

Ampa

Group

Impact Report

2024/25



At Ampa Group, our purpose is to unlock potential for good. When we say 'for good,' we mean it both in the sense of creating positive change, believing that business can be a force for good, and in a way that delivers lasting, long-term impact

In an increasingly polarising world, during a time where powers-that-be look to undo so much good, we are doubling down and making a conscious effort to stand up for our people, clients, communities, business and wider economy by using our voice on what matters. We continually recognise the importance of listening to our stakeholders and challenge ourselves to do the right thing, not the easy thing.

We know that what gets measured, gets done and have made a long-term commitment to improving the data we record; holding ourselves to account with more sophisticated reporting tools and measures. Our new carbon accounting platform (Normative) gives us even more data and accountability for our impact on the environment, and in January 2024 we submitted a letter of commitment to the Science Based Targets initiative (SBTi), giving ourselves just two years to achieve SBTi accreditation for our net zero targets.

Committed to levelling the playing field and reflecting the lived experience of so many of our people, we've developed a new social

mobility strategy and introduced solicitor apprenticeships for the first time, with our inaugural cohort starting in August 2025.

We partnered with an independent advisor to run our first racial awareness and bias survey and have developed a Race Action Plan, in consultation with relevant inclusion groups and volunteers from across the group. In Autumn 2025 we'll be piloting our first race fluency training sessions as part of this plan.

And we're also proud to note that the Ampa Foundation donated nearly £50,000 between January 2024 and April 2025, with 94% of donations aligning with communities close to Ampa hubs or supporting the charitable activity of our people.

But none of this would be possible without the crucial backing and engagement of our people, at all levels, across the business. We've seen our number of pro bono hours recorded increase by 8% and our volunteering hours jump by 15%. Our inclusion groups are growing from strength to strength with nine groups and over 350 people (up from 180 reported in our last impact report) taking part in them; from small support groups for carers, through to business-wide awareness events like our 'fast with us' day from the Muslim Network.

Thank you to everyone who has played their part, big or small, in making Ampa Group a force for good

Sarah Walker-Smith
Group CEO



Contents

Our Responsible Business Approach	4
Unlocking potential as a force for good	7
Empowering our people	13
Giving back to our communities	22
Taking action for the environment	27
Goals and targets for 2025/26	35



Our responsible business approach

Ampa seeks to unlock potential wherever we see it

Ampa is a group of legal and professional services brands with a shared purpose – to unlock potential. For our people, our clients, our investors and our places.

Each of our seven brands have the autonomy and empowerment to do what is right for their local community and market, with the backing and buying power of a national group to really make an impact. We are successful, purposeful and profitable - and help our clients do the same.

In it together and in it for the long term, we are changing the world of business for good.



More than 1400 people across 21 hubs

As our group has grown, so has our presence across the UK. We now have 21 hubs in key strategic locations in England and Scotland, aligned to the clients and referrers in our brands' target market segments. Our office hubs serve multiple purposes. Some are in locations designed to bring our people together to collaborate, whereas others are aligned to where our clients do business. A number of our hubs do both.

It's good to know...



In all our hub refurbishments and relocations, more than 80% of furniture is reused, repurposed or recycled



Our commitment to responsible business for 2024/25

In 2024, we challenged ourselves to be bigger, better and braver in our words and actions; setting 27 highly ambitious responsible business targets. Making good progress, we've completed 13 of these actions, with 12 in progress and just two not achieved in the time frame. The following data details our impact performance update for January 2024 to May 2025 across our four responsible business pillars:

Unlocking potential as a force for good

Empowering our people

Giving back to our communities

Taking action for the environment



2024 Performance: Unlocking potential as a force for good

	Goal	Targets	Actions from 2023 Impact report planned for Jan 24 – Apr 25	Status	Comments on Responsible Business (RB) performance
UNLOCKING POTENTIAL	1. Demonstrate Ampa Group is a force for good B Corp	1. Deliver the B Impact Assessment (BIA) improvement plan via Ampa B Corp Champions to increase B Corp score to at least 90 points at next certification in January 2026.	Start taking action to improve next B Corp score (certification due January 2026).		- Began to establish 'B Keepers' group - communications around areas of ownership for each 'B Keeper'. - New B Corp standards (version 7) introduced April 2025. Recertification delayed – due by January 2027.
		2. Advocate for initiatives that unlock vibrant places - Anthropy and Better Business Act.	- Continue to support the Better Business Act at their events, (after signing up in April 2022), which seeks to amend the UK Companies Act. - Lead the Vibrant Places Anthropy Alliance (chaired by Ampa CEO, Sarah Walker-Smith) ready to lead sessions at Anthropy25 (March 2025).		March 2025 Anthropy event - 10 Ampa people attended and Ampa chairing the Vibrant Places alliance.
		3. Be an active part of the B Corp community, inspiring other businesses to take social and environmental action.	Ampa people will attend Bristol, Brighton and London B Corp Locals.		Group Culture and Sustainability Director and Responsible Business team have supported clients and other stakeholders, joining panel events and other initiatives to celebrate and promote B Corp certification.

2024 Performance: Unlocking potential as a force for good

	Goal	Targets	Actions from 2023 Impact report planned for Jan 24 – Apr 25		Comments on Responsible Business (RB) performance
UNLOCKING POTENTIAL	2. Maintain required ESG standards	4. Complete social and environmental impact standards to meet client requirements for engagement e.g. Ecovadis, Science-based targets.	- Complete the EcoVadis evaluation late 2024 / early 2025. - Complete science-based targets for environment stream with the Science-Based Targets Initiative (SBTi).		- EcoVadis questionnaire completed April 2025. EcoVadis 'Committed' rating achieved. - Letter of Commitment submitted to the SBTi in January 2024.
	3. Integrate social and environmental performance into decision-making	5. Engage and educate stakeholders across the group about Responsible Business & B Corp.	Hold responsible business and B Corp training sessions for all Ampa; run a B Corp month quiz in March; provide regular content within internal communications.		- RB Training sessions Oct-Dec 2024 - SBTi and environment deep dive for all Ampa people Feb 25 - First environment learning sessions held in February 25.
		6. Establish a governance framework and business practices which embed responsible business into our day-to-day	- Incorporate social and environmental goals into member performance reviews. - Establish Ampa's responsible business governance framework which clearly articulates our responsible business guidelines for our people, brands, suppliers and clients.		Focus for 25/26 to incorporate into risk appetite in development and align to new requirements from B Corp and risk profile tool (launching Autumn 25)

2024 Performance: Unlocking potential as a force for good

	Goal	Targets	Actions from 2023 Impact report planned for Jan 24 – Apr 25	Status	Comments on Responsible Business (RB) performance
UNLOCKING POTENTIAL	4. Amplify client work that drives positive social and environmental impact, wherever we can.	7. Raise the profile of client work that realises our purpose of 'unlocking potential for good' within sectors..	Regular promotion via internal communications including videos, newsletter articles, and blogs/ social posts on employee engagement app. Ideas include interviews with Ampa members working in areas of social and environmental impact.		Ongoing. Key examples include: - Ingenuity (working with Nottingham University) on social impact entrepreneurship - Care home operator (supporting their creation of a charitable benevolent fund) - Renewable and Clean Tech client (corporate, commercial and IP work)
		8. Encourage teams to identify and develop social and environmentally impactful work where possible within our sectors.	Include responsible business actions in brand strategies to ensure action at brand level. Brands develop propositions and client work that directs more responsible business. .		- Included responsible business actions in brand strategies 2024 - 2028 to inspire action at brand level. - New ESG desk established June 2024

Demonstrating Ampa Group as a Force for Good

B Corp

Following Ampa Group's 2023 B Corp certification, our focus was on engaging and educating our people and clients on what it means to be a B Corp: focussing on purpose, change for good and collaboration.

