

Responsible Business Policy

2026



FORSTERS' RESPONSIBLE BUSINESS POLICY

Our approach

Our approach to responsible business reflects our belief that we have a collective responsibility to contribute positively and proactively to society. We have a track record of impactful community partnerships, environmental best practice and a vibrant and inclusive culture.

Everyone at Forsters is encouraged to participate in a wide range of programmes with the goal to embed responsible business practices and environmental sustainability into the way we work and the work we do. We know this work is rightly important to many of our clients as well as current and future employees, and we take seriously our responsibility for supporting the wider community, our people and the planet.

We have four responsible business pillars: Communities, Environment, Culture and Collaboration. The pillars are underpinned by our four established values: we take happiness seriously; we collaborate for excellence; we support every person to achieve; and we are driven by what really matters.

Aims

- Communities – to make a positive difference to our communities through volunteering, partnerships and pro bono work.
- Environment – to minimise our impact on the environment through decarbonisation of our operations.
- Culture – to create and maintain a diverse and inclusive culture where everyone can thrive.
- Collaboration – to cement our relationships with clients and business partners through our excellent legal services as well as fostering closer connections through our collaborative learning and knowledge sharing initiatives.

Impact measurement and reporting

Reporting is key in maintaining transparency, tracking progress against our commitments and embedding continuous improvement into our strategy. We measure and report progress against our four pillars in our annual Responsible Business Review:

- [Responsible Business Review 24/25](#)
- [Responsible Business Review 23/24](#)

Governance

- **Responsible Business Partner** – Kelly Noel-Smith has led the firm’s approach to responsible business since 2020, ensuring our framework is embedded and impactful.
- **Responsible Business Team** – we have a dedicated Responsible Business team, driving best practice and continuous improvement.
- **Sustainability Board** – our Sustainability Board meets bi-monthly and comprises our Managing Partner, Responsible Business Partner, Directors of Finance and Business Operations, Head of Risk and Compliance and Responsible Business Manager.

Each of our Responsible Business areas has a committee led by a partner sponsor:

- Diversity and Inclusion Committee
- Pro Bono Committee
- Charity and Community Committee

Policies

We have policies in place to support our commitment to responsible business:

- Agile Working Policy
- Anti Bribery Policy
- Anti Money Laundering Policy
- Anti-tax Evasion Policy
- [Diversity and Inclusion Strategy 2024-2026](#)
- Data Protection Statement
- Environmental Sustainability Policy
- Family policies – adoption, maternity, paternity and shared parental leave
- Flexible Working Policy
- Health and Safety Policy
- IVF and Assisted Conception Policy

- Modern Slavery Policy
- Preventing Sexual Harassment Policy
- Reasonable Adjustments Policy
- Supplier Code of Conduct
- Wellbeing Vision
- Working Parents and Carers Policy

These policies are reviewed regularly to ensure they reflect best practice, legal compliance, and stakeholder expectations. Policies can be shared on request.

6 January 2026