, and connected - no matter where they work.
- **Collaboration:** providing intuitive tools and spaces for teams to share ideas, celebrate successes, and work together seamlessly.
- **Culture:** showcasing the stories, voices and values that make our business unique.

Listening, learning and leading

The launch of FRED is also a testament to our commitment to listening. Through surveys, focus groups, and pilot testing, we ensured the platform reflected the needs and aspirations of our people. This collaborative approach not only shaped the design but also fostered a sense of ownership and pride among employees.



Designed with purpose

From day one, the intranet was envisioned as a tool to inspire our people. It features:

- **Personalised dashboards** tailored to individual roles and interests.
- **Interactive newsfeeds** that highlight achievements, community initiatives and employee spotlights.
- **Spaces for learning and development** including access to training, mentoring and wellbeing resources.
- **A recognition hub** where colleagues can celebrate each other’s contributions in real time.



Looking ahead

As we continue to evolve as a Responsible Business, FRED will play a key role in supporting our people strategy. It will help us:

- Foster a more inclusive and transparent culture.
- Enable agile communication and decision-making.
- Support wellbeing and personal growth.
- Celebrate the impact our people make both within the business and in the communities we serve.

Recognised for our impact

Birmingham Law Society Awards

In February 2025, we celebrated securing two prestigious awards at the Birmingham Law Society 2025 Legal Awards.

We were excited to have won the Law Firm of the Year (50+ employees) award and as the first business to win the Equality, Diversity & Inclusion Award, two years in a row for demonstrating excellence in promoting EDI within our business and the wider legal community.



“Receiving the EDI award for the second year is a ringing endorsement of the commitment of our team to create a welcoming, inclusive working environment where everyone can thrive and grow. Equality, diversity and inclusion lie at the heart of everything we do, and this success demonstrates our values as a business and the incredible environment and community we have created.”

Rebecca Sherwin, a partner in our real estate team and head of the Birmingham office.



2025 Manchester Legal Awards

In July 2025, we celebrated being named EDE&I Champions of the Year at the prestigious 2025 Manchester Legal Awards.

Judges commended on our partnership with Manchester-based University Academy 92 (UA92), as well as our recruitment, talent retention and trainee solicitor recruitment processes – all of which help us maintain a workplace where everyone feels valued and empowered.

Greater Birmingham Chambers of Commerce Awards 2025

Our commitment to being a Responsible Business was recognised by the Greater Birmingham Chambers of Commerce when we were shortlisted for ‘Excellence in Contribution to the Community’ in their 2025 Awards which celebrates the outstanding achievements of businesses throughout Greater Birmingham.

Property Week’s RESI Awards 2025

We were thrilled to see our residential property experts honoured with the accolade of ‘Professional Services Team of the Year’ for the second year running at Property Week’s RESI Awards 2025.

Held at Grosvenor House Hotel in London, our team picked up the award in front of over 1,000 guests at the prestigious ceremony, shining a spotlight on those transforming the residential property sector.

Outshining the competition in a category which saw a total of eight shortlisted, the judges stated:



“Gateley’s comprehensive, full-service offering spans the entire development lifecycle, with a focus on lasting impact through apprenticeships, training and community engagement initiatives. Its unique combination of legal and technical expertise, alongside strong ESG and DE&I commitments, positions them as a true leader in the industry.”



Supporting our communities

Empowering the next generation, nurturing their potential and fostering a culture of knowledge, creativity and resilience that will drive sustainable growth and prosperity for communities.

Maiden Cricket



We proudly partnered with Maiden Cricket, an inclusive female clothing brand established by sisters Honor and Cat Black. The duo has taken a huge leap forward in the world of cricket by creating clothing that empowers, inspires and redefines the game for young female cricketers.

