

Connecting for positive impact



Introduction

Welcome to Forsters’ Responsible Business Review which captures our approach, brings to life our impact and provides an update on progress.

OUR APPROACH

- 02 Greater connectivity for greater impact
- 03 Building on strong foundations
- 04 Our impact and performance

OUR IMPACT

- 05 Opening minds and doors to law
- 08 Scaling solar
- 10 Recognising our role and stepping up

OUR FRAMEWORK

- 13 Creating a **culture** where everyone can thrive
- 17 Making a positive difference to our **communities**
- 21 Taking action for our **environment**
- 24 Creating a spirit of **collaboration**

LOOKING FORWARD

- 28 Next steps
- 29 Delivering our commitments: responsible business governance

Greater connectivity for greater impact

Eighteen months on from launching a new Responsible Business Framework, we took the opportunity to step back and reflect on progress. We also looked ahead to ensure priorities aligned with the firm's strategic objectives.

The outcome is the introduction of a new Responsible Business (RB) Board made up of representatives from our Partnership and Strategy Board and Management Board, with the aim of embedding our approach more deeply across both legal and business service teams. The new Board will champion our approach with a view to delivering value for the firm and our clients.

We have identified several focus areas where greater firmwide connectivity will help us achieve our goals. These will be the focus of the RB Board agenda alongside supporting the ambitions of our charity, community, pro bono, D&I and environmental groups.

Undertaking this review has reinforced our belief that responsible business is central to our resilience and success. We take our responsibilities seriously and it is becoming increasingly important to our clients, business partners and our current and future employees.

Forsters has always had strong responsible business commitments, and it is important that we do not become complacent. Now is the time to build on our track record and continue to move forward with our ambition of creating a meaningful positive impact. The progress we make each year is due to the many people at Forsters who have responsible business front of mind in their roles and to those who give their time and energy to support our programmes.

I am pleased to share this review with you and look forward to embracing my role as Chair of the new RB Board during the exciting year ahead.



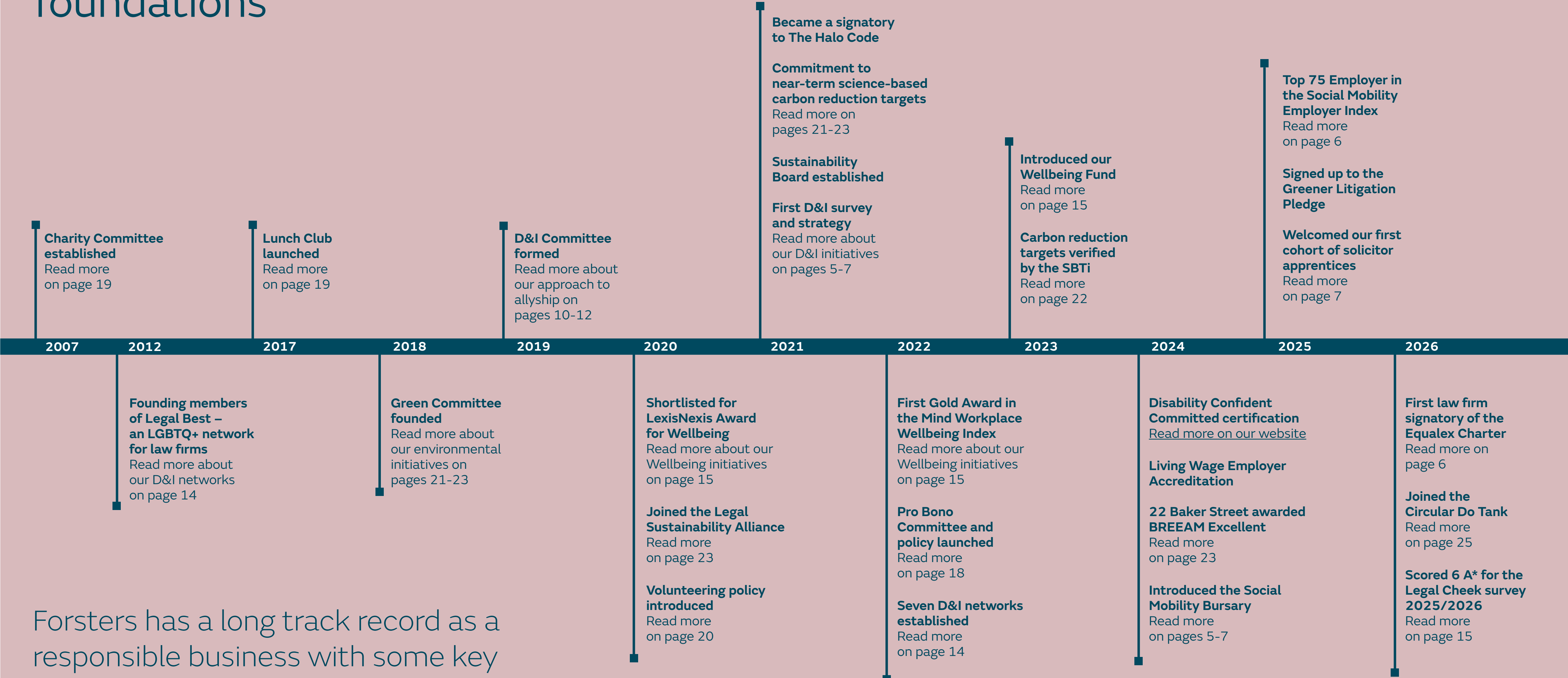
RB Board members

The RB Board comprises our Senior Partner (Chair), Managing Partner, Responsible Business Partner, Responsible Business Lead and those leading our Finance, Business Operations, Business Development and Marketing, Human Resources and Risk and Compliance teams.

