

mourant

ESG Statement

June 2024



As an international professional services firm with a global footprint, Mourant understands that sustainability is an imperative for the firm, its clients and people.

As a responsible business we have taken action to support positive environmental, social and governance outcomes but we recognise that we need to do more.



This statement sets out the commitments we have made to date and our progress towards meeting them. It outlines a 12 month programme of work, across our business, to support the design and development of a sustainability strategy for Mourant. Completing this work will enable us to determine both the scale of our ambition and how we will deliver on it to support the wellbeing of people and planet.

The firm recognises that every business has a role to play but, by taking the time to understand more clearly how we should act to support a sustainable future, we hope to have a greater and quicker impact in the communities in which we operate and beyond. We welcome all feedback on our current and proposed actions in this critically important area."



What have we done so far?

In our 2020/25 strategy, we agreed environmental and social objectives and made a commitment to further enhance our existing framework of governance.



A focus on
climate

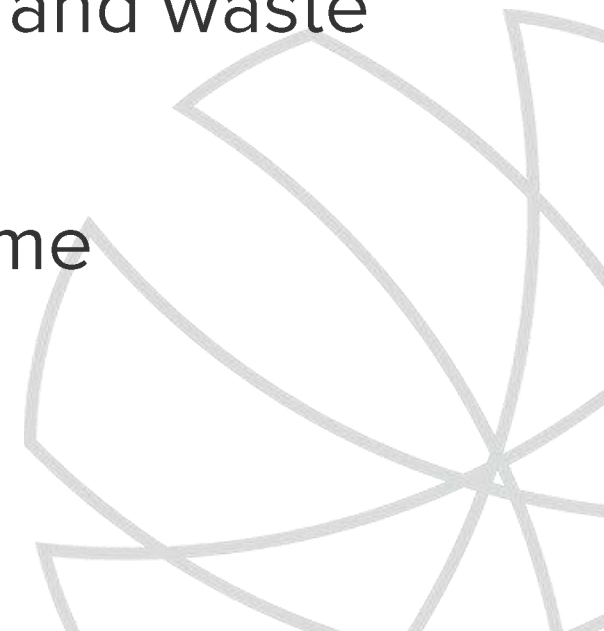




A focus on climate

ESG Statement

- We created the Mourant Environmental Network
- We participated in jurisdictional environmental networks
- We produced a Carbon footprint report for both our Guernsey and Jersey offices in 2019 and 2022 as a baseline for our future carbon commitments
- Mourant environmental network set up an internal website sharing relevant climate and ocean information for staff and seeking feedback on events held and future initiatives
- We raised awareness across the firm of some of the world's most challenging environmental issues
- We have hosted a number of events focusing on carbon reduction and waste reduction through office and home based initiatives
- We have trained staff through the carbon literacy training programme
- We provided work place amenities, education and support



A focus on
the ocean

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Through our ocean pledge we:

- Participated in local conservation activities
- Supported the work of organisations dedicated to marine conservation by sponsoring snorkel trails and supporting the Blue Marine Foundation.
- We also collaborated with Ocean Culture Life to support the creation of an oceans focused art trail
- We helped to reduce the levels of waste in our oceans by hosting annual and periodic beach cleans