As a brand committed to inclusivity and innovation, we recognise the importance of addressing the unique challenges faced by female athletes. Through our partnership with Maiden Cricket, we are providing 20 Rising Cricket Stars with a full Maiden Cricket designed kit. These young athletes serve as ambassadors, inspiring other girls to participate and feel confident on the field. Their involvement reinforces the importance of representation and belonging in a sport that has been traditionally male dominated.



I would like to make sure that I can encourage as many girls as possible to get as excited about cricket as I am.”

Maiden Cricket Rising Star Eva, age 12



I want to inspire future generations of girls and women to take part in sport and follow their passion and dreams. I would also like to represent my family and the Punjabi background to show other brown and ethnic girls what they can achieve with hard work, determination and dedication.”

Maiden Cricket Rising Star Ashneet, age 20



I love Maiden Cricket clothing because it is designed to be comfortable, durable and tailored to fit female cricketers. I LOVE that it’s been designed by girls for girls, and it’s made from recycled materials.”

Maiden Cricket Rising Star Violet, age 13



I am totally fed up of wearing boys kit. It looks horrible and does not inspire girls to play cricket.”

Maiden Cricket Rising Star Lucy, age 10

The Heart of England Forest



As a Forest Founder, our partnership with the Heart of England Forest has enabled us to support their mission of creating extensive native woodland. Over the past two years, we've contributed to growing the forest, maintaining tree health and enhancing habitats that benefit both the environment and wildlife. We've also helped raise awareness across the Group by providing educational resources that empower individuals on how to support thriving ecosystems.

Planting the Gateley Oak Tree

We were honoured to be recognised with the gift of planting an English Oak tree, symbolising our shared commitment to environmental stewardship. In January 2025, Rebecca Sherwin, partner in our real estate team and head of our Birmingham office, visited the Forest's Eddie's Wood site to plant the tree on behalf of Gateley. This meaningful gesture reflects our contribution to the charity's mission of creating and conserving native woodland.



Thank you for your valued commitment to the Heart of England Forest. We are proud to partner with Gateley, and this tree serves as a token of our gratitude for your support.

Fran Bos, senior corporate partnerships manager at the Heart of England Forest



Ark Kings Academy

We have funded 15 pupils from Ark Kings Academy in Birmingham to take part in a 'One Year in the Forest Learning & Skills' project. The pupils have complex social and emotional needs or special educational needs and disabilities that make it difficult to otherwise access spaces in nature. The project has allowed the students to visit the Heart of England Forest and has supported in improving their core knowledge of nature, social skills, emotional regulation and mental health.

The impact and benefits have enabled the pupils to have the opportunity to experience and explore a wild place through the seasons and learn to see it as a safe place and to develop a lasting appreciation and connection to the natural world.

Our decision to support Ark Kings Academy was due to the school's enrolment statistics, which at the time revealed that one in four students benefit from SEN assistance - twice the national average for mainstream secondary schools in England. In addition, the school has had a high proportion of students eligible for free school meals, with the current figure at 70%, well above the national average of 25%.

To date, we have proudly funded 36 sessions.



Colleagues across the Group have contributed a combined total of over 400 volunteering hours at the Heart of England Forest.

During the year we have planted over 500 trees.

We champion 100 trees, planted over 10 years ago in Becks Wood, to help protect and preserve vital new woodlands.

Alzheimer's Research UK

For the past two years, we have proudly supported Alzheimer's Research UK (ARUK) as our national charity partner. As the UK's leading dementia research charity, ARUK is dedicated to finding a cure for the diseases that cause dementia.

Throughout the partnership, we have worked to raise both awareness and vital funds for dementia research. During September, we marked World Alzheimer's Month with a 'Wear it Orange' campaign, encouraging colleagues across the business to wear orange to spark conversations about dementia and help raise funds. Alongside this, we have shared educational resources to help deepen understanding of the condition and its impact on individuals and families.

In 2024, the Group's annual walk was in aid of ARUK raising £6,000. In total, all initiatives have raised £26,305 for dementia research funds that will help ARUK move one step closer to finding a cure. By combining fundraising, awareness and practical support, we are proud of the vital work being done to combat dementia.