The RB Board also consults others in the firm and externally on specific risks and opportunities, ideas and initiatives relating to the four pillars of our Responsible Business Framework (Culture, Community, Environment and Collaboration).

Natasha Rees,
Senior Partner

Building on strong foundations



Forsters has a long track record as a responsible business with some key milestones set out above.

Our impact and performance



Kelly Noel-Smith
Responsible Business Partner

This year’s review provides performance updates for each of the four pillars of our Responsible Business Framework (Culture, Community, Environment and Collaboration) and gives context to our work with three case studies. These illustrate our commitment to improving social mobility in the legal sector, our ambition to help shape the net zero agenda through collaboration and external partnerships and the action we’re taking to promote allyship, one of the four focus areas identified in our D&I strategy.

A particular highlight of the year can be seen in the “Opening minds and doors to law” piece. Having made our first submission to the Social Mobility Employer Index, we were delighted to be included in the Top 75. Participating in this benchmarked exercise provides us with insights which inform our approach. I’m pleased that our Responsible Business Board has approved an enhanced focus on our social mobility work and approved the funding required to undertake this.

There is much to be proud of and, as always, I am grateful to the partners, counsel and business service heads who lead our committees and D&I support networks, the backing from senior leadership, the many people in the firm who do so much to ensure we keep making progress and to our Responsible Business team.

Culture

80

students participated in our three social mobility work experience programmes

300+

staff attended three internal D&I panel events

51%

of our Partners are female

Community

£23k+

raised for the Marylebone Project by our people during the year

25%

of the firm took a full or half day to volunteer

1,200+

hours of pro bono legal advice provided

Environment

100%

renewable energy in our London office

38%

reduction in carbon emissions across Scopes 1, 2 and 3 (from FY19/20 baseline)

63%

carbon intensity reduction per £100,000 revenue (from FY19/20 baseline)



OUR IMPACT

Opening minds and doors to law

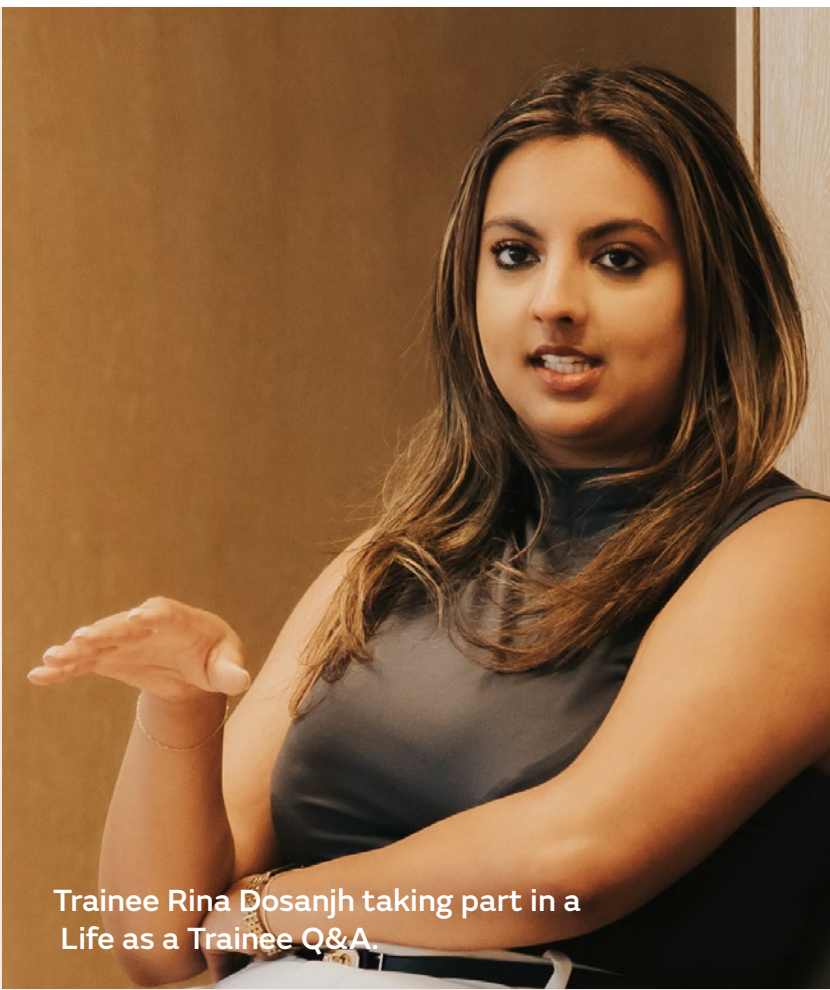
Where someone grows up, the school they attend, their family income or the professional networks available to them can still have a significant influence on the opportunities they are able to access. While talent is distributed equally across society, often opportunity is not. Many people face barriers to education, employment and career progression because of their socio-economic background. We recognise the role we can play in helping to address these inequalities.



Forsters volunteers at a work experience programme participating in a Life as a Trainee Q&A: Rina Dosanjh, Tom Chellis, Gidon Mann and Renesha Hodgson.



Associate, Kirstin Clayden leads an interactive session with work experience students.



Trainee Rina Dosanjh taking part in a Life as a Trainee Q&A.

17%

According to 2025 Solicitors Regulation Authority diversity data, **17% of lawyers are from a lower socio-economic background, compared to 39% of the national population.**

71%

Research conducted by KPMG in 2023 showed that **71% of young people (age 11–18) believe that it’s easier to become a lawyer or doctor if your parent works in that field.**

Developing our approach to social mobility

Our ambition is to attract, retain and develop diverse talent at every level by reducing barriers to entry and progression within the legal profession for individuals from lower socio-economic backgrounds. We want people from all backgrounds to see a future for themselves in the legal sector and to experience an inclusive environment at Forsters where they can thrive and build a long-term career.