A focus on
inclusion

mourant



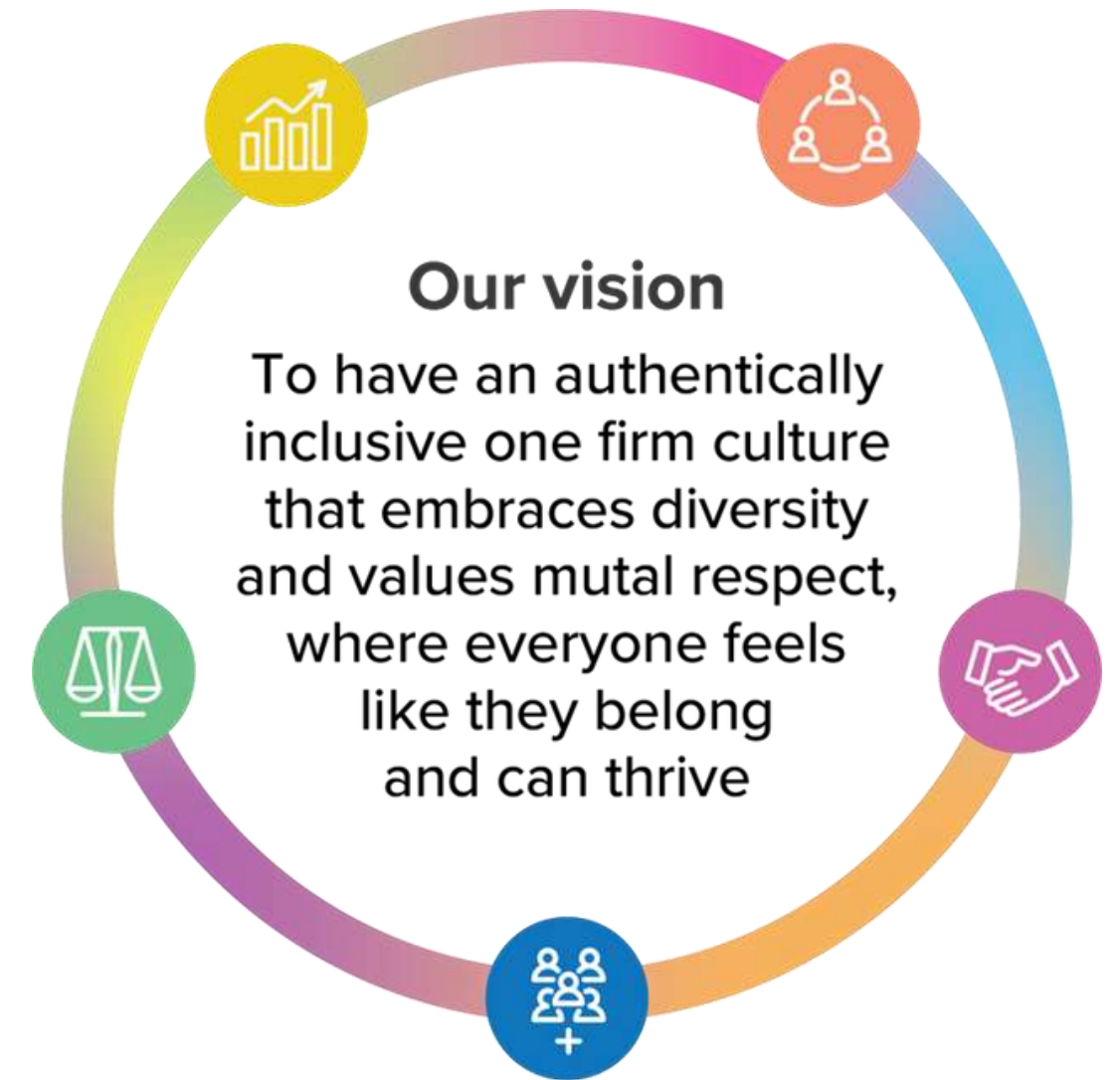
A focus on inclusion

ESG Statement

We believe in inclusive workplaces where everyone feels seen, heard, valued, and respected.

Inclusion is embedded throughout our firmwide strategy and remains a key people and business priority.

To bring our vision to life, we have set eight goals, shown overleaf, against which we can track and measure our progress and five strategic guiding principles that underpin our Inclusion strategy and action plan.



Since the launch of our bold and ambitious Inclusion strategy and action plan, our Inclusion Steering Group has taken active steps to create an authentically inclusive workplace at our firm. This includes:

- Appointing Inclusion Leaders who provide visible leadership support to our Inclusion strategy
- Empowering colleagues to join and lead our Inclusion Networks
- Launching an Extended Inclusion Steering Group to actively involve our people in shaping and informing our approach
- Setting [gender aspirational milestones](#) for partners and leadership
- Creating opportunities for feedback and sharing experiences through listening exercises and annual surveys
- Voluntarily publishing our [global gender pay gap](#) annually
- Investing in corporate memberships to ensure we are at the forefront of best practice

- Introducing our Dignity at Work Policy and anonymous speak-up channel
- Improving our parental leave policies and processes, dress code guidance and flexible/hybrid working policies, workplace adjustments processes, and ongoing implementation of inclusive recruitment best practice
- Inviting colleagues to share their pronouns in email signatures
- Providing free sanitary products
- Regular awareness raising and learning opportunities, including an innovative virtual-reality based programme to help bridge the gap between 'knowledge' of best practice and active 'implementation'
- Supporting [Pride](#) across our global offices
- Participating in a gender equity focused global cross-company mentoring programme

A focus on
community

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A focus on community

ESG Statement

Throughout the year our Corporate Social Responsibility programme has provided contributions to local charities focusing on equality, the elderly, local education support, sponsorship of sporting events to raise money for local charities and local animal welfare.

