



Environmental Social Governance

At DTM Legal

2024
REPORT





Our Purpose

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

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

Our Goals

DTM is committed to making ESG the heart of its business and its decisions. We are at the start of our journey and we are continually looking to develop and how we can improve our ESG commitment improving the world around us, our communities and for our people.

We want to achieve this by the following goals:

- DTM to be a firm that is known to make a difference to its people, its clients, its communities and beyond.
- To establish a baseline carbon footprint to allow us to track our carbon usage and assess what steps we can take to reduce our carbon footprint.
- Once a baseline carbon footprint has been established, agree a carbon reduction target for 5 years.
- Set up an internal ESG Committee with representatives across the firm to help develop and deliver DTM's ESG initiatives.
- Improve ways to engage and educate our people in DTM's ESG aims and initiatives to encourage participation bringing the DTM team together.
- Continue to engage with our local communities to improve and support those communities and in particular encouraging pathways into the legal profession.



Environmental Priorities

Carbon Tracking

Recycling & Waste Management

Employee Education

Digital Solutions

Supplier Accountability



Carbon Tracking



DTM Legal is committed to reducing our environmental impact through a proactive approach to carbon management. In partnership with Carbon Happy World, we have begun auditing and tracking, with a view to reducing our carbon emissions, gaining a detailed understanding of the environmental impact of our operations is just the first step in our carbon reduction journey. Working with Carbon Happy World we can establish our baseline carbon footprint, set a reduction target and take steps to achieve and report on that objective. Data management is one opportunity we have identified to reduce our emissions and we are currently measuring our data and undergoing a cleansing and storage and archiving process with client data.

Working with Carbon Happy World enables us to implement a targeted strategy for minimising the adverse effects of doing business, ensuring that sustainability is integrated into our day-to-day practices. By continually assessing and adjusting our carbon footprint, we aim to make a positive, measurable difference in our environmental responsibility.

Recycling & Waste Management

As a legal firm we are in the fortunate position that we do not produce a large amount of waste products. We pursue responsible recycling and waste management solutions to limit the waste we do create. We partner with a Carbon Net Zero waste management provider for our regular waste collection and disposal, ensuring that our environmental impact is kept to a minimum.

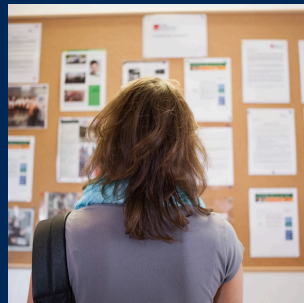
For waste types not covered by this service, such as printer ink cartridges and outdated technology, we actively seek recycling and repurposing solutions to reduce waste. Through these efforts, we strive to minimise our environmental footprint and uphold sustainable practices in every area of our operations.



Employee Education

Employee education is essential to our commitment to sustainability and reducing our carbon footprint. We believe that engaging team members at all levels is key to driving meaningful environmental impact. Our approach includes inviting a range of external speakers to share insights and inspire action within our firm, supported by a comprehensive internal communications strategy that keeps everyone informed and motivated.

We are looking to further explore options to provide staff with access to training and educational resources as well as provide incentives to increase staff engagement. Through continuous education and engagement, we can empower our team to contribute positively to our sustainability goals.



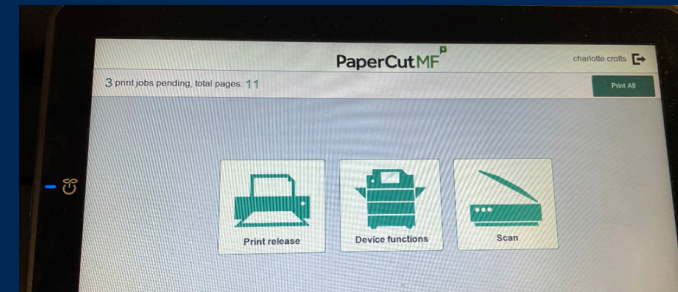
Digital Solutions

Embracing digital solutions enables DTM Legal to modernise our practices while significantly reducing our environmental impact. By digitising case files and managing client information through a Case Management system, we have greatly reduced our reliance on paper, complemented by printer software designed to minimise unnecessary printing.