As our social mobility activity matures, our focus is shifting from the scale of delivery to demonstrable impact. We are strengthening how we assess what works, where change is happening, and how individuals benefit from our interventions.

Measuring progress through external benchmarking

In 2025, we made our first submission to the Social Mobility Foundation’s Social Mobility Employer Index, the leading benchmark of employer action to improve social mobility in the workplace.

Our submission was the result of a collaborative effort between the Responsible Business, HR and Early Careers teams. We were proud to be recognised as a Top 75 Employer, an achievement that reflects the breadth of activity taking place across the firm.

The assessment has provided a valuable baseline against which to measure future progress and has helped shape our social mobility priorities for next year.



“We are delighted to have been recognised as a Top 75 Employer in the Social Mobility Foundation’s Employer Index – especially given that this was our first year applying. The feedback we’ve received will be invaluable in continuing our efforts to push for greater social mobility.”

Sara Branch, Partner and co-lead of the Social Mobility Network

Strengthening connections between education and employment

In January 2026, we were the first law firm to sign the Equalex Employer Charter, an initiative designed to support organisations to engage with future talent in Central London education institutions.

By signing the Charter, we’ve committed to providing high-quality work experience activity, supporting a diverse and inclusive outreach practice, and building strong partnerships with London schools and colleges.

Following Equalex’s strategic review of our social mobility activity, we identified a number of opportunities, starting with a new initiative to host a Teacher Insight Morning, providing teachers with a deeper understanding of the legal profession, pathways into law and the skills students need to succeed in the sector.



Widening access to the legal profession through our outreach

Providing early exposure to the legal profession remains a key part of our approach. Through outreach and work experience programmes, we aim to ensure that young people who may not otherwise have access to professional networks can develop their understanding of legal careers, build confidence and gain the skills needed to pursue their ambitions.

80

students participated in three social mobility work experience programmes

179

volunteers contributed to work experience programmes



Reading Scheme with CCB Primary School

Strong literacy skills provide the foundation for future educational and career success. Throughout the year, volunteers from across the firm supported Year 4 and Year 5 pupils at Christ Church Bentinck (CCB) Primary School through weekly one-to-one reading sessions, helping students improve their confidence and enjoyment of reading.

Pathways to Law with the Sutton Trust

In February, we hosted a virtual work experience programme for students participating in the Sutton Trust's Pathways to Law and Access Apprenticeships programmes. By delivering the programme online, we reach students in more than 20 cities across the UK, including areas identified as social mobility cold spots.



Aspiring Professionals programme

We continued our partnership with the Social Mobility Foundation, welcoming undergraduate students who are actively pursuing careers in law. Participants spent time shadowing in legal departments alongside interactive workshops.



Forsters Aspire Programme

In July, we launched our first firm-designed work experience initiative for local secondary school students interested in exploring a legal career. The programme was developed to provide earlier exposure to the profession and help students gain a greater understanding of career pathways and the skills required.

11

apprentices in positions across the firm in FY25/26

The power of apprenticeships

Apprenticeships play an important role in improving social mobility by creating accessible, paid routes into professional careers. They enable individuals to gain valuable experience, develop key skills and earn while they are learning.

In September 2025, we welcomed our first cohort of solicitor apprentices, who have embarked on a six-year route to qualification with the firm.

To mark National Apprenticeship Week in February, Miri Stickland (Head of Knowledge and co-lead of the firm's Social Mobility Network) sat down with Solicitor Apprentices Rhea Shah and Faysal Hamzat and HR Advisory Assistant (and former apprentice) Rose Ward to share what life is really like as an apprentice at Forsters. In this podcast episode, they discussed why they chose the apprenticeship route, getting support from family, top tips for applications and assessments and transitioning into the workplace.

Listen

Listen to the [podcast here](#).



OUR IMPACT

Scaling solar

Commercial property has huge potential to support the UK's net zero ambitions and help to deliver renewable energy. Despite the amount of available roof space, solar installation remains limited and our clients often face major challenges in successfully deploying rooftop solar.

We have seen our landlord clients experience issues around who will repair and maintain the solar panels and the roof space they are located on, and around the complexities of drafting and negotiating power purchase agreements. Often their attempts at installing solar panels are abandoned because of these sticking points.

It was due to these transactional experiences that we were keen to partner with Real Estate:UK (the new unified industry body formed from the merger of AREF, BPF and IPF) and Push Power Ltd. The aim: to help identify the commercial, legal, practical and policy challenges that are currently limiting the deployment of solar technology, and to explore the solutions needed to unlock its potential across the sector.

90%+

of suitable **commercial rooftop space** remains unused, leaving up to 60GW of untapped potential

“Our clients are eager to play their part in the UK's transition to cleaner energy, but too often they face a range of commercial, legal and practical barriers when seeking to install solar panelling. This research is an important step in identifying the key issues and suggesting practical solutions that will hopefully give property owners and developers the clarity and confidence they need to unlock the full potential of their rooftops.”

Victoria Towers, Partner

Left to right - Members of the Commercial Real Estate (CRE) team leading the collaboration with Real Estate:UK: Andrew McEwan, Partner; Louise Irvine, Senior Knowledge Development Lawyer; Victoria Towers, Partner and Head of CRE; and Ed Glass, Counsel.

Shaping the research

Ed Glass, Louise Irvine and Andrew McEwan worked closely with Cushman & Wakefield (who undertook the research) and Real Estate:UK to gather the thoughts of industry stakeholders via an initial survey, which was completed by around 70 respondents across the spectrum of the commercial real estate industry.