When the new B Corp standards launched in April 2025, we shifted our focus to preparing for a delayed recertification process in 2026. To that end, we have identified key stakeholders (our Beekeepers) within Ampa Group who will be integral to the successful completion of our recertification under the new standards. In the meantime, we have continued to engage our people about B Corp, and teams across Ampa Group have relished the opportunity to connect and collaborate with other B Corps.

March 2025 saw the return of our now annual B Corp quiz, with 116 participants from across Ampa we saw impressive B Corp knowledge on display: evidence that our efforts to educate and engage our people in all things B Corp is paying dividends.

The B Local Brighton group was launched with the support of our Mayo Wynne Baxter (MWB) team, and their well-established B Social networking group. Created in 2023 as a hub for B Corps and those interested in learning more about the movement, B Social filled a gap in Sussex, where no local offering

from B Lab existed. Now, it serves as the foundation for B Local Brighton, providing a platform for local businesses to connect, share ideas, and work together to drive positive change across the region.



Demonstrating Ampa Group as a Force for Good

Anthropy

We returned to Anthropy as an official partner for the third year in a row. Anthropy is a national gathering that brings together more than 2000 responsible leaders and organisations to explore ways to improve the UK. It connects businesses, influencers, charities, non-profits and government to share ideas, build partnerships, influence policy, and drive positive change. Ampa chairs the Vibrant Places Alliance. The alliance brings together influential leaders across a broad variety of sectors to champion the creation of vibrant places and communities that will shape the future of Britain. As leaders, it's imperative to question whether we are taking the necessary steps to drive positive change, exerting pressure on both central and local governments, businesses and individuals to enable the development of vibrant communities.

Ecovadis

In line with our stated commitment to maintain required ESG standards, we completed our submission to Ecovadis in April 2025 (a global sustainability assessment platform that provides independent ratings on responsible business performance across their operations and supply chains.). In our first submission, we achieved the 'Ecovadis Committed' badge, signifying that we achieved a good score in the benchmark, but were below the threshold to qualify for a medal (awarded to those businesses in the top 35% of submissions).

Responsible business learning and governance

As our responsible business strategy has matured, we've embedded social and environmental performance into decision-making across our business.

Since October 2024, our team has delivered a range of training, including an Environment Learning session, focusing on our impact, priorities, and science-based targets.

We've also strengthened responsible business education through induction, e-learning, and new guidance on volunteering and pro bono, helping more people actively support their communities.



Client work driving positive social and environmental outcomes

Our brands work with many clients that generate positive social and environmental outcomes through their work.

- Our charities team supported a family-owned business that runs 28 care homes across the South and South East of England with the creation of a charitable foundation to help relieve financial hardship for the company's employees and residents.
- Our energy team acted for the owner of several businesses engaging in the development and scale-up of promising clean-tech supply chain technologies with a range of corporate, commercial and intellectual property matters.

INGENUITY

Ingenuity Impact

Our Shakespeare Martineau commercial team in Nottingham has long partnered with Ingenuity Impact (via Nottingham University), supporting social impact entrepreneurs with free legal advice, mentoring, and by providing volunteer judges throughout the programme's annual judging process - helping ensure it remains inclusive, diverse, and accessible to all.

Client ESG Proposition

A significant development in bringing our responsible business priorities to life with our clients was the establishment of a new service proposition focussing on climate change in June 2024. Led by our energy sector team, this proposition focusses on supporting our clients address challenges, unlock opportunities, and ensure compliance within the increasingly fast paced regulatory environment governing ESG.



2024 Performance: Empowering our people



Group

	Goal	Targets	Actions from 2023 Impact report planned for Jan 24 – Apr 25	Status	Comments on Responsible Business (RB) performance
PEOPLE	5. Maintain gender balance across the group and improve gender balance across our membership	9. Maintain group's gender balance of 61% female by end 2025.	- Continue to monitor gender balance and work with people team to ensure appropriate actions are embedded in the people processes. - Take action for our commitment to Women in Law Pledge.		- Our people team continue to monitor gender balance across our people processes - Justine Ball, co-Head of our Birmingham Office and partner in our real estate disputes team, is now accountable for our gender inclusion goals.
		10. Increase female membership representation to 40% by end 2025.	Continue to monitor gender balance and work with people team to ensure appropriate actions are embedded in people processes.		Improved from 35% to 38% by 30/04/2025
		11. Complete pay gap reporting annually, supporting positive pay gap action across the group.	- Complete pay gap reporting for 2024 in early 2025. - People team will continue to ensure appropriate pay gap actions are embedded in people processes.		Pay gap reporting for 2024 completed in early 2025.
	6. Improve the racial diversity of our group and membership	12. Increase the group's representation of racial diversity to 30% by end 2025.	Continue to monitor racial diversity and work with people team to ensure appropriate actions are embedded in people processes.		Improved from 21% to 23% by 30/04/2025
		13. Increase racial diversity membership representation to 15% by end 2025.	Continue to monitor racial diversity and work with people team to ensure appropriate actions are embedded in people processes.		Representation declined following retirements from the membership from 11% to 9% by 30/04/2025 (1 individual)

2024 Performance: Empowering our people



Group

	Goal	Targets	Actions from 2023 Impact report planned for Jan 24 – Apr 25	Status	Comments on Responsible Business (RB) performance
PEOPLE		14. Work with external race & ethnicity experts to bring best practice to Ampa	- Take forward insights from racial awareness and bias survey, run with Flair March - April 2024. - Develop and embed Ampa Race & Ethnicity action plan (drawing on Flair insights). - Take action for our commitment to Change the Race Ratio.		- Ampa's first racial awareness and bias survey ran in April 2024 (with Flair) with results shared with leaders and all people over the summer. - A Race Action Plan was agreed with feedback sought from relevant inclusion groups and volunteers across Ampa Group - Race fluency training commissioned, with pilot sessions running in Summer 2025.
	7. Provide an open, supportive, inclusive environment that ensures everyone can be their authentic selves	15. Empower More in Common network of inclusion groups and EDI Advocates to develop an open, supportive and inclusive environment.	- Continue to engage and inspire our people through nine inclusion groups. - Introduce ED&I Advocates to be Ampa internal and external representatives about ED&I topics, developing Ampa knowledge and distilling external thought leadership. - Continue with Snapshot surveys to monitor Ampa's open, supportive and inclusive environment. - Ampa's Connectors reverse mentoring will continue throughout 2024. Feedback will be collated and fed into further development of the programme.		- Substantive examples of activity across all nine inclusion groups with regular meetings between chairs and RB team re-established following change in RB team personnel in late 2024/early 2025. - ED&I Advocates were introduced early 2025 - A third cohort of Connectors was matched in January 2025, with 42 staff involved. - Snapshot survey last ran in January 2025 with engagement remaining stable (dipping slightly from 7.88-7.83) but with nearly 10% more comments left by respondents

2024 Performance: Empowering our people



Group

	Goal	Targets	Actions from 2023 Impact report planned for Jan 24 – Apr 25	Status	Comments on Responsible Business (RB) performance
PEOPLE		16. Provide wellbeing support across the organisation and ways for everyone to engage in supporting their wellbeing.	- Train additional MHFAs to ensure more male representation and better coverage across our hubs. - Continue to monitor wellbeing in Snapshot, with the Wellbeing Inclusion Group leading a programme of work for financial, social, physical and mental wellbeing.		In 2024, an extra 15 Mental Health First Aiders (MHFAs) were trained, bringing the total to 56 MHFAs across the group. This includes three men following campaigning for more male representation across the cohort. In the latest (Jan2025) snapshot survey, wellbeing: (My manager genuinely cares about and supports my health and wellbeing') was the second highest scoring question in the survey (8.64 – increased from 8.49 in the previous survey) behind 'I am held accountable for my work results and output' (8.76)
		17. Become a Disability Confident Employer (Level 2).	Continue to evolve our offering as part of being a Level 1 Disability Confident Committed Employer and developing an action plan to become Level 2.		We have renewed our Level 1 commitment.