This transition has decreased paper consumption across the firm, aligning with our commitment to sustainability.

Digital solutions also help extend the lifespan of office technology, reduce data storage needs, and lower the overall demand for new equipment. However, we recognise the importance of managing potential increases in energy consumption associated with digitalisation.

As part of our ongoing efforts, we are exploring nature-based solutions that can assist in our aims of reducing our climate impact.



Users can now view their impact in real-time. The figures present the impact in a number of forms:

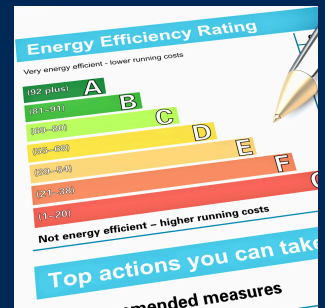
- **Trees:** The percentage of a tree (or trees) used to make the paper.
- **Carbon:** The amount of CO₂ (green house gas equivalent) that was released in the process of manufacturing and delivering the paper.
- **Energy:** Represents the impact in terms of the equivalent impact of running a 60W bulb for a period of time.

Supplier Accountability

Ensuring that our suppliers' practices align with our environmental and ethical standards is essential to our journey toward sustainability. Engaging in open discussions with our suppliers about their sustainability practices has been both enlightening and constructive, allowing us to make more informed choices. Our files are stored deep underground where no climate acclimatisation systems are required.

We have been pleased to discover that many suppliers are already embracing environmentally conscious methods, with some demonstrating a commendable level of transparency and willingness to collaborate.

As we continue to evaluate and transition to responsible suppliers, we expect to see ongoing improvements, strengthening our commitment to sustainable practices throughout our supply chain.





Social Priorities

Our People

Charitable Giving

Social Mobility and Education

Employment & HR Leadership

FinTech and Tech Start-Up Support

Community Support



Our People

Our people are at the heart of DTM Legal. We are committed to investing in continuous training and development, ensuring that each team member has the resources and support they need to grow and thrive in their roles. Alongside professional development, we foster a sense of community through regular social activities and team-building events.

Our annual Family Day is a highlight, bringing together our team members and their families for a day of celebration, connection, and fun. Through these initiatives, we aim to create a workplace that values both personal and professional growth, where everyone feels part of the DTM Legal family.



Our People



At DTM Legal, we are committed to creating a workplace where our team feels valued, supported, and engaged. Throughout the year, we offer opportunities for staff to build a sense of community and participate in activities that make the workplace enjoyable and inclusive. From bake-offs to pumpkin carving competitions, we strive to foster creativity, connection, and fun.

Seasonal celebrations are a highlight, bringing extra energy and joy to the office, and strengthening our team spirit. We recognise that our people are the foundation of DTM Legal's success, and investing in their satisfaction, professional growth, and well-being is essential to the long-term success of our firm.



Charitable Giving



Each year, DTM Legal selects a 'Charity of the Year' to focus our fundraising efforts. For 2024, our chosen charity was North West Cancer Research. Through various initiatives, our team raised over £4,000 for this vital cause. We organised events like young professional networking evenings and quiz nights, and our in-house efforts included bake sales and sweepstakes.

We also took on the Snowdon at Sunrise challenge and were honoured with a nomination for Corporate Partner of the Year in recognition of our support.

Our staff are also able to support charitable causes close to their hearts. Over the past year, fundraising activities have included a wide range of inspiring efforts, from participating in a Strictly-inspired dance competition to cycling from London to Paris.