Half of the respondents were investors and landlords, representing some of the largest holders or asset managers of UK real estate with a combined market value of over £500 billion. Of the remaining 50% of respondents, the majority were developers or professional advisers, and a small number of tenants who gave valuable insight into their views on the advantages and challenges associated with rooftop solar PV.

15%

of the roof area can deliver enough solar generation to offset 50% of a typical ambient warehouse's annual electricity use

“Through our sponsorship of this project, we are contributing to a wider industry conversation about sustainability while helping to develop the framework needed to support greater investment in renewable energy across the built environment.”

Louise Irvine, Senior Knowledge Development Lawyer

Building on the findings

Following the responses to the survey, we hosted a roundtable discussion attended by a cross-section of stakeholders from across the commercial real estate industry including landlords, investors, developers and professional advisers. In attendance were representatives from Real Estate:UK, Cushman & Wakefield, Forsters, Avison Young, British Land, Canary Wharf Group, Delancey, Hollis Global, JLL, Knight Frank Investment Management, M&G, Schroders, and Tritax.

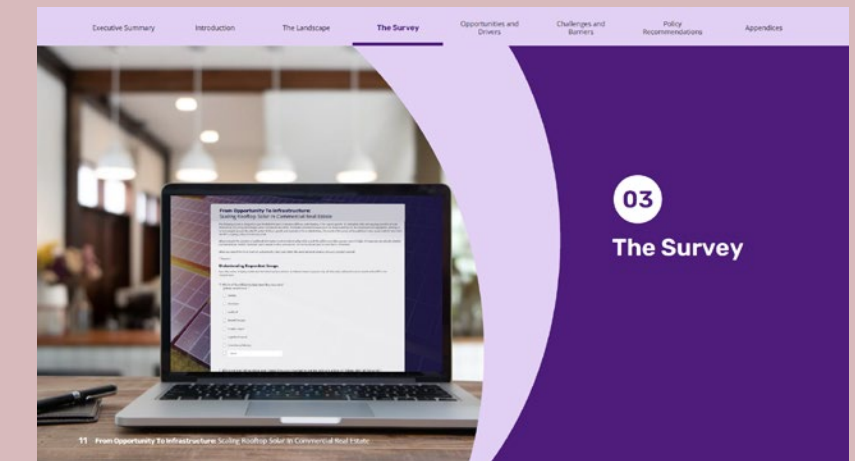
The two-hour event led to lively discussion, with attendees expressing dissatisfaction around the amount of time it takes to come to an agreement between parties around the structuring of solar arrangements, the lack of fiscal incentives available (such as feed-in tariffs and subsidies, which are successfully used in countries such as Germany, France and the Netherlands), and the lack of standardisation of documents.



At present, adoption is uneven across the market with a large number of properties yet to engage with installing solar panels, but it was clear from the session that participants recognised that there is huge potential for deployment of commercial rooftop solar if these barriers can be overcome. The valuable insights gained from the roundtable will be fed into the final research paper, along with proposals for policy change and incentives.

Scaling the conversation

Publication of the research findings is planned for September 2026, supported by a launch event co-hosted by Forsters and Real Estate:UK. The event will bring together clients, industry leaders and policymakers to discuss the report's recommendations and to explore further the role that commercial real estate can play in accelerating the transition to clean energy.



50%

of respondents included investors and landlords, representing some of the largest holders or asset managers of UK real estate with a combined market value of over £500 billion

OUR IMPACT

Recognising our role and stepping up

Every day people encounter prejudice, bias and structural barriers that affect their opportunities, experiences and wellbeing. Allyship is about recognising this and using our individual and collective influence to help create a more equitable society. This year we had a firmwide focus on allyship.

81%

of employees agree workplace allyship contributes to greater belonging (For All: The Power of Allyship and Belonging 2025)



26%

of white employees wanted more employer support in practising allyship (Business in the Community, Race at Work Survey 2021)

36%

Just one third of UK employees have spoken up when they have seen discrimination or exclusion of a minority colleague at work, despite 67% considering themselves an ally (Wates 2022)

Our allyship campaign

Allyship is one of the four focus areas of our 2024–26 D&I strategy and over the past year we ran a number of initiatives designed to build understanding, encourage reflection and equip colleagues to create a more inclusive workplace.

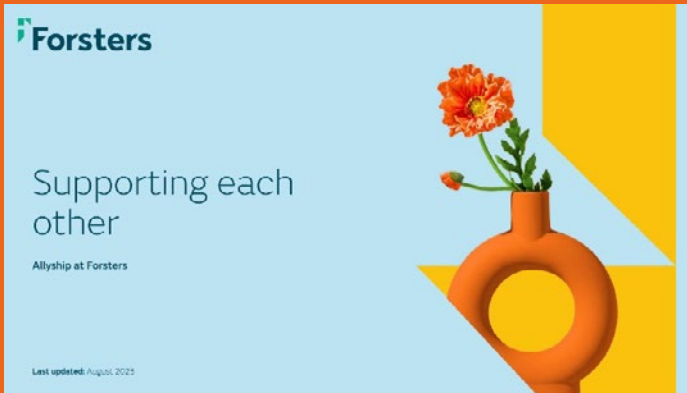
In person training

In September Tash Koster-Thomas, D&I consultant, hosted a firmwide allyship training exploring what it means to be an ally and the role we can all play in fostering an inclusive culture.

Recruitment accreditation

We introduced the Talent Acquisition Passport (TAP), a mark of confidence and capability around inclusive recruitment practices, for anyone in the firm involved in interviewing. To earn the TAP, colleagues must attend training on inclusive recruitment and employment law and engage with other key resources.