On behalf of everyone at Alzheimer's Research UK, I want to say a massive thank you for your incredible fundraising efforts over the last few years. By choosing to support Alzheimer's Research UK as your charity of the year, you are helping us in our mission towards a cure."

Penny Dyer-Griffiths, regional fundraising officer at Alzheimer's Research UK



Birmingham Children's Hospital

Throughout the year, we supported Birmingham Children's Hospital through a range of activities.

In 2024, we raised funds at a number of events including our 36th annual Midlands Golf Day at Edgbaston Golf Club and our Midlands Deal Dinner, both of which bring together key contacts from across the business community. We were able to support the Magic Maker sponsorship programme as a result of the fundraising. This initiative enabled the transformation of a hospital ward into a Winter Wonderland, creating a joyful and comforting environment for children during the festive season. The sponsorship also facilitated the operation of a free Santa's Grotto, offering young patients and their families the opportunity to meet Santa and receive a gift.

Colleagues from our Birmingham office participated in the grotto experience over two days, volunteering their time and embracing the festive spirit by dressing as Santa and his elves. Their efforts brought joy and comfort to children and their families during what can be a particularly difficult time of year.

In addition to volunteering, our Gateley Hamer team generously donated gift hampers to hospital staff and nurses, recognising their dedication and tireless service throughout the year.



Volunteering as Santa was an incredibly humbling experience. Seeing the joy and excitement on the children's faces was truly heartwarming. It was a privilege to bring a little festive cheer to families during what can be a challenging time for them. In a world where things can often seem so big, it's the little things (and the little people) that matter the most.

Sam Meiklejohn, partner in our corporate team

Camp Aspire Northern Ireland

The Belfast office proudly sponsored Camp Aspire 2024, a week long youth camp organised by Aspire Northern Ireland, one of the office's chosen charities.

Held at the Crawfordsburn Scout Centre in July, the camp welcomed 50 disadvantaged young people from across Northern Ireland, many of whom rarely have the opportunity to spend time away from home or take part in summer activities.

Alison Reid, a partner from our real estate team and Belfast office head said: "As a responsible business, supporting our communities is an important part of our purpose. Our ongoing collaboration with Aspire NI, particularly with their Aspire Academy, has been incredibly rewarding. We're excited to extend our support to Camp Aspire this year and help enrich the educational experiences of young people from all sides of the community."

Camp Aspire is a transformative time for many young people on the Aspire programme. It allows them to build trust, learn about different community groups, and most importantly, have fun in a relaxed, safe environment.

Jamie Curran, growth marketing manager at Aspire NI



Our social impact

Belfast

The Belfast team volunteered for East Belfast Mission, helping to prepare food hampers for pensioners, couples and families in need.

Their efforts focused on assembling the meat portion of the hampers, which involved sorting and bagging various meat items and storing them in a walk-in freezer. To ensure there were enough supplies to meet demand, the team also visited a local supermarket to purchase additional meat products, helping to complete the hampers and support the charity’s mission of alleviating food insecurity in the community.



Birmingham

Colleagues from our Birmingham office took part in the St Basils Big Sleepout at Millenium Point. St Basils is a Birmingham based charity that work with young people aged 16-25 who are homeless or at risk of homelessness to enable them to find and keep a home, grow their confidence, develop their skills, increase opportunities and prevent homelessness.

The team sheltered themselves in cardboard boxes for the night to give them a small glimpse into the struggles faced by young people experiencing homelessness.

“
Gateley’s contribution of £915 is an extraordinary amount and so appreciated. You completely smashed your fundraising target, so well done to you all! At St Basils, it costs £8.93 to provide one night of support for a young person. Your fundraising alone has covered 102 nights of safe shelter, guidance and care.”