Equality, diversity and inclusion

As of April 2025, women make up 67.5% of Ampa Group (up 1.7% since December 2023), above the 61% we set as a goal in our last impact report. Our female membership has increased by 2.3% points from 35.2% at the end of 2023 to 37.5% in April 2025. This is on track for our target from our last impact report of 40% by the end of 2025.

Female membership
increased to

37.5%



Our group's racial diversity is up 1.9% since December 2023 from 21.5% to 23.4%. This is encouraging progress towards our target of 30% by the end of 2025, bucking the trend in the SRA benchmark data which saw overall representation of ethnic minorities drop from 19% to 18% in 2023.

Ampa's racial
diversity is now over

23%

While the racial diversity of our membership has shifted from 11.1% to 10% during this period, this change is largely due to a slight reduction in overall membership. In a cohort of just over 140 individuals, even small changes can have a noticeable impact on percentages. That said, we remain focused on achieving greater representation of ethnic minorities with our membership.

In Ampa's first submission to the Social Mobility Index (SMI) in June 2024, we achieved 49th place, recognising the progress we have made prioritising social mobility since our last impact report. Social Mobility remains a core priority in 2025. We have submitted our second entry to the Social Mobility Index and will prioritise the development of our Unlocking Potential programme in the coming financial year to better align our Early Careers talent attraction campaigns with our social mobility ambitions to accelerate progress.



49th
place in the 2024
Social Mobility
Employers Index

Connectors Mentoring

Our Connectors programme is our internal reverse mentoring scheme where people in the early stages of their career mentor our senior leaders. We pair people up with someone in a different part of the business to them, so that they help to give different perspectives and share ideas and different ways of thinking. We ask people to volunteer for both the mentee and mentor roles, to ensure we have people that are engaged and motivated to take part, which helps to make the programme a success.

Over the past three years we have had three Connector cohorts, with a total of nearly 90 pairings (180 Participants, an increase of 50% since our last impact report) across all brands and within all levels of our business.

Some of the many positive comments we have had from our pairings include:

"It's really great to have an insight into the diversity of thought, ideas and experience across the Ampa group. I've enjoyed the ease of talking to my Connector and getting a fresh perspective on issues. Although my Connector has been advising me, I am pleased to now be able to watch her own career take off."

- Partner and Connectee,
Mayo Wynne Baxter

"I wanted to be able to share my fresh and open perspective with my Connectee and she has allowed me to do just that - in fact, she has encouraged it. It has been great to provide my thoughts on certain areas, which makes me feel I am making a difference. In addition, whilst I have been advising her, she played a crucial role in helping me decide areas around my own qualification - I was privileged to have had her input. It's about what you put in and we've both been open and honest with each other."



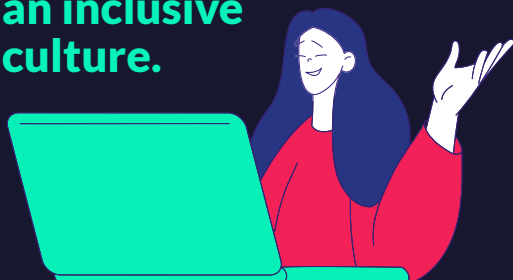
- Solicitor and Connector,
Shakespeare Martineau



Empowered Working

Empowered working is vital in fostering an inclusive culture. It offers all our people the trust to manage their work alongside other commitments in their lives, whether that's people with disabilities able to work remotely as much as they need to, or parents juggling work and caring responsibilities. As such, we continue to ensure our empowered working approach is embedded across the organisation so we ensure client needs are met without causing unnecessary stress and conflict for our people.

Empowered working is vital in fostering an inclusive culture.



Our Inclusion Groups and our approach to Wellbeing

We are committed to creating an open, supportive, inclusive environment that ensures everyone can be their authentic selves. Integral to that are our Inclusion Groups. We have a total of nine groups, and they have nearly doubled in size since the start of 2024 with 355 members across all groups. Our Inclusion Groups are open to all our people and members and are encouraged to:

- Build communities that celebrate and educate about the importance and value of inclusivity and diversity to strengthen the way we work.
- Challenge the status quo, highlighting barriers to inclusion, and role modelling and inspiring others with new ways of working.
- Provide a sense of belonging and collective voice for those with shared experiences, interests and beliefs.
- Create social moments during the year for people from our business community to come together.

Our Inclusion Groups are led by our people, and have led a range of events; from internal education and allyship initiatives such as our Muslim network's #FastWithUs initiative during Ramadan in March 2025, external networking opportunities such as the Sikh Network's participation in a joint Birmingham Sikh Network event led by HSBC at the Sikh Temple in Birmingham, and practical support initiatives such as the Menopause group's desk fans and 'grab bags' (available for any of our people facing a period or menopause emergency).



Flair Racial Equity Survey

In January 2024, we launched the Flair Racial Equity Survey. We wanted to understand where and how race and ethnicity are perceived within our group, allowing us to better celebrate our successes and to more quickly identify areas which need more support. With support from our Muslim, Sikh and Thrive (diverse race and cultures) inclusion groups, we identified Flair as a delivery partner for this survey.

All our people and members were invited to participate, with over 600 of our people including 70% of our members responding. The results were presented across three areas:

1. Racist behaviours – as a group Ampa reported low observation, or experience of, racist behaviours. This was a clear area of strength.
2. Racial awareness – in general our people are not confident or experienced knowing how to engage and tackle situations when racism is a factor. While in line with industry benchmarks, this was highlighted as an area of improvement.
3. Racial inclusion – the majority of our people from ethnic minorities do not feel that ethnicity is a barrier to progression or inclusion within the business. This was also highlighted as an area of strength, and was an area in which we outperformed industry benchmarks.

These results were used to inform the development of a Race Action Plan with 12 Actions across the following four objectives:

1. Increase diversity of our group and our hubs be reflective of the communities we operate in
2. Improve confidence of our members and people in talking about, identifying, and challenging racism
3. Improve awareness of how to respond appropriately when witnessing microaggressions and racial harassment at work
4. Ensuring open and honest communication about race and inclusion across Ampa Group

In addition, as a direct response to these findings, Race Fluency Training has been commissioned, with a pilot session due to run early in the 2025/26 financial year, and with all our people to receive training by the end of 2026.



Wellbeing

Wellbeing at Ampa is comprised of four pillars:

- Social
- Mental
- Physical
- Financial

Our Wellbeing inclusion group is supported by 51 Mental Health First Aiders and 20 Wellbeing Champions, who promote wellbeing through accessible support, resources, and training. Over the past year, we've focused on connection-led initiatives, launching 'Walk and Talk' groups, curating wellbeing content on the Ampa Ac@demy platform, and developing line manager wellbeing training set to begin early in 2025/26.

EDI (Equality, Diversity & Inclusion) Advocates

In our last impact report, we highlighted the role of accountable members in supporting our Inclusion Groups. This role has evolved in the last year, with our accountable members cohort being broadened to become our EDI advocates. While still aligned to support inclusion groups, our EDI advocates take an active role advocating for EDI internally and externally and represent Ampa with partner organisations.

Engagement

Our Snapshot surveys are regular internal pulse questionnaires which give us a 'snapshot' of how our people are feeling about working at Ampa Group. Snapshot is part of our approach to listening and learning; we ask our people to take part every six months or so alongside our regular members' feedback forum, individual check-ins, and the external engagement survey (which we do every three years).

Feedback from our people helps us improve all areas of the business; here's an overview of some of the changes shaped by our people's input:

Feedback	Action
More visible leaders and regular leader communications at group and brand level.	• Hub leaders encouraged to be more visible. • Suggestion boxes introduced for our people to share ideas and feedback. • Group CEO Sarah Walker Smith leads informal purpose and strategy workshops • Increased face-to-face meetings across all hubs • Regular pulse videos introduced with senior leaders sharing developments across the group • Town hall sessions led by our Managing Directors.
More health and wellbeing support needed	• Wellbeing inclusion group formed • Piloting and rolling out wellbeing training for managers
Too much jargon used	• Glossary of terms created to help our people with acronyms and industry jargon.