Ongoing guidance



Following the session, we worked with our seven employee-led D&I support networks on an Allyship Guide. This provides practical advice on being an effective ally, with actionable tips, personal reflections from network members and answers to frequently asked questions.

Online training

Our Learning and Development and Responsible Business teams, and volunteers from our Social Mobility Network and Race Support Network, worked with race equity experts, Rare, to create a bespoke version of ‘Hemisphere’ online anti-bias training, for everyone in the firm.



Allyship and the power of storytelling

Over the past year, our D&I support networks have used their personal stories to encourage meaningful conversations around belonging and inclusion. These events have been amongst our most highly attended internal initiatives, each attracting around 100 attendees, highlighting the power of personal experience to build understanding, empathy and allyship.

To celebrate International Women’s Day we created a video, featuring colleagues reflecting on this year’s theme, Give to Gain, sharing stories about the role mentorship and allyship have played on individual career journeys.



Watch
Scan to view the video

Allyship through collaboration

We’re keen to partner with our clients and business partners in order to share insights and influence change in our sector and beyond.

D&I roundtable discussion

Our D&I partner sponsors hosted a roundtable for clients and intermediaries, with an external facilitator, looking at practical ways to maintain focus on D&I priorities and support people within our organisations.

International Women’s Day client panel

In the spirit of collaboration, to mark International Women’s Day we welcomed client panellists Naomi Rive (HIGHVERN) and Alexandra Houghton (Carter Jonas), who joined Forsters’ Smita Edwards to share their experiences of support and allyship that helped shape their careers.



From left to right: Paige Knight (Trainee Solicitor), Rowena Marshall (Partner), Alexandra Houghton (Carter Jonas), Smita Edwards (Partner), Naomi Rive (HIGHVERN) and Caroline Harbord (Partner).

Paige, Caroline and Rowena co-lead the Gender Equality Network at Forsters.

Allyship through participation

Data is another focus area in our 2024–26 D&I Strategy. Throughout the year, we have run a number of campaigns to encourage colleagues to share their diversity data and increase response rates to ensure we can carry out meaningful analysis. These insights enable us to hold ourselves accountable, better understand the experiences of our people, and identify the areas where we need to focus our efforts to drive further progress.

More to do

As we approach the conclusion of our 2024–26 D&I Strategy, we know there is still more to do to create a workplace where everyone feels valued, respected and able to thrive.

- Analysis of diversity data to inform our next D&I strategy.
- Launch a second Hemisphere training module.
- Continue to work through our D&I support networks to provide opportunities for colleagues to learn, engage and demonstrate allyship.

Creating a culture where everyone can thrive

Our people are the key to our success. Our goal is to provide each person within our expert legal and business services teams the opportunity to thrive in their choice of career.



400+

workshops, lectures and seminars delivered across the year by the Knowledge and Learning and Development teams

179

Forsters volunteers contributed to social mobility work experience programmes

50%

of our people participated in a Learning and Development initiative during the year

300+

colleagues attended three internal Q&A panels hosted by our D&I support networks

A*

in six Legal Cheek categories

8

firmwide D&I network events throughout the year

Our commitment to diversity and inclusion

A workforce that reflects society is essential to delivering an excellent service to our clients, and creating an inclusive workplace where everyone feels valued helps us to attract and retain high-performing people. Our D&I support networks are central to this work.

Sharing experiences

Our seven support networks - covering disability, faith, gender equality, LGBTQ+, ethnicity, social mobility, and working parents and carers - are vital to creating a culture of belonging and promoting allyship. During the year, alongside other initiatives, they led three internal Q&A panel events which were amongst our best attended yet.

To mark Social Mobility Day in June, our **Social Mobility Network** hosted a breakfast Q&A panel encouraging thoughtful reflection on this year's theme, "Shifting Mindsets". The panel highlighted the power of lived experience in challenging stereotypes, reinforcing the value of socio-economic diversity, and fostering a culture where different perspectives are recognised as a strength.



300+

Together, three internal Q&A panel events were attended by **300+ staff**



To mark International Day of Persons with Disabilities in December, the **EnABLE Network** hosted a panel discussion around disclosure and support in the workplace. By sharing their own experiences, colleagues helped to challenge perceptions, deepen understanding and encourage a supportive environment.

In February, LGBTQ+ History Month, the **PRIDE Network** hosted a panel featuring colleagues sharing personal stories, challenges, and reflections on what coming out has meant for them or their family members.



In April, the **Faith Network** marked Vaisakhi by volunteering with NishkamSWAT, a UK charity that provides food for the homeless.



In July, to mark the 50th anniversary of Arthur Ashe's Wimbledon victory, the **Race Support Network** hosted a tennis session with Black Tennis Mentors UK. The event highlighted the importance of representation and accessibility, while encouraging colleagues to reflect on how inclusive practices can be applied across different environments.



Building culture through skills and behaviours

We encourage a culture where knowledge is shared openly, learning is continuous, and everyone is empowered to do their best work.

Our passion for learning

Our Learning and Development (L&D) team provides a comprehensive suite of talent development opportunities for all employees and Partners, comprising skills workshops, bespoke training programmes and individual support.

Supporting an inclusive and productive workplace culture is a key part of our training programmes. For example, our Leadership Development Programme (for Partners, Counsel and business services leads) includes a session on Courageous Conversations, with business actors enabling participants to practise challenging communication scenarios. Working in small groups, this immersive and practical experience in a safe training space facilitates the receipt of feedback and guidance that enables people to be more effective when leading these conversations in their roles, contributing to the culture we want to see in the firm.

400+

workshops, lectures and seminars delivered across the year by the Knowledge and L&D teams

50%

of the firm participated in an L&D initiative during the year

Early careers highlights

82%

trainee retention this year, with these individuals qualifying into departments across the firm as Associates

To further widen access to early careers in law, we introduced a third vacation scheme and redesigned all three programmes to run over one week rather than two. This improves accessibility for candidates who may have work commitments, caring responsibilities, or who live further from London.