A spokesperson from St Basils

Glaston and Kibworth

Colleagues from our Glaston and Kibworth offices volunteered at the Leicester Animal Aid. The charity cares for more than 300 dogs and cats who are lost, abandoned or neglected. The team were tasked with building sheds and painting fences to help those animals in need of shelter.

“
It was a wonderful day and a true pleasure to support our community while learning more about an incredible charity.”

Anna Powell, senior quantity surveyor



Guildford

Colleagues from Guildford volunteered in the gardens at Shooting Star Children’s Hospice. The gardens play a vital role in creating a peaceful and comforting environment for the children and families who visit. Each bedroom opens directly onto the garden, allowing children who may be unable to go outside to still experience the sights, sounds and fresh air of nature. This outdoor space offers families a safe and tranquil area to relax, helping to make the hospice feel like a true home away from home.

“
It was really grounding to step away from our desks and spend the day at the hospice that helps so many children just a few miles away from our office. It has helped put our fundraising efforts into perspective by seeing firsthand what life at the hospice is like for so many families.”

Emma Butler, paralegal apprentice in our residential development team

Leeds

In December 2024, colleagues from our Leeds office supported their local community by volunteering for Zarach, whose mission is to end child bed poverty and ensure every child has a safe and comfortable place to sleep.

The team visited the charity’s warehouse to pack essential bed bundles, each containing a duvet, pillow, bedding sets, pyjamas, toiletries and a Christmas gift.

In addition to giving their time, the team also organised an office donation drive, encouraging colleagues to contribute selection boxes, toiletries and toys to help make the festive season a little brighter for local families.



Nottingham

Colleagues from the Nottingham office volunteered to help maintain the Serenity Garden at Forever Stars. The garden offers a peaceful environment for individuals and families to reflect and remember those lost through baby loss. The team contributed by tidying and caring for the space, helping to preserve its tranquillity and purpose for the local community.

Reading

Colleagues from the Reading office spent a day volunteering at Island Farm Donkey Sanctuary, a charity dedicated to rescuing and rehabilitating mistreated donkeys. The team supported the sanctuary by helping with daily care tasks and maintenance, contributing to the wellbeing of the animals and the upkeep of their environment.



London

Our London office proudly took part in the London Legal walk, joining 18,500 legal professionals to support the London Legal Support Trust. They also raised £1000 contributing to the provision of free legal services for those in need.

Manchester

Several colleagues from the Manchester office supported one of our national charity partners, Regeneration Brainery, by participating in a series of their coffee mornings. These sessions are designed to help students build confidence, develop essential soft skills in communication and networking and overcome barriers to accessing careers in the property and construction industries.

“Volunteering at the sanctuary was a humbling experience. Seeing the care and dedication that goes into giving these animals a second chance was inspiring. It reminded me how impactful even small acts of kindness can be.”

Jordan Joyce, solicitor in our corporate team

Gateley Gives

Our Gateley Gives teams across all our offices coordinate fundraising activities and local initiatives that align with our Responsible Business ethos.

Their efforts not only raise essential funds and awareness for local and national charities but also foster a culture of purpose across our business.

Here's a look at some of the local charities that our offices supported:



Interview with



Darren Iliffe
technical administrator (Gateley Gives Champion, Gateley RJA)

Why is being part of Gateley Gives important to you?

Before joining Gateley RJA, the concept of Corporate Social Responsibility was new to me. It's been inspiring to see a company so committed to empowering its employees to give back to the community. I am honoured to be a part of that through Gateley Gives and the volunteering opportunities I have been able to provide across the Group. It has also given me the chance to connect with likeminded, selfless, dedicated, passionate people across the business, people who I might not have had a chance to work with otherwise.

Can you share a moment when you saw direct impact of your volunteering efforts?

I have been involved in several volunteering efforts, most recently I was part of the organising committee for the Market Harborough Carnival, a large-scale event in my local town which provides entertainment for families as well as donating money from funds raised during the event to causes across the town.