The majority of the Corporate Social Responsibility funds spent during the year have been in support of our ocean and climate commitments. These funds supported initiatives in the community raising awareness of the need for action to protect our oceans and reduce carbon emissions.



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A focus on
our people

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A focus on our people

ESG Statement

The firm's investment in total reward for employees means individuals have access to a wide range of benefits designed to support health and wellbeing. The support the firm provides includes an Employee Assistance Programme, private medical insurance, mental health first aiders, well-being assessments and the firm's wellbeing network.

Being an employer of choice in our markets is important to Mourant. We work to attract, retain and inspire a diverse range of exceptional people. We do this through having a competitive compensation philosophy, an inclusive employer brand and fair and equitable access to development.



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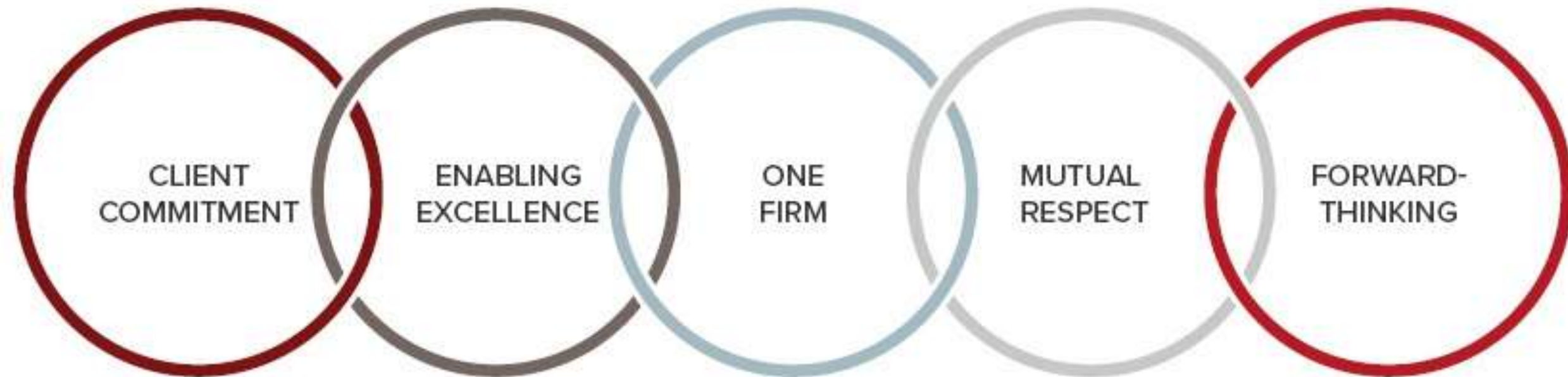




A focus on our people

ESG Statement

Mourant supports its people and works continuously to drive inclusivity and create a space where everyone thrives and is empowered to fulfil their potential. We do this by ensuring individuals feel supported to live and demonstrate the Mourant Values and to excel in their roles to be innovative, efficient and accountable in a positive, supportive, fair, and open working environment.





A focus on our people

ESG Statement

Career development and progression pathways and frameworks are in place informing the performance review process and learning and development activities and resources, including the Mourant Academy currently being piloted in Mourant Governance Services. Health & Safety, Flexible Working and Hybrid Working policies are examples of policies which are frequently reviewed and updated to keep pace with best practices.



A focus on
**data security
& customer
privacy**

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Data Protection and Security

- We prioritise the protection of all data assets, including personal and sensitive information, against unauthorised access, disclosure, alteration, or destruction.
- We employ robust technical and organisational measures to safeguard data integrity and confidentiality across all stages of data processing and storage.
- Regular risk assessments and security audits are conducted to identify and address potential vulnerabilities proactively.
- We are certified to ISO 27001:2022 requirements by a UKAS accredited audit firm.



Compliance with Regulations

- We comply with all relevant laws, regulations, and industry standards pertaining to data protection and privacy, including but not limited to GDPR and other applicable regional laws.
- Our data handling practices are transparent, and we strive to ensure that all data processing activities are conducted in accordance with legal requirements and best practices.

Accountability and Governance

- Responsibility for data security and privacy compliance is assigned at all levels of the organisation, with clear lines of accountability.
- Our governance structure includes oversight mechanisms to monitor compliance with our policies, address data security incidents promptly, and continuously improve our data protection practices.