2024 Performance: Giving back to our communities



Group

	Goal	Targets	Actions from 2023 Impact report planned for Jan 24 – Apr 25	Status	Comments on Responsible Business (RB) performance
COMMUNITIES	8. Partner with local charities to give back to the communities we work within	18. Empower responsible business champions in every office hub to manage meaningful local charity partnerships, providing fundraising and volunteering time.	- Continue with the responsible business champion leads and champions model to deliver charity partnerships for fundraising and volunteering. - Continue with responsible business office hub champions fundraising for local selected charities.		- RB Champions and Leads in place across all office hubs, regular updates between champions and the RB team with lots of activity across all hubs throughout the year (examples in case studies tab). - The RB team ran a 'lunch and learn' session for the RB Champion Leads in November, providing an update on RB work before running a workshop-style session to gather ideas and feedback on fundraising and volunteering opportunities. - Ampa Big Bake-off - grand finale in October 2025 as a culmination of rounds within individual offices used to fundraise for charity partners.
	9. Empower our people to drive positive change in our communities through volunteering and pro bono	19. Together achieve 75% of Ampa people volunteering annually. Encourage two days p.a. volunteering by our people, sharing experiences on Engage, LinkedIn etc.	- Volunteering guidelines and FAQs will be shared across the business. - Open voting for Ampa's volunteer of the year 2024. - Monitor volunteering hours via Aderant (legal) and Cascade (non-legal).		- Volunteering and pro bono guidance launched in December with all people encouraged to take two volunteering days per year. 12% of our people volunteered May 2024- April 2025 . - Volunteering increased by 15% compared to 2023 total volunteering hours. - Volunteer of the year for 2024 awarded to Paul Masters who dedicated over 1,000 hours to volunteering with his local scout group in 2024.
		20. Engage and increase participation in pro bono building on relationships with LawWorks, the national Nottingham University programme Ingenuity and Birmingham's Free Legal Advice Group.	- Pro bono guidelines and FAQs will be shared across the business. This will include improving communications so that more Ampa people can access pro bono opportunities. - Run internal annual award for Ampa Pro Bono of the Year 2024. - LawWorks membership renewed, and Birmingham's Free Legal Advice Group membership continues. - Continue Ingenuity programme partnership for 2024 & 2025.		All partnerships renewed - Volunteering and pro bono guidance launched in December 2024 with all staff encouraged to take two volunteering days per year. * 693 hours of Pro bono delivered in 2024/25 (8% increase on 2023) * Pro Bono Impact Award went to Catherine Rustomji after she dedicated 111 hours to pro bono work in 2024.

2024 Performance: Giving back to our communities



Group

	Goal	Targets	Actions from 2023 Impact report planned for Jan 24 – Apr 25	Status	Comments on Responsible Business (RB) performance
COMMUNITIES	10. Support young people from under-represented or disadvantaged groups into employment, to address social mobility	21. Support under-represented and disadvantaged young people to get into roles at Ampa (through early talent programme and partnerships).	- Take action for our commitment to the Social Mobility Pledge. - Host five or six interns from the 10,000 Black interns programme. - Continue to empower hubs to support and facilitate work experience to maximise learning opportunities. - Work with new early careers (EC) team to review early talent strategy to ensure routes to law and professional services encourage entrants to work & maximise much further the use of the apprentice levy to develop EC talent.		- MWB continue to participate in the Social Mobility Business Partnership scheme with Southern Water and have supported (in Feb 2025) the Dare to Dream programme, a local initiative designed to boost confidence, self-belief, and ambition in young people - Unlock Potential Programme is being designed, seeking to provide school-to-work support for low-income students seeking a career in professional services through work experience, mentoring, learning pathways, internships, and careers signposting. - Social mobility index results from Oct 24 used to form our social mobility strategy.
		22. Participate in Social Mobility Employer Index each year to steer and improve positive social mobility action across the group.	Complete Social Mobility Employer Index questionnaire for 2024 and develop action plan for Ampa Group informed by the results.		Social Mobility Employer Index completed for 2025. - Ampa Group came #49 in the Social Mobility Employer Index top 75 ranking list for 2024. - SMI submitted for 2025 in June
	11. Make financial contributions to aligned causes via the Ampa Foundation	23. Donate 3% profit to aligned causes through the Ampa Foundation each year and share impact stories in the Ampa annual Impact Report.	Continue to run Ampa Foundation to make regular donations to aligned causes.		- Ampa Foundation appointed a new Chair over summer 2024, Catherine Rustomji. Since then, new donation guidance and an application form were launched in internal comms and made available on Ampa's external website. - A new donations record is being managed to record all giving decisions. - Regular donations (over £48k from Jan24-April25) and all Ampa people encouraged to put in donation requests for charities they are connected to. - Case studies will be mapped in the impact report to show alignment with our hubs nationally.

Increasing community support from our hubs

Responsible business hub champions and committees were introduced in 2023; groups of people taking the lead on establishing local fundraising and volunteering opportunities in Ampa's office hubs).

Collectively our people have raised nearly £17,000 through fundraising activity organised by our responsible business champions. This is an increase of over 40% on our 2023 fundraising totals.

Fundraising totals

↑ 40%

(nearly £17,000 in 2024)

We made volunteering easier by providing clear guidance and offering all our people up to two days' leave to support charity partners and causes they care about.

Those guidelines, and the additional leave allowance have contributed to strong growth in both pro bono and volunteering time recorded by our people.

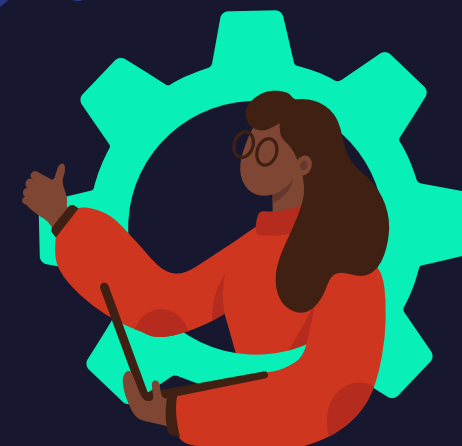
The impact of additional time and clear guidelines is that our people dedicated 693 hours of pro bono – up 8% on 2023 – supporting a range of causes.

Similarly, we saw even stronger growth in volunteering time recorded: 6,867 hours – up 15% on 2023 – with that time split between our hub charity partners and causes our people have chosen to support.

Volunteering time

↑ 15%

(6,867 hours in 2024)



Hub activity

Nottingham Emmanuel House

Case study: Making a lasting difference in Nottingham

Emmanuel House is an independent Nottingham-based charity providing essential support to people who are homeless, rough sleeping or at risk of homelessness. Since 1976, the organisation has worked tirelessly to meet basic human needs – offering food, clothing, showers, medical support and access to vital services, including housing, benefits and mental health care.



As part of our ongoing commitment to community engagement, our Nottingham office chose Emmanuel House as its nominated charity in 2024. Over the past 12 months, colleagues from across the business have actively contributed their time and resources to support the charity's life-changing work.

In late autumn, a team of seven colleagues spent an afternoon volunteering at Emmanuel House, supporting their Winter Harvest campaign – a critical initiative that ensures the support centre remains well-stocked with non-perishable food through the colder months. The team worked together to sort and date incoming food donations, reorganise



the pantry and carry out stock control, helping ensure resources are distributed efficiently and effectively to those in need.