What has been the most valuable lesson you've learnt through supporting communities?

Through my volunteering efforts, I'm often reminded that despite what we might see in the news, there are so many people across the country and around the world, who are generously giving their time to support good causes. It's a powerful reminder of the kindness and compassion that exists in people.

Looking back on the past year, what are you most proud of?

I have been fundraising for Breast Cancer Now for the past five years. Since my fundraising efforts in November 2024, I've proudly raised over £7,700. I'm committed to continuing this journey and raising even more in the years ahead.

What important message can you share to inspire others to give back?

Whether you're fundraising or giving your time to support a cause, the sense of accomplishment you feel afterwards is second to none. Volunteering, especially when you can see the happy faces because of your efforts, is incredibly rewarding. The feeling never fades no matter how often you volunteer or how tiring the effort is. For me, it's always been worthwhile and I know I'm not alone in feeling that way.

University Academy 92

As a partner of University Academy 92 (UA92) we continue to support them with student enrichment opportunities to support their mission to ‘Unlock Greatness’

During our three-year partnership, we have provided £5,000 bursaries to three students from low-income backgrounds, helping them cover university costs outside of tuition fees. Balraj Sagoo, our most recent bursary student, shared an update on his second year, highlighting a range of exciting opportunities including work experience at the annual Tour de Gateley event and an internship with a well-known football club, where he was responsible for managing media coverage on match days.

Additionally, we have been a dedicated corporate sponsor for UA92’s graduation ceremonies where our sponsorship funds are used directly to provide free caps and gowns, tickets and entertainment. This enables students to celebrate their successes without financial barriers and ensures that household incomes do not determine whether a student and their families can participate in their graduation allowing all students to enjoy and commemorate their achievements equally. Hayley Sullivan, a partner from our construction team and Manchester office head, and Sophie l’Anson, a paralegal from our construction team, celebrated with the Class of ‘24 at the graduation ceremony in July 2024.

“I wanted to shoutout the team at Gateley for enabling me to shadow them at Tour de Gateley which was my first insight on how to cover an event using social media. This has helped me with my current internship as it didn’t feel so alien to me. As I have stated previously, I want to be a trailblazer for South Asians in this industry and the help as well as funding that Gateley has given me made a lot of this possible.”



Regeneration Brainery

We are pleased to have extended our partnership with Regeneration Brainery as we continue as a Champion Partner building on the success of our collaboration which began in December 2023. Regeneration Brainery is a non-profit organisation with a mission to diversify the property and regeneration industry by nurturing future talent and increasing social mobility.

As part of our ongoing partnerships, we support their bootcamps by hosting students at our office. These bootcamps offer students a glimpse into the dynamic and diverse field of property and regeneration. During their time at our office, we conduct team-building workshops, provide insights into various roles and projects within our Property Platform and offer career advice through our early careers team.

In addition, Hayley Sullivan, a partner in our construction team and Manchester office head, has joined the Regeneration Brainery advisory board. With her extensive expertise in the property and regeneration sector, Hayley is well positioned to provide strategic guidance to advance their mission. Hayley has shared her enthusiasm by saying: “I’m delighted to be joining the advisory board and believe that organisations like Regeneration Brainery play a crucial role in unlocking potential and shaping brighter futures. I am keen to promote Gateley’s involvement in their ongoing programmes, such as bootcamps and coffee mornings, which inspire and empower the next generation with the tools and opportunities they need to overcome barriers and achieve their aspirations.”



BMeT & GBPSA

Our long-standing partnership with Birmingham Metropolitan College (BMeT) through the Greater Birmingham Professional Services Academy (GBPSA) continues to play a key role in our commitment to developing future talent. Through representation on both the Operational and Strategic Boards, we help to ensure we play an active role in shaping the programme's direction.