Championing wellbeing

41%

Wellbeing Fund take-up during the year

Working in the legal sector can be hugely rewarding, but it can also be physically and mentally demanding. We are committed to supporting each other so that every person at Forsters has a positive day-to-day working experience and is empowered to manage their wellbeing.

We tackle wellbeing holistically and our range of initiatives reflects that no one size fits all when it comes to supporting people.

- Confidential 1:1 wellbeing sessions are available for all through our work with Wellbeing Partners.
- Our regular clubs, including Choir, Book Club, Netball and Running, are rooted in wellness and a chance to connect with colleagues.
- Our Wellbeing Fund provides a range of benefits including language lessons, yoga, first aid courses, infant sleep coaching and National Trust membership.

External recognition and awards

Legal Cheek

Legal Cheek Trainee and Junior Lawyer Survey 2024/25

In the Legal Cheek Trainee and Junior Lawyer Survey, we scored A* on Training, Peer Support, Partner Approachability, Work/Life Balance, Quality of Work and Social Life.



Legal 500 Future Lawyers Survey 2024

We were named Legal 500 Future Lawyers Winners in three categories: Social Life; Quality of Work; and Vacation Scheme.

Taking an intentional approach to AI

Aspects of responsible business, from ethics to the environment, are important considerations in how organisations develop principles and practices around the use of AI. Our Head of Knowledge, Miri Stickland, leads on the rollout of AI tools at the firm and shares our approach, centred around ‘intentional use’.

“At Forsters, we see generative AI as a tool to enhance the expertise of our people, not replace it. Our approach has been guided by a clear principle: focus on practical, responsible use cases that help our lawyers and business services teams work more effectively, while maintaining the high standards of quality, professional judgment and client service expected of us.

As a responsible business, we are mindful of both the opportunities and challenges presented by AI. We have developed policies, guidance, governance models and training to ensure AI is used safely, ethically and in line with professional obligations and commitments to carbon reduction targets.

A key part of our journey to encourage an intentional use of AI has been the firmwide rollout of Microsoft Copilot, delivered in partnership with training consultants Mind Over Tech. Rather than simply providing licences and hoping adoption would follow, we designed a structured change programme focused on building intentional digital habits, with live training workshops and ongoing support tailored to different roles across the firm.

Colleagues were encouraged to embrace an experimental mindset, using real work scenarios to understand where Copilot could add real value in their day-to-day activities. Training covered both the opportunities and limitations of generative AI, reinforcing the importance of applying your own judgment, critical thinking and verifying outputs so that tools are used responsibly. The training had good feedback, including one attendee describing it as “probably the most useful non-legal training I’ve done in years”.

We also continue to monitor developments in the market, including those focused on the environmental impact of AI and carbon emissions associated with use. Every proposed AI solution is subject to our centralised onboarding process, including being assessed for suitability, quality, security, ethical standards and legal and regulatory compliance. Through equipping our people to use generative AI in intentional ways that support more efficient use of resources and reduce unnecessary waste, we are encouraging use of our tools in an environmentally conscious way.”

Miri Stickland,
Head of Knowledge

Making a positive difference to our communities

We want our people to feel connected to the communities around them and encourage them to take time to support causes they care about - we know this benefits our people, our firm and our clients as well as society.



1,200+

hours of pro bono legal advice provided

950+

meals served throughout the year by our volunteers to lunch club attendees

36

different clients received pro bono legal advice

25%

of the firm used their Volunteering Day

£23k+

fundraised during the year by employees and partners for the Marylebone Project

19

charities, schools and community organisations supported through volunteering days

Sharing our expertise through pro bono

We are signatories to the Joint Pro Bono Protocol, and our pro bono policy encourages lawyers at every stage of their career to get involved, with approved pro bono work contributing towards billable hours targets.

Alongside working with standalone pro bono clients, we support a range of legal advice centres and referral organisations to improve access to justice for those unable to afford legal advice.

Impactful advice to access justice

During the year, our Real Estate Disputes team launched a housing advice partnership with South West London Law Centres. Laura Black, Operations Manager at the centre explains more about the impact of the centre and the partnership.

“We have a dedicated housing team, whose work ranges from representing people facing eviction in court to taking on complex casework involving issues such as the suitability of temporary accommodation, unlawful eviction and serious disrepair. Demand for this support is relentless.

In 2026, Forsters began running a private housing clinic in partnership with us, providing volunteer lawyers to deliver one-off specialist advice to clients. Since the clinic began, Forsters volunteers have advised 16 clients facing housing problems and helped them understand their legal position and the practical steps available to them.

One client was part of a young family who had been unexpectedly served with notice to leave their home at a time when they were already experiencing financial difficulties. Forsters advised the family on the validity of the eviction and their rights as tenants. Another family received support in understanding how to challenge proposed tenancy deposit deductions and navigate the relevant process.

This is an important part of what pro bono advice can achieve. For someone without legal training, knowing that they may have rights is very different from understanding how to enforce them. Providing clear, expert and practical advice can give people the knowledge and confidence they need to navigate legal processes themselves and access justice.

Across all of SWLLC’s pro bono advice clinics in 2026, 90% of clients who provided feedback said they had a better understanding of their legal issue following their appointment, and 88% said they felt more confident about what to do next.”

1,200+

hours of pro bono legal advice provided
(increase on 1,046 last year)

36

organisations/clients received support
(increase on 31 last year)

11

lawyers featured on the Pro Bono Recognition List 2026 and one paralegal also achieved the required 25 hours pro bono for the year

Our pro bono partners:



Building community partnerships

The Marylebone Project

The Marylebone Project has been our charity partner for the last two years, providing life-changing support to women facing homelessness.