A focus on
governance

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At Mourant, we aspire to upholding the highest standards of governance and ethical conduct in all our operations. Our firm operates under a robust Code of Business Conduct that establishes clear expectations for integrity and accountability, ensuring all our employees and partners act in accordance with both legal requirements and our ethical principles. We adhere to modern slavery, bribery and corruption, and data protection standards and expect the same from our suppliers.

Our goal is to build trusted relationships with all our stakeholders - including our people, clients and regulators - and to foster a strong governance culture, with transparent and ethical practices. We do this through our policies, published on Mourant.com, our ISO27001 certification and adoption of the UK Corporate Governance Code within Mourant GS. We actively engage with regulators and governments to support strong institutions in the jurisdictions we operate in and ensure our teams have the training they need to operate within relevant regulations.



A focus on
**our role
in society**

mourant





A focus on our role in society

ESG Statement

Mourant has evolved from a market-leading law firm into a multi-disciplinary professional services business, with law at its core. As well as legal advice, we provide specialist entity management, governance, regulatory and consulting services. We take an integrated approach to delivering our services, bridging the gap between legal advice and its implementation.

With over 60 years' experience in the financial services sector, and offices in the world's leading International Finance Centres (IFCs), as well as London, Hong Kong and Singapore, our business is intrinsically linked to the global economy and the capital flows that support it. We facilitate responsible cross-border finance and investment and the pooling and allocation of capital that is so vital to global economic growth and prosperity.



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Our sustainability focus for the next 12 months



The previous pages set out the commitments we have made, and the actions we have taken, in support of environmental, social and governance matters but we know we can do much more. Like many businesses, we are learning about the role we can and should play to support a sustainable future and that is why we are taking the next 12 months to develop a more informed and holistic approach to sustainability.

We will be gathering the information we need at an individual and corporate level to understand the scale of the challenge ahead and the role that Mourant will play in securing the future wellbeing of people and planet.



We have committed to the following actions:

- Producing this ESG statement which sets out what we have committed to and delivered to date and what we intend to do in the future
- Completing a sustainability materiality assessment in line with GRI standards to enable the firm to make an informed decision about its future sustainability strategy
- Drafting a net zero transition plan in line with TPT guidance for partnership consideration
- Developing and delivering a 12 month climate and sustainable finance based learning programme for all service lines
- A future governance model



These actions will help us to understand the internal and external sustainability challenges for the firm as well as the risks and the opportunities associated with sustainability. This will enable us to determine the commitments that the firm wants to make internally but also commitments that the firm will make to further enhance the services that it provides for its clients that support a sustainable future.

In the following pages we set out more details on these actions, timelines and desired outcomes.



A sustainability materiality assessment

To enable us to develop a sustainability strategy that the whole firm and our stakeholders can support, everyone needs to have a say in what that strategy is. It's for this reason that we want to perform a sustainability materiality assessment. Through this exercise we'll talk to internal and external stakeholders to understand what they think we should be doing and what the risks and opportunities might be. We will use this to develop our future sustainability strategy.



A draft net zero plan

We will be developing a net zero transition plan over the coming months. This is a huge piece of work but we want to do it well. We want the plan to be supported by [science based targets](#) and we want it to comply with the [taskforce for transition plan](#) guidance. We hope to have completed this work in the coming 12 months but recognise that it may take longer than that given we need to undertake a baseline assessment of carbon emissions for all our locations as a starting point. Only once we have completed this draft net zero plan will we determine our net zero commitment as a firm.



An education and awareness programme

Starting with a pilot of our chosen "understanding sustainable finance" course we will kick start a 12 month programme of learning available to all of our people which introduces the following topics:

- Why does sustainability matter to Mourant?
- What is the climate change problem we need to solve?
- What is the nature problem we need to solve?
- What is the social problem we need to solve?
- What role can business play in securing the current and future wellbeing of people and planet?

Alongside this programme of education and awareness, and dependant upon pilot feedback, we will expand access to the sustainable finance programme throughout the year.



A future governance model

As part of a wider project we will be updating our governance arrangements which provides another opportunity to look afresh at the diversity of the firm's various boards and committees on both a global and a business line basis and moving forward to adopt international best practice in corporate governance



Tracking our Progress on these Commitments

We recognise the importance of sharing our progress with our stakeholders and this ESG statement is our first step in doing so. As part of developing our sustainability strategy we will consider how we disclose our commitments, our progress and how we support our stakeholders sustainability journeys too.

In the meantime we will refresh and update this statement on an annual basis to help our stakeholders understand our continuing work in this area and our future commitments.