Skills workshop

In the 2024–2025 academic year, we delivered seven tailored sessions to approximately 35 Year 1 and Year 2 students. They covered a range of topics including CV writing workshops, insights into apprenticeships vs university, creating a personal professional brand and more.

Student feedback was overwhelmingly positive, with 99% rating the sessions as effective.

Young Apprentices Pitch panel

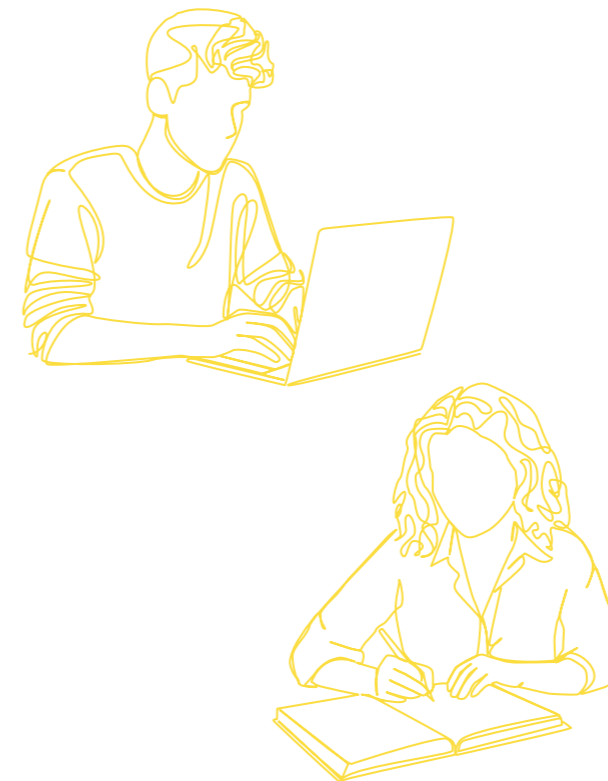
In addition to these sessions, we participate annually in the Young Apprentices Pitch panel, where students present business ideas and receive constructive feedback from industry professionals.

Work experience placements

We also continue to offer meaningful work experience placements. During the academic year, we hosted 13 students across our business support and legal teams. Feedback from last year's placements was largely positive and continues to inform how we shape future opportunities.

School outreach project

In addition, we supported BMeT with a school outreach project aimed at engaging local schools and encouraging students to consider BMeT as a post-secondary option. Students from Heartlands Academy and Prince Albert High School attended sessions delivered by BMeT tutors and GBPSA partners. Gateley led team-building workshops to prepare students for a profit-focused group project.



T-Level programme support

We partnered with BMeT to support the launch of their T-Level programme, a new, government backed qualification designed for 16 to 19 year olds, equivalent to three A-levels. These career-focused courses combine classroom learning with industry placements to prepare students for employment, further study, or apprenticeships. As part of this initiative, we hosted two students during the programme's first two years. Both graduated in 2025 and have since joined Gateley's IT team in permanent roles. We continue to work closely with BMeT to support the rollout of T-Levels, offering 45-day placements that provide students with valuable, hands-on experience in a professional environment.

“Our partnership with BMeT reflects our strong commitment to developing future talent. By enabling our workforce to engage directly with students, we help bridge the gap between education and the world of work. It's been incredibly rewarding to witness their growth in confidence and capability and especially meaningful when they go on to join us as colleagues.”

Ruth Heaton, talent development director

Driving social mobility and inclusion in law

Social Mobility Employer Index

In line with our FY24/45 objectives, we submitted our first entry to the Social Mobility Employer Index. This was an important step for us to assess our current practices and identify areas for improvement. We are actively working through the key recommendations provided, ensuring that we enhance efforts to promote social mobility within our organisation.

Chris Lake, head of recruitment, said:

“Participating in the Social Mobility Employer Index is crucial as it helps us understand where we stand and guides us in creating a more inclusive environment where everyone has the opportunity to succeed. By identifying areas for improvement, we can implement targeted initiatives that support our colleagues and those interested in applying to our business, ensuring that our workplace is truly equitable.”