Emmanuel House's morning drop-in service opens daily at 9.30am, providing food, access to showers, clean clothing and one-on-one support appointments. Volunteers play a vital role in delivering this service, freeing up staff to focus on casework and individual support. Throughout 2025, multiple teams from our Nottingham office took part in breakfast shifts, preparing and serving toast, cereal, baked beans and hot drinks to dozens of service users, many who rely on this meal as their only hot food of the day.



Mayo Wynne Baxter

Since our last impact report, our Mayo Wynne Baxter teams have more than doubled their 2023 fundraising total for the Kent, Surrey and Sussex (KSS) Air Ambulance, raising over £9000. In addition, staff from KSS joined volunteers at our Eastbourne office for a CPR and defibrillator training session in November 2024. Attendees also learned to use an Epi pen and learned to identify the symptoms of anaphylaxis – knowledge that could save lives in emergencies.

Kent, Surrey and Sussex Air Ambulance

Social Mobility

In July 2024, we welcomed five interns for a 6-week, paid placement. During their time with us, they worked alongside various teams and contributed to a wellbeing project.

10k Black Interns Programme



Mayo Wynne Baxter's Lewes Office also hosted the Social Mobility Business Partnership (SMBP) for a legal research workshop, with lawyers guiding the students through pre-prepared legal scenarios. SMBP programmes are a unique

Walking to support Access to Justice

Colleagues from our London hub and from Mayo Wynne Baxter supported 4 legal walks in London and Southeast England. Our 23 participants raised over £1500 for the London Legal Support Trust and Eastbourne Citizens Advice Bureau.

London Legal Support Trust



collaboration with law firms, professional sports clubs, and other business to offer professional experience visits to less advantaged students, providing them with valuable insights and experiences to enhance their future work or placement applications.

Social Mobility Business Partnership

In summer 2024, Shakespeare Martineau welcomed students from Selly Park Girls' school, Birmingham (where 48% of girls are eligible for free school meals) for a fortnight's summer work experience programme. They worked in the business and received skills development sessions.

We were delighted to introduce Solicitor Apprenticeships in March 2025, with our first cohort joining in August 2025. Partnering with the University of Law, our degree apprenticeships are a 6-year programme offering our apprentices the opportunity to work for Ampa brands alongside gaining a law degree.

Ampa Foundation

The Ampa Foundation was established in September 2023 and represents all Ampa brands. The Foundation is managed by a group of Trustees from across the group's membership. Donations are made to charities based in the UK locations where we have offices, to allow us to make a positive impact in our vlocal communities.

From January 2024 to April 2025, the Ampa Foundation awarded over £46,000 to over 40 charities. 94% of that financial support went to charities supporting the communities in which our hubs are located, or to charities supported by our people, as the map overleaf illustrates with a selection of the charities supported:

Ampa Foundation donation case studies

Charity	Location	Donation total
Sport 4 Life UK	Birmingham	£2500
11th Eastbourne (St Richards) Langney Scout Group	Eastbourne	£2000
Notts Special Olympics	Nottingham	£1500
Positive Health Lincolnshire	Lincoln	£3000
Penny Brohn Cancer Care	Bristol	£900
Haven House Foundation	London	£580

1 Birmingham

The Foundation donated £2500 to Sport 4 Life UK, the leading sport for employment charity in the West Midlands.

3 Nottingham

The Foundation donated £1500 to Special Olympics Notts, part of Special Olympics GB, a non-profit which is the largest provider of year-round sports training and athletic competition in summer and winter sports for children and adults of ALL abilities with learning difficulties.

5 Bristol

The Foundation donated £900 to Penny Brohn UK, a national cancer health and wellbeing charity headquartered in Bristol.

2 Eastbourne

The Foundation donated £2000 to the 11th Eastbourne (St Richards) Langney Scout Group. The Scout Movement actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

4 Lincoln

The Foundation donated £3000 to Positive Health (Lincolnshire), the county's leading sexual health charity, providing assistance to people living with HIV in Lincolnshire.

6 London

The Foundation matched fundraising by our London Hub, donating £580 to Haven House Hospice, supporting their work caring for children with life-limiting conditions and their families.



2024 Performance: Taking action for the environment



Group

	Goal	2024 actions	Status	Comments on Responsible Business (RB) performance
ENVIRONMENT	12. Capture our environmental data, improving data quality each year to better inform our actions	24. Empower Net Zero Heroes across the group to capture and report (via website and impact report) Ampa Group's carbon footprint each year.		- In May 2024, the Environment Committee was renamed and relaunched as the Net Zero Heroes, reflecting a new focus on data collection and the implementation of carbon reduction initiatives. - The RB team have since worked closely with the Net Zero Heroes through both group and individual sessions to collate data for Ampa Group's 2023 and 2024-25 carbon footprint. - Working with Carbon Footprint Ltd, Ampa Group's 2023 carbon footprint was calculated in early 2024 and presented in our 2024 Impact Report. - Since late 2024, we have been working with our new carbon accounting software provider, Normative, to calculate our 2024-25 carbon footprint. This transition marks our first comprehensive measurement of our emissions across all relevant Scope 1, 2 and 3 categories.
	13. Deliver Ampa's Climate Transition Plan on the path to net zero, engaging the business to make carbon reductions a reality	25. Develop and deliver Ampa's Climate Transition Action Plan to reduce emissions by 35% compared to 2022 levels		- To align our commitments with climate science and best practice, Ampa formally committed in January 2025 to setting science-based targets through the Science-Based Targets initiative (SBTi). We are aiming to have these targets validated by January 2027. - Alongside our targets, we are developing a Climate Transition Plan aligned with best practice guidance from the Transition Planning Taskforce. This plan will be shaped in close collaboration with our Net Zero Heroes to identify actions and projects across all areas of emissions.

2024 Performance: Taking action for the environment



Group

	Goal	2024 actions	Status	Comments on Responsible Business (RB) performance
ENVIRONMENT		26. Manage delivery of carbon reduction projects with Net Zero Heroes, meeting embedded KPIs to deliver against plan. 100% of our offices use renewable energy, or we have a plan in place to change premise. - We have decreased our waste usage compared to 2023 group baseline. - All office refurbishments have reused / recycled / repurposed at least 80% of furniture. - We understand the net zero ambitions for 50% of our top suppliers and are working with those who do not align to our own net zero targets.		96% of our offices used renewable electricity during 2024-2025 (up from 88% in 2023). - We continue to identify opportunities to improve the energy efficiency of our offices through our Energy Savings Opportunity Scheme (ESOS) assessment and through our office moves. Choosing more sustainable and energy-efficient premises is a key part of our decision-making process for office relocations, as demonstrated by our recent move in Bristol. - We have continued to reduce waste and improve recycling rates by expanding our waste streams, including the introduction of dedicated food waste bins and the phasing out of under-desk bins across our South East offices. Our workplace teams weigh and record waste daily, helping us to track progress and further reduce what we send to landfill. - Of the five refits completed during the reporting period (Sheffield, Bristol, Southampton, Oxford and Nottingham), all achieved at least 90% of furnishings reused, recycled or sustainably sourced with zero furnishings to landfill across all refits. - We have continued to roll out our electric vehicle scheme this year, with a current uptake of 2% of Ampa people. - The RB team are currently working closely with the Procurement team to embed RB principles into Ampa's procurement policies, supplier evaluation and contract management processes. This will include development of data collection mechanisms to improve our understanding of our supplier's sustainability ambitions and actions. - Development of our Climate Transition Plan will identify further projects and targets for carbon reduction across Ampa, with the RB team and Net Zero Heroes leading on delivery.
	14. Purchase verified carbon credits to balance our emissions on the path to being net zero	27. With annual carbon footprint confirmed, purchase verified carbon credits that support social impact and biodiversity projects globally.		- In 2024, we purchased carbon credits equal to our 2023 scope 1, 2 and 3 (excluding Purchased Goods & Services) footprint for the fifth year running. The projects we supported were solar power generation in India, clean water drinking projects in Eritrea, and efficient cook stoves in Rwanda. We purchased 520 tCO₂e of credits through each project. We also gave a charitable donation to the Woodland Trust to support UK tree planting projects. - In 2025 we reviewed our approach to carbon offsetting, developing a set of guiding principles which are outlined on page 33. As a result of this, we have partnered with a new supplier, Climate Impact Partners, providing us with greater transparency and project due diligence. We have purchased 721 tCO₂e of carbon credits for the 2024-25 financial year, equal to our scope 1, 2 and business travel emissions. We have purchased credits from five projects which cover a range of nature-based and engineered removals. Projects are both in the UK and abroad. The projects are explored in detail on page 33.