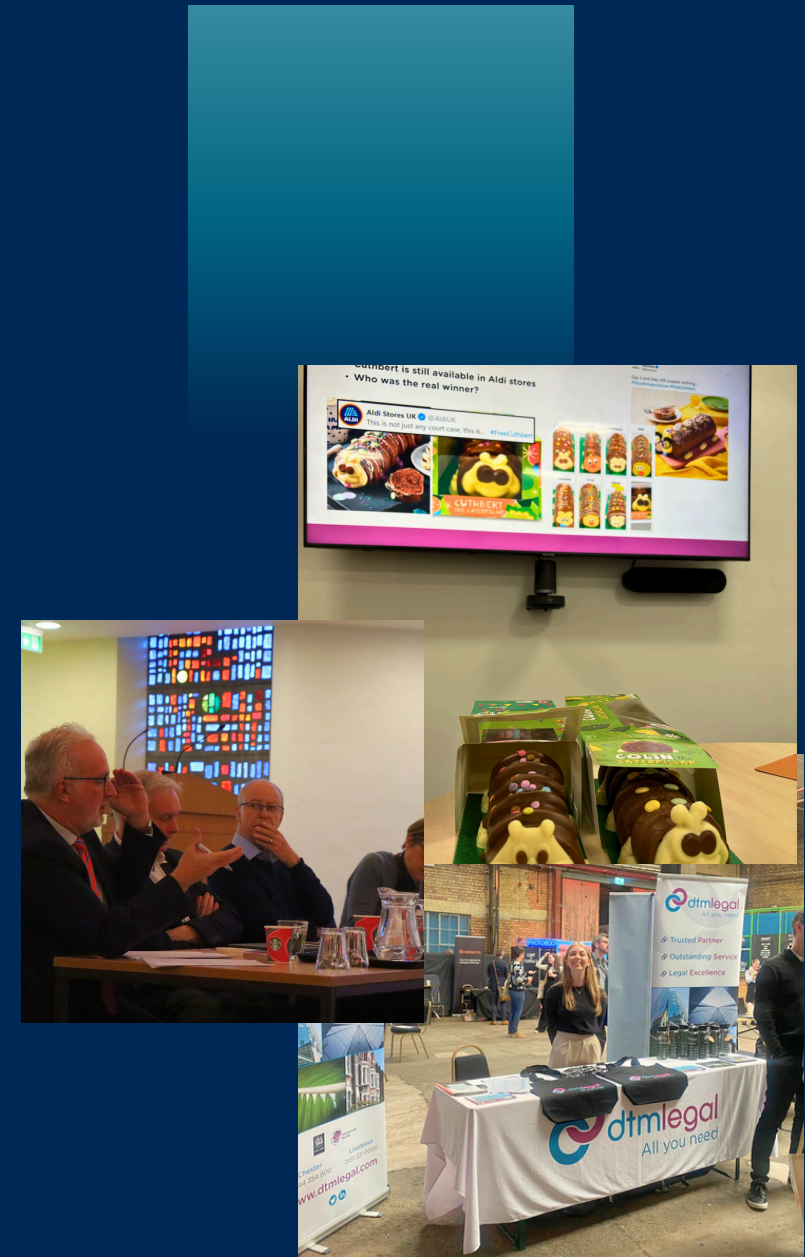
The DTM legal team have supported various charities, including local hospices, SANDS, and Beating Bowel Cancer, among others. These individual initiatives make a meaningful impact across a broad spectrum of causes



Social Mobility and Education

At DTM Legal, we are dedicated to promoting social mobility and supporting education within our communities. While work experience opportunities are limited due to the nature of our work, we focus on engaging with schools and educational institutions to raise awareness about careers and pathways into the legal profession.

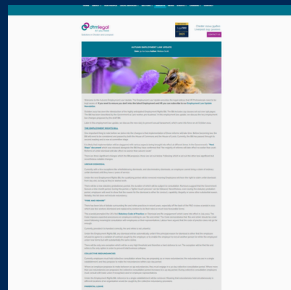
Recently, we've brought legal insights to students through work experience workshops where we engaged the students in a Colin vs Cuthbert dispute case study, offering interview guidance to university students, and participating in a Dragon's Den-style event in Liverpool. We also participate in the Step into Law programme which is a collaborative effort from law firms in Liverpool to provide insights into a legal career and contribute to Liverpool University's mentoring scheme. Through these initiatives, we aim to inspire and inform the next generation, making the legal profession more accessible and inclusive.



Employment & HR Leadership



DTM Legal is proud to have established the North West HR Group, a platform dedicated to promoting best practices within the field of employment law. This initiative connects HR and employment law professionals, fostering a robust network of regional experts who can share insights and support one another.



Through this group, we provide access to the latest legal updates, industry developments, and thought leadership, empowering members to stay at the forefront of employment law practices. Our commitment to this network strengthens the HR community across the North West, ensuring professionals are well-equipped with knowledge and resources to lead in their respective fields.

FinTech & Tech Start-Up Support

DTM Legal is dedicated to supporting the FinTech and tech start-up community. With extensive experience working alongside tech firms, we proudly sponsored the Liverpool City Region FinTech Report, highlighting key trends and growth opportunities. Building on this, we co-founded the LCR FinTech Growth Group, a dynamic initiative that brings together the FinTech community through events, a FinTech resources hub on The Growth Platform, and multiple working groups designed to fuel industry growth.

Beyond FinTech, we actively support the broader tech sector by offering tailored legal insights, guidance for scaling businesses, and sponsorship of prominent events such as Liverpool Slush'D. Our commitment to tech innovation is central to our mission of driving sustainable growth and success across the region.



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Liverpool City Region FinTech Report 2023

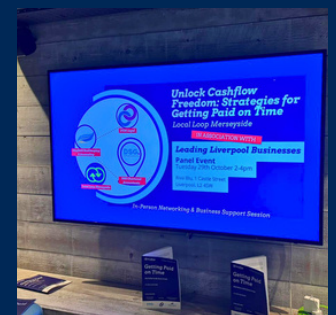
Sponsors:   

Partners:  

Community Support

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

Additionally, we share valuable legal insights with organisations like Chambers of Commerce, helping local businesses thrive. Our commitment extends to sponsorships and support for local sports teams, including Chester and Caldy Rugby Clubs and the Halton Farnworth Hornets. Whilst there are limits to the support we are able to give, we are always open to considering a cause which a member of our team wishes to champion.





Governance Priorities

Equality, Diversity, and Inclusion

Employee Wellbeing

Risk & Compliance

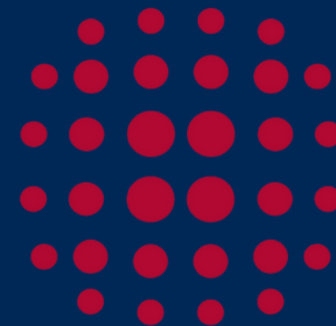
Sustainability Committee



Equality, Diversity, and Inclusion

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

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



Solicitors
Regulation
Authority

Employee Wellbeing



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

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

Risk & Compliance



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



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

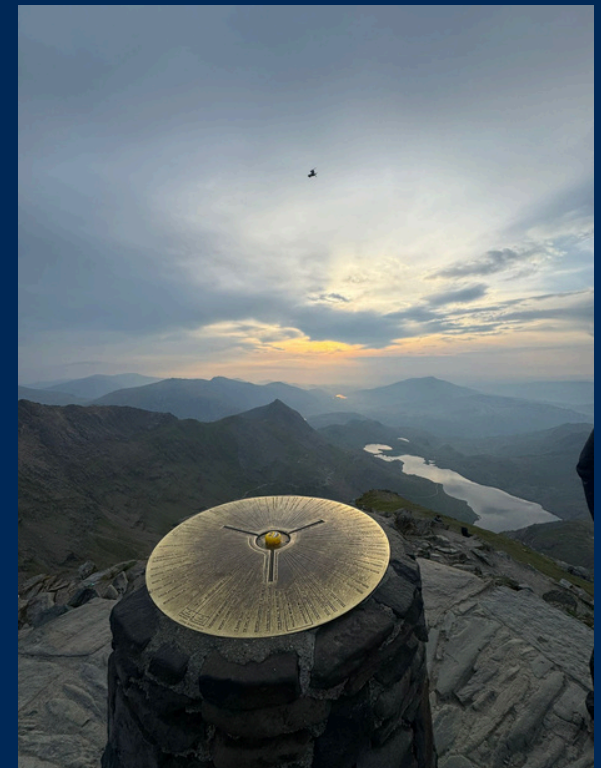


Sustainability Committee

In order to ensure our ongoing commitment to creating meaningful and measurable progress on our Environmental, Social, and Governance (ESG) initiatives. We are proud to announce the formation of a Sustainability Committee. This committee will be made up of team members from across the business, bringing diverse perspectives and expertise to our ESG efforts.

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

This is an exciting step forward in our commitment to building a more sustainable and responsible future, both within our organisation and in the communities we serve.





2024 REPORT

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

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