Widening access to law through early careers

At Gateley, we are committed to creating accessible pathways into the legal profession and supporting the next generation of legal talent. Our early careers initiatives are designed to break down barriers, promote social mobility and ensure that opportunities are open to all.

Pathways to Law with the Sutton Trust

As part of the Sutton Trust’s “Pathways to Law” programme, we have provided work experience opportunities across our Manchester, Birmingham and Nottingham offices. The Sutton Trust is a leading organisation focused on improving social mobility in the UK through evidence-based programmes and advocacy. By partnering with them, we aim to support young people from less advantaged backgrounds in gaining valuable insight into the legal profession and building the confidence to pursue legal careers.

Levelling the Playing Field in Law with Cibyl

For the past two years, we have collaborated with Cibyl on their “Levelling the Playing Field in Law” project. This initiative seeks to understand and address the barriers that prevent talented individuals from diverse backgrounds from entering and thriving in the legal profession. By contributing to this research, we are helping to shape a more inclusive and equitable future for aspiring lawyers.

Diversity Inclusion Scheme with Birmingham Law Society

We have proudly supported the Birmingham Law Society’s Diversity Inclusion Scheme (DIS) for the past four years. This scheme is dedicated to helping talented young people from underrepresented and disadvantaged backgrounds pursue careers in law. Through mentoring, financial support and work experience, the DIS empowers aspiring solicitors to progress in their legal education and professional journeys.

Apprenticeship Recruitment

In FY24/25, we recruited 19 apprentices across the business, reinforcing our commitment to alternative routes into the legal industry.

Forage

We are in partnership with Forage, one of the world’s leading work experience platforms, designed to open access for aspiring young lawyers and improve diversity in the legal profession. It particularly benefits those from the disabled community and from socially mobile backgrounds who may otherwise struggle to attend traditional work experience schemes.

Since August 2023, we have introduced a Gateley interactive virtual work experience module titled “Introduction to Mergers & Acquisitions (M&A) Law” which provides a self-paced online learning programme that simulates the world of a Trainee at Gateley with M&A through interactive hypothetical tasks. This partnership is designed to provide more people from a diverse background the opportunity to get an insight into Gateley through virtual work experience. Since launch, we have had 3,195 sign-ups through Forage for our work experience.

“Our partnership with Forage is a meaningful step toward broadening access to the legal profession and building more inclusive entry routes. By attracting a more diverse pool of aspiring lawyers and offering flexible, virtual work experience, we’re helping to bring fresh perspectives into the sector. This not only supports individuals from underrepresented backgrounds, but also strengthens the profession making it more representative, resilient and better equipped for the future.”

Stuart Evans, a partner from our pensions team and national training principal.



Where connections ignite

Spark was founded in 2017 by Ffion Brumwell-Hughes when she was a newly qualified solicitor within our Manchester corporate team. Today, as a recently promoted partner, she continues to champion the group for the next generation of business professionals.

Spark is a networking programme hosted by Gateley for colleagues, clients and contacts, to build their connections in an informal and friendly setting.

Spark has expanded nationally since it was established and has enjoyed great success in other office locations such as Nottingham, Leeds and Birmingham.

In March 2025, we launched Spark in London with business development expert and founder of Russell Strategy Partners, Darren Spevick. In an exclusive online forum, Darren shared valuable networking tips and tricks to provide Spark attendees with the tools and confidence to effectively network at Spark and other business events.

Over the last 12 months, we've appointed Spark Champions and Partner Champions in each of our offices to maintain momentum.



This is an initiative that's really close to my heart. I really believe in it."

Ffion Brumwell-Hughes, a partner in our corporate team and Spark founder



Having a strong network is just part and parcel of having a compelling professional services career."