Following the charity’s announcement in February 2026 that it would close after more than 90 years of service, we focused our efforts on supporting the organisation through a significant period of transition and helping the women who relied on its services.

Colleagues across the firm embraced opportunities to contribute through fundraising, volunteering and donation initiatives.

40

colleagues took part in Thames Path Challenge raising £14k+

£23k+

fundraised during the year by employees and partners for the Marylebone Project



Katherine Worden raised £2,630 running the London Marathon



The team, shown here at the start and end of the Thames Path Challenge, raised £14,203



Thursday Lunch Club

Hosted at St Marylebone Parish Church, volunteers of this longstanding Forsters initiative provide a hot meal and warm welcome once a week to people in need of support.

- 80+ volunteers support the running of our weekly lunch club
- 48 lunches hosted throughout the year
- 20+ guests welcomed each week on average
- 950+ meals served
- 500+ volunteer hours contributed by colleagues

Celebrating volunteering days

We actively encourage everyone in the firm to take a paid volunteering day each year to support causes and communities that matter to them.

19

charities, schools and community partners supported

139

people (25% of the firm) used their Volunteering Day (a 3% increase on last year)



The Commercial Real Estate team – planting flower beds and digging a new duck pond at Spitalfields City Farm



Colleagues at the Marylebone Boys' School – helping to refurbish the gym hall



The Knowledge and Corporate teams – sorting books to be redistributed across London and the South East for The Children's Book Project



Christmas gift wrapping volunteering



28 colleagues volunteered with Moo Canoes clearing litter from the River Lea



Volunteering with the London Clean Air Initiative at St Marylebone School – transforming the rooftop garden into a haven of wellbeing and biodiversity



Colleagues at the Marylebone Boys' School – helping to refurbish the gym hall



Gardening at the Marylebone Project – contributing to the upkeep of a space promoting wellbeing



The IT team – helping to maintain Holland Park's wooded areas

Taking action for our environment

Sustainability is a core consideration in strategic decisions and operations. We continue to work together to reduce our impact on the environment and use of natural resources.



38%

reduction in carbon emissions compared to our baseline year FY19/20 (using a market-based approach)

100%

renewable energy usage in our London office

60%

carbon intensity reduction per FTE compared to our baseline year FY19/20 (using a market-based approach)

30%

reduction in A3 and A4 paper ordered on previous year

63%

carbon intensity reduction per £100,000 revenue compared to our baseline year FY19/20 (using a market-based approach)

Zero

waste to landfill

Our approach to climate action

We are committed to achieving net zero by 2050 and are focused on our 2030 target to halve our carbon emissions across all scopes from our 2019/20 baseline, verified by the Science Based Targets initiative (SBTi), which will mean we are on track. Our carbon emissions data is audited by a third-party in accordance with ISO14064-1:2018 and our Achilles Carbon Zero certification is ongoing.

Performance overview

Total emissions, including Scope 3 and using a market-based approach, decreased by 16% compared to FY24/25 and by 38% from our FY19/20 baseline year.

The most significant carbon emission reductions this year are largely a result of:

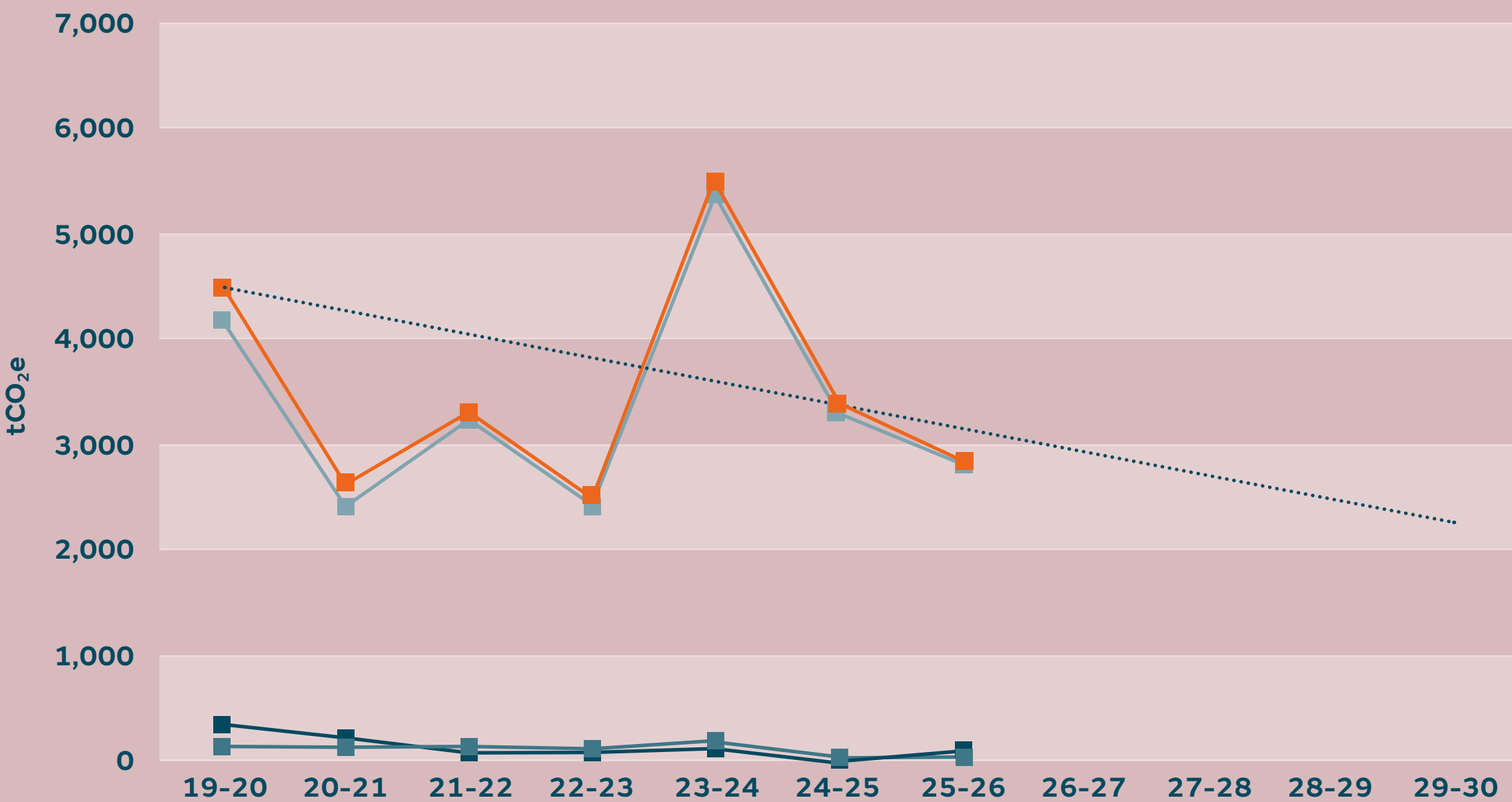
- Better purchased goods and services data, due to increased response to our annual supplier carbon emissions survey.
- Updated emission factors relating to air travel which had previously been based on low passenger numbers during the COVID-19 pandemic, making estimated emissions intensity per passenger much higher.

Scope 3 makes up 97% of our total emissions and our action plans continue to focus on data quality, procurement processes, supplier engagement and air travel.

Our London office runs on 100% REGO-backed renewable energy and we continue to look for efficiencies. Following a pilot in June during London Climate Action Week, we rolled out biweekly Friday floor closures to take advantage of low footfall and our Building Management System (BMS), which allows us to switch off areas of the office when not in use.



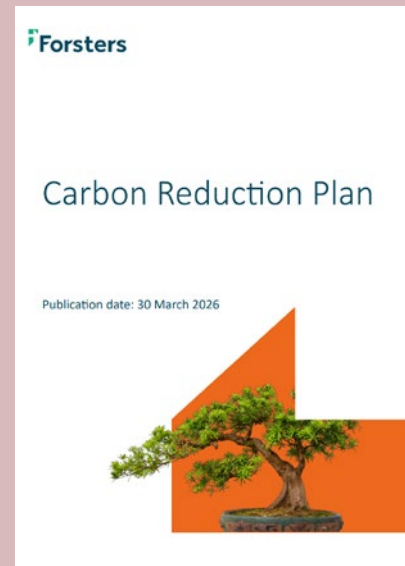
Progress towards our Scope 1, 2 and 3 absolute tCO₂e reduction target



- 2025/26 emissions reporting takes the Operational approach and scope includes:
- Two London sites, South Quay and Baker Street, exiting the former in July 2025.
 - In December we opened a branch in Abu Dhabi Global Market with some data reflected in the GHG inventory and others considered not material to FY25/26
 - Scope 1: direct emissions from use of fuels in our offices
 - Scope 2: indirect emissions from electricity purchased to power our offices
 - Scope 3: indirect emissions from operational activity including business travel, commuting, couriers, waste, water, purchased goods and services and capital expenditure
- Legend: — TOTAL ALL SCOPES, — SCOPE 3, — SCOPE 2, — SCOPE 1, TARGET TRAJECTORY

Read our Carbon Reduction Plan

During the year we published our first [Carbon Reduction Plan](#) in line with the Government's PPN006.



Explore the Sustainable City Charter

We joined the [Sustainable City Charter](#), a partnership based on a shared goal to reduce operational carbon emissions to ensure Westminster becomes a net zero city by 2040.



Check out a new guide from the LSA

As members of the Legal Sustainability Alliance (LSA), our RB team contributed to the development of a new [Sustainable procurement guide](#) for law firms.



Ongoing recognition

Following on from BREEAM excellent certification, our office was shortlisted for a British Council for Offices (BCO) Award in the Corporate Workplace category, recognising the quality and sustainability credentials of the space.



Our Green Impact Group (GIG)

GIG ran a busy calendar of activity for colleagues, to raise environmental awareness and drive action.

- **April** – A practical tips campaign around Stop Food Waste day from our caterers Baxter Storey.
- **May** – An art competition, for children and adults, focused on capturing the joys of spring.
- **June** – A communications campaign about the sustainability features of our building, including office tours.
- **July** – A bicycle repair workshop with Westminster Wheels, a local social enterprise that trains and employs young people as bike mechanics.
- **August** – 28 people volunteered with Moo Canoes clearing litter from the River Lea.
- **December** – A toy collection with donations going to Little Village and Homestart Westminster.
- **March** – Nine people volunteered with London Clean Air Initiative to enhance the green space of a local school, encouraging wellbeing and biodiversity.



Creating a spirit of collaboration

We aim to cement our relationships with clients and business partners through our excellent legal services as well as fostering closer connections through collaborative learning and knowledge sharing initiatives. Trends around ESG are as much a part of the market as any other micro or macro-economic dynamics and therefore a vital part of informing our advice.



Read more about our sustainability expertise on our [website](#)

Drafting for a sustainable future	Green regulations and certifications	Biodiversity
Electric vehicle charging infrastructure	Renewable energy infrastructure	Natural capital
Rural land and business	Historic properties and planning	Land and estate management
Renewables	Rural development	Strategic