Our carbon footprint

Through our partnership with Normative, we have quantified our full carbon footprint across all relevant scope 1, 2 and 3 categories for the first time for the period of May 2024 – April 2025*. Ampa has been quantifying its carbon footprint since 2019, however, due to our transition to a new carbon accounting platform, this analysis uses a different methodology and emission factors to previous years. Therefore, our 2024-25 footprint is not comparable to that of previous years. Due to improved data quality, transparency and scope 3 coverage in our new methodology, our 2024-25 footprint will become our new carbon baseline which will be used as the basis for developing our science-based targets and Climate Transition Plan.

For more detail on methodology and exclusions, please see Appendix A.

To calculate our emissions, Normative combines our data with relevant emissions factors based on the nature and location of the emissions source, prioritising the use of UK Government emissions factors where available. Through collaboration across Ampa, data was drawn from a range of sources for this assessment, including meter readings, invoices, travel bookings, employee surveys, and financial expenditure. Whilst we prioritised the use of actual data, estimates and benchmarks were used to fill gaps where data was not available. Through this process, we have identified several areas where we can improve data quality in future.

* Explanatory note: Due to the transition in our Impact Report from a calendar year to financial year reporting cycle, our new emissions baseline covers our 2024-2025 financial year which runs from May to April. Previously, our carbon footprint has been reported for the calendar year, with our most recent Impact Report covering January to December 2023. As a result, there is a four-month gap in reporting from January to April 2024. To ensure continuity and a complete picture of our environmental impact, we have quantified our emissions for this transitional period using our new carbon accounting platform. The emissions recorded during this period were:

- Scope 1: 34.31 tCO₂e
- Scope 2: 235.15 tCO₂e (market-based) / 289.42 (location-based)
- Scope 3: 1,299.65 tCO₂e



Our 2024/25 Carbon Footprint

For the period of May 2024 – April 2025, Ampa's total greenhouse gas emissions were 4,131.8 tCO₂e (market-based). The majority of our footprint came from Scope 3 emissions, which accounted for 92% of the total. This reflects the nature of Ampa's operations and value chain as a legal and professional services group.

Key Emission Sources

The largest contributors to our footprint were:

1. Purchased Goods & Services - 59%
2. Employee Commuting - 20%
3. Business Travel - 9.5%

These areas represent key opportunities for future engagement and reduction efforts.

Scope 1 and 2 Emissions

Scope 1 emissions were relatively low, contributing less than 2% of our total footprint. These consisted of:

- Mobile combustion (our company vans)
- Stationary combustion (boilers operated directly by Ampa)

Scope 2 emissions were higher than Scope 1, at 6% of our total footprint. This is primarily due to office heating, which falls under Scope 2 because our landlords typically retain operational control

of heating systems in leased buildings. As a result, these emissions are reported under Scope 2 Purchased Heat rather than Scope 1 Stationary Combustion.

Using a market-based approach, our electricity emissions were 12.9 tCO₂e, or less than 1% of our footprint. This low figure is due to 96% of our offices using 100% renewable energy during the reporting period.

For transparency, we also calculated emissions using a location-based approach, which amounted to 154 tCO₂e, reflecting the average emissions intensity of the local grids our offices are connected to.

Improving Scope 3 Data Quality

Our largest source of emissions was Purchased Goods and Services (59%) which was initially calculated using a spend-based method. Whilst this provided a useful estimate, it didn't reflect the specific carbon intensity of the products and services we purchase.

To improve accuracy, we conducted a desk-based review of our top 50% of suppliers by emissions. Where supplier-specific emissions data was publicly available, we replaced spend-based estimates with this more accurate information.

The top 50% consisted of 27 suppliers, 21 of which had publicly available carbon emissions

data that has now been incorporated into our Purchased Goods and Services calculations. Over the coming months, we will continue to engage with the remaining suppliers in this group to obtain specific emissions data where possible and further improve the accuracy of our reporting.

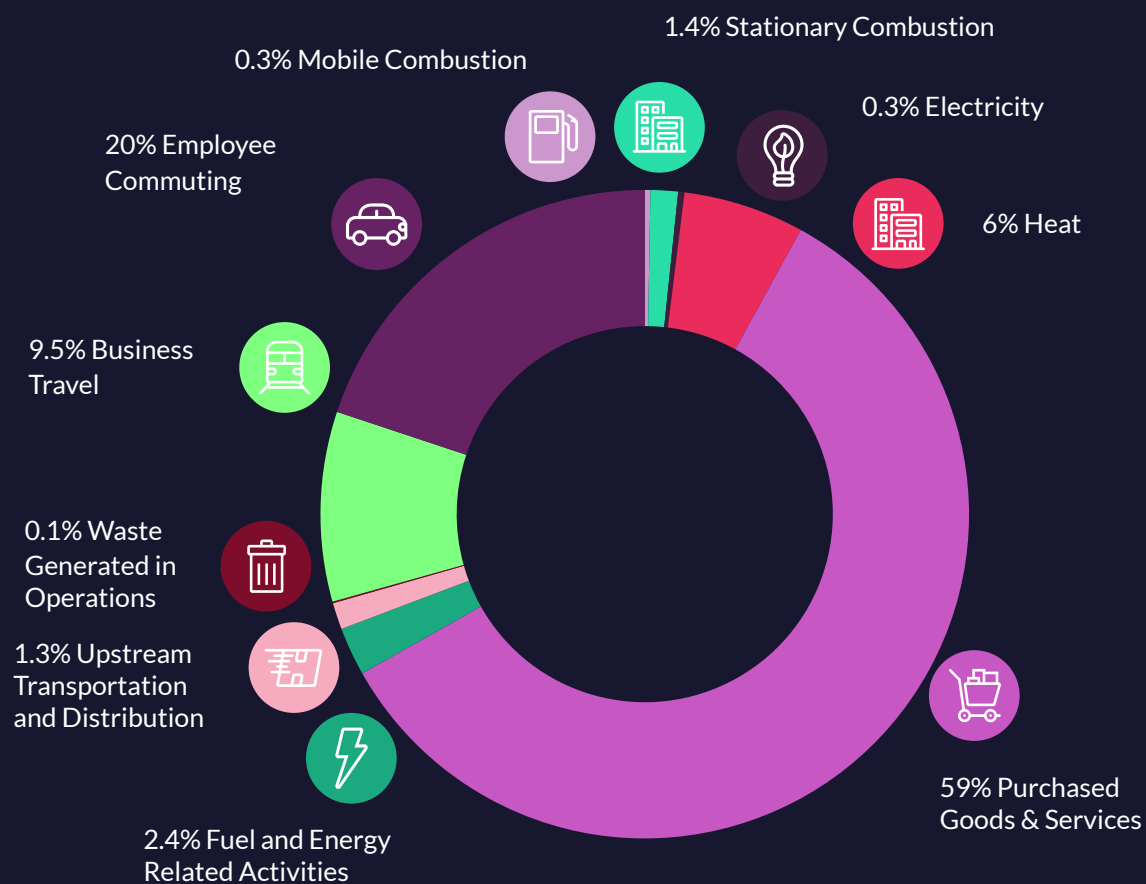
Looking Ahead

Our 2024/25 carbon footprint provides a much clearer understanding of our carbon impact and key areas to prioritise for reduction. These insights are directly informing the development of our science-based targets and Climate Transition Plan.



Ampa Group Carbon Footprint 24/25 (Market-based)

Category	Emissions
Please see Appendix A for more detail	(tCO ₂ e)
Scope 1	68.08
Mobile Combustion	11.69
Stationary Combustion	56.39
Scope 2 Market-based	262.16
Scope 2 Location-based	403.64
Electricity (market-based)	12.91
Electricity (location-based)	154.39
Heat	249.25
Scope 3	3,801.56
Purchased goods and services	2,431.10
Fuel- and Energy-Related Activities	99.58
Upstream transportation and distribution	54.91
Waste generated in operations	3.36
Business travel	390.72
Employee commuting	821.89
Total (market-based)	4,131.80
Total (location-based)	4,273.28
Intensity Metrics (market-based)	-
tCO ₂ e/£million revenue	31.83
tCO ₂ e/employee (FTE)	3.03
tCO ₂ e/floor area (m ²)	0.33



Contributing to Climate Action Beyond our Value Chain

We're developing science-based targets and a Climate Transition Plan, with emissions reduction in our value chain remaining our priority. In addition to these efforts, we are contributing to global climate action through the purchase of high-quality carbon credits: not as offsets, but as part of our commitment to beyond value chain mitigation. Over time, we aim to ramp up our contributions so that by the time we reach our net zero target, we will be using high-quality permanent carbon removals to neutralise any residual emissions we're unable to eliminate.



Our Guiding Principles

To make sure that our contributions are impactful, we have set out seven key principles to guide our approach:

1. Reduce Emissions
 - Our priority is to reduce emissions in our own value chain. Carbon credits are used to complement, rather than replace, real reductions.
2. Contribute to Beyond Value Chain Mitigation
 - We are purchasing verified carbon credits to contribute to global climate goals, not to compensate for our own emissions.
3. Purchase High-Integrity Credits
 - We will only support projects that have been through robust due diligence and are proven to be real, additional, accurately measured, independently verified and ethically managed.
4. Shift to Permanent Carbon Removals
 - Avoidance and reduction projects (like protecting forests) play an important role in mitigating climate change, but we know that permanent removals (like creating new forests or direct air capture) are essential for achieving net zero. We are already supporting removal projects and will transition to a complete removal portfolio by our net zero target.
5. Support Developing Technologies
 - Where possible, we will support projects that help to scale up carbon removal technologies that will be crucial in the future.
6. Deliver Co-Benefits
 - Where possible, we will choose projects that create additional benefits for communities, biodiversity and the environment.
7. Be Transparent
 - We are committed to sharing how we choose and use carbon credits and the impact they're having.

A Portfolio Approach

Each project type has its own strengths and challenges, with no single approach meeting all criteria. To make the most meaningful impact, we are building a diverse portfolio of carbon credits to help us balance key factors such as permanence, co-benefits and technological maturity.

2024/25 Projects

This year, we have worked with Climate Impact Partners to develop a portfolio of projects that together meet all of our guiding principles. We chose to work with Climate Impact Partners due to their experience in the voluntary carbon market as well as their transparent and thorough approach to undertaking project due diligence.

We have purchased carbon credits from five projects, together totalling 721 tonnes CO₂e, equivalent to our Scope 1, 2 and business travel emissions which are those within our most direct control. The projects from which we have purchased carbon credits in this year are as follows.

Project	Credits Purchased
Trossachs Highland Afforestation	261
Saliscro Peatland Restoration	175
Smallholder Farmers Artisanal Biochar	60
Community Woodland Restoration	175
Agreena Regenerative Agriculture	50
Total	721

Trossachs Highland Afforestation, Scotland, UK

The Scottish Highlands are considered an Endangered Landscape with less than 1% of the once vast, old growth, Caledonian Forest remaining. This project focusses on rewetting drained areas of peatland, preventing erosion and planting new woodlands in the peatland east of the Trossachs National Park. Using a natural planting scheme, the project has planted 500,000 new trees, including 20,000 native broadleaves, 87,000 Norway spruce, 36,000 Scots pine, 340,000 Sitka spruce, and 2,000 Noble fir. The project's carbon removals are calculated following the UK Woodland Carbon Code (WCC) standards. In addition to climate mitigation, the project also supports biodiversity through linking existing forests to create wildlife corridors, diverse feeding areas and shelter for rare and endangered species. The project has also included significant community engagement, resulting in more than 5,000 students being provided with education, training and equipment and a new community centre being established.



Saliscro Peatland Restoration, Scotland, UK

This project is based at the Saliscro Estate on the Isle of Lewis in the Outer Hebrides where historical land-use practices have left the peatlands in a degraded state. Peatlands store vast amounts of carbon, containing almost double the amount of carbon stored in all the world's forests. However, when in a degraded state, peatlands shift from being vital carbon sinks to significant sources of carbon emissions. Through restoring 250 hectares of peatland by stabilising exposed banks, raising the water table and encouraging new vegetation, this project will reduce further carbon emissions from the land at Saliscro and return the site to a net sink for carbon. Reductions and removals are calculated following the UK Peatland Carbon Code standards. In addition to climate mitigation, this project will deliver positive impacts for local hydrology and biodiversity through new vegetation growth and introduction of new plant species. This will provide new habitat and feeding opportunities for endangered and rare species such as the bog bush cricket, black darter dragonfly and the golden plover bird.



Smallholder Farmers Artisanal Biochar, India

This project works with smallholder farmers in rural India to produce biochar, an engineered carbon removal method. Woody biomass from agricultural waste and invasive species removal is provided to farmers as well as equipment that is used to heat the biomass in a process called pyrolysis. This results in the production of biochar, a carbon-rich substance that looks similar to charcoal. The biochar is then used in agricultural practices to enhance soil health and agricultural productivity. Once mixed into soil, the biochar can store carbon for centuries, making it a very permanent method of carbon removal. The carbon removal impact of this project is verified by Global C-Sink. In addition to these benefits, the project creates economic opportunities for rural communities through training farmers in best practices and supporting them through a benefit-sharing mechanism whereby they receive payments based on the biochar that they produce.



Community Woodland Restoration, Ethiopia

This project improves rural household income for farmers in villages of the North Ethiopian Highlands by supporting woodland restoration and agroforestry development. It aims to boost community-driven woodland restoration on large and highly degraded slopes. The project is certified under the Plan Vivo standard which is a certification body that supports community-led climate projects, ensuring they deliver verified climate impacts alongside social and environmental benefits. The project takes a holistic approach to landscape restoration through afforestation, reforestation and agroforestry, with 8 million trees planted. In addition to significant carbon sequestration, the project has resulted in a 41% increase in plant species richness, improved soil health, and protection of over 15,000 hectares of highly eroded slopes that now support natural ecosystem functions. The project is also fully designed and managed by local communities, providing sustainable income streams and significant training and environmental awareness. Food and water security has also been enhanced through providing over 29,000 people with food and building more than 10 large water reservoirs.



Agreena Regenerative Agriculture, UK

Agriculture is responsible for over 26% of global carbon emissions and farmers are under pressure to reduce this whilst increasing food production. This project works directly with farmers to transform agriculture, restore soil and store carbon at scale using monitoring, reporting and verification technology and financial innovation. Farmers adopt soil-friendly techniques such as reduced or no tillage, cover cropping and organic fertiliser use, helping to boost soil carbon storage by keeping it trapped in the ground rather than released into the air. Soil acts as a powerful carbon sink, with reductions and removals verified under Verra's Verified Carbon Standard (VCS). The project also enhances soil health and biodiversity, both helping to improve crop yield and improve resilience against extreme weather like droughts and floods.