Rod Waldie, chief executive officer





Sustainability

Working towards a healthier planet, we ensure our business practices contribute positively to the environment and inspire others to join our commitment to sustainability, fostering growth for a better future.

Taking steps towards a greener future

Partnering with Flotilla

As part of our commitment to environmental responsibility and achieving net zero by 2040, we have partnered with Flotilla, a leading carbon accounting and sustainability solutions provider.

Through this collaboration, we are undertaking a comprehensive assessment of our carbon footprint across Scope 1, 2 and 3 emissions.

This data-driven approach will enable us to build a detailed understanding of our environmental impact across our operations. The insights gained will inform the development of a robust and targeted carbon reduction plan, ensuring that we prioritise high-impact actions and embed sustainable practices into our day-to-day operations.

By aligning our efforts with industry best practice driven by our own data, we are taking meaningful steps towards reducing our emissions and contributing to a more sustainable future.

This partnership marks a significant milestone in our sustainability journey and reinforces our long-term commitment to responsible business practices.

EcoVadis

As part of our Responsible Business ambitions and our mission towards net zero, we are proud to have recently been awarded a 'committed badge' from EcoVadis, a widely respected authority on business sustainability ratings.

Whilst we are still in the early stages of our sustainability journey and understand there remains a long way to go, we are pleased to report that we are scoring above the industry average in three key areas: environment, labour and human rights, and ethics.

Our score has risen significantly from last year, thanks to the implementation of additional policies across the three aforementioned pillars, plus a fourth which looks at our sustainable procurement. This was one of the commitments we made in our last Responsible Business report and we are pleased to have had these efforts acknowledged and certified.



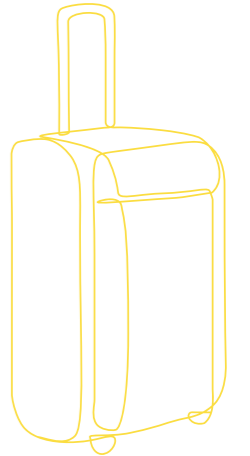
Initiatives include:

In October 2024, we relaunched our website with a renewed focus on sustainability and are proud to share that it is now fully carbon neutral. As part of this initiative, we've invested in the removal of one tonne of verified carbon through Ecologi. This investment supports innovative biochar projects across the UK, Europe, and the USA – projects that remove carbon from the atmosphere and enrich soil health and support local ecosystems.

Our Birmingham, Manchester and London offices are on a 100% green energy tariff.



All the hotels which we hold corporate rates with have been reviewed and selected based on their clear commitment to environmental sustainability.



During the year, we introduced Sustainability Champions, as outlined in the objectives set in the previous Responsible Business report. They have played a vital role in raising awareness through internal communications and campaigns, supporting the rollout of environmentally conscious initiatives and putting forward ideas for future improvements. By acting as local advocates and change-makers, they help to foster a culture of environmental responsibility across the Group.

We have introduced digital software in our offices to reduce our reliance on printed materials. This supports our goal of minimising paper usage and promoting more sustainable communication practices within the workplace.

We offset the carbon emissions from all business travel booked through our travel management company, Gray Dawes. As part of our commitment to responsible travel, we joined the Gray Dawes legacy programme, which supports verified environmental projects. Through this partnership, we contribute to a peatland restoration and conservation initiative, an important nature-based solution for carbon capture and biodiversity protection. In addition to offsetting, we continue to promote lower-carbon travel options wherever possible. For example, when we can we provide group transport such as buses or coaches for Gateley events to reduce the environmental impact of individual travel.

Through a combination of waste reduction initiatives, responsible disposal practices and partnerships with certified recycling and recovery providers, we ensure that all waste generated across our operations is either reused, recycled or recovered for energy.



We have taken steps to be more mindful of plastic use, particularly during internal social events. Wherever possible, we have reduced single-use plastics and opted for eco-friendly alternatives, such as compostable tableware and reusable decorations.

Gateley /