Goals and Targets for Financial Year 2025/26:

	Braver Goal	Goal	Targets
UNLOCKING POTENTIAL	Develop client-facing RB-focussed propositions to align RB outcomes with commercial success	1. Demonstrate Ampa is a force for good B Corp	1. Start taking action to improve next B Corp score (certification due January 2027) .
			2. Deliver tangible impact in local communities by connecting clients to collaborate, and championing purpose-led business e.g. Better Business Network, B Corp.
		2. Advocate for initiatives that unlock vibrant places - Anthropy and Better Business Act.	3. Complete social and environmental impact standards to meet client requirements for engagement e.g. Ecovadis, Science-based targets.
		3. Integrate social and environmental performance into decision-making	4. Engage and educate stakeholders across the group about responsible business and B Corp.
			5. Continue to work within a governance framework to evolve business practices which embed responsible business into our day-to-day and continue to meet any regulatory or B Corp standard needs.
			6. Establish a supplier engagement programme to ensure suppliers align with our responsible business ambitions and priorities, in line with B Corp standards.
		4. Amplify client work that drives positive social and environmental impact wherever we can	7. Raise the profile of client work that realises our purpose of 'unlocking potential for good' within sectors.
			8. Encourage teams to identify and develop social and environmentally impactful work where possible within our sectors.

Empowering our people



Group

	Braver Goal	Goal	Targets
PEOPLE	Empower the inclusion groups and EDI Advocates to collaborate with clients, suppliers and charity partners to promote inclusion throughout our value chain.	5. Maintain gender balance across the group and improve gender balance across our membership	9. Maintain group's gender balance of 61% female by end 2030.
			10. Increase female membership representation to 40% by end 2026.
			11. Continue commitment to broaden pay gap reporting beyond obligatory metrics to include additional diversity characteristics and to develop action plans to support and inform wider D&I strategy development.
		6. Improve the racial diversity of our group and membership	12. Increase the group's representation of racial diversity to 30% by 30 April 2030
			13. Increase racial diversity membership representation to 15% by 30 April 2030
			14. Continue to work with external race & ethnicity experts to bring best practice to Ampa: - During next financial year (2025/26) we will train all members and Ampa Group Services leaders - We will evolve that training to develop and launch an all-employee solution
		7. Provide an open, supportive, inclusive environment that ensures everyone can be their authentic selves	15. Empower More in Common network of inclusion groups and Equality, Diversity & Inclusion (EDI) Advocates to continue to develop an open, supportive and inclusive environment for colleagues, and to expand to engage clients and communities as well.
			16. Provide wellbeing support across the organisation and ways for everyone to engage in supporting their wellbeing including further rollout and scaling up of the wellbeing training pilot that ran in Spring 2025.
			17. Become a Disability Confident Employer (Level 2) by May 2026.

Growing Impact in our communities



Group

	Braver Goal	Goal	Targets
COMMUNITIES	Launch the Unlock Potential Programme to deliver a step-change in how we support social mobility in our communities.	8. Partner with local charities to give back to the communities we work within	18. Develop a framework for measuring impact for Community Investment activity (cash and in kind (including Pro Bono) donations, sponsorship, and volunteering) to ensure we can better analyse the difference our community engagement and support is making. This will facilitate better decision-making and more compelling reporting.
		9. Empower our people to drive positive change in our communities through volunteering and pro bono	19. Together achieve 7553 volunteering hours annually by 30/04/2026 (10% growth year-on-year). Encourage 2 days p.a. volunteering by Ampa people, sharing experiences on both internal and external social channels. 20. Engage and increase participation in pro bono by 10% (compared to 8% in the last year), building on, and adding to, relationships with LawWorks, the national Nottingham University programme Ingenuity, and Birmingham's Free Legal Advice Group.
		10. Support young people from under-represented or disadvantaged groups into employment, to address social mobility	21. By end of 2025, we will develop and launch the Unlock Potential Programme including: - Structured work experience pilot programme in 1 office hub - Mentoring scheme supporting students - Learning pathways to support student development - Paid internship programme to support disadvantaged students securing training contracts at Ampa brands - Solicitor Apprenticeships, with first cohort joining in August 2025.
			22. Participate in Social Mobility Employer Index each year to steer and improve positive social mobility action across the group.
		11. Make financial contributions to aligned causes via the Ampa Foundation	23. Donate 3% profit to aligned causes through the Ampa Foundation each year and share impact stories in the Ampa annual Impact Report.

Taking action for the environment



Group

	Braver Goal	Goal	Targets
ENVIRONMENT	Develop a science-based climate transition plan to accelerate progress to address the climate and nature crisis through our value chain.	12. Capture our environmental data, improving data quality each year to better inform our actions	24. Continue improvements in data quality and completeness harnessing the capabilities of the data platform to inform decision-making.
		13. Deliver Ampa's Climate Transition Plan on the path to net zero, engaging the business to make carbon reductions a reality	25. Develop climate transition plan by end of April 2026 and achieve SBTi accreditation by January 2027
			26. Manage delivery of climate transition plan with Net Zero Heroes, meeting embedded KPIs to deliver against plan.
		14. Mitigate our climate impact through supporting projects beyond our value chain	27. Purchase verified carbon credits that address global climate and biodiversity challenges in addition to our efforts to reduce our value chain GHG emissions.
		15. Reduce consumption of natural resources	28. Ensure future office fit out and refurbishment projects maximise the reuse and repurposing of furniture and materials.
			29. Ensure supplier engagement work includes a focus on reducing consumption and use of natural resources.



Appendix A

Appendix A

Methodology

Our carbon footprint assessment has been undertaken in line with the Greenhouse Gas Protocol, the globally recognised standard for carbon accounting. We have included all relevant Scope 1, 2 and 3 categories to ensure a comprehensive assessment of our impact. Scope 1 covers direct emissions from sources within Ampa's control, such as fuel use in company vehicles and premises. Scope 2 includes indirect emissions from purchased electricity and heating. We have chosen to use a market-based approach for our Scope 2 reporting but have also included location-based emissions for completeness. Scope 3 captures all other indirect emissions across our value chain, including business travel, waste and purchased goods and services. The table below summarises our review of Greenhouse Gas Protocol categories for inclusion.

Scope	Category	Ampa Inclusions
1	Mobile Combustion	Included – 3 diesel vans.
	Stationary Combustion	Included – natural gas consumption across our hubs where Ampa has direct control over the operation of the boiler.
	Fugitive Emissions	Included – leakage of refrigerant gases in the AC systems across our hubs. No leakages reported in 24/25.
2	Purchased Electricity	Included – purchase of electricity across all of our hubs.
	Purchased Heating	Included – natural gas consumption across our hubs where Ampa has no control over the operation of the boiler. This includes sites where the provision of heating is included in service fees paid to landlords.
	Purchased Cooling	Excluded – no cooling purchased during reporting period.
3	Purchased Goods & Services	Included – all the goods and services that we purchased across Ampa during the reporting period.
	Capital Goods	Included – emissions associated with capital goods included within Purchased Goods & Services.
	Fuel- and Energy Related Activities	Included – all of the upstream emissions associated with our electricity, diesel and natural gas consumption.
	Upstream Transportation & Distribution	Included – transport of Ampa documents for dissemination or storage.
	Waste Generated Within Operations	Included – waste generated across all of our hubs.
	Business Travel	Included – all of the travel by Ampa people other than that to their local office hub.
	Employee Commuting	Included – all travel by Ampa people to their local office hub. Also includes emissions from home working.
	Upstream Leased Assets	Excluded – no leased assets during reporting period.
	Downstream Transportation & Distribution	Excluded – no downstream transportation during reporting period.
	Processing of Sold Products	Excluded – no physical products sold.
	Use of Sold Products	Excluded – no physical products sold.
	End-of-Life Treatment of Sold Products	Excluded – no physical products sold.
	Downstream Leased Assets	Excluded – no leased assets during reporting period.
	Franchises	Excluded – no franchises.
	Investments	Excluded – no investments during reporting period.

Ampa

Group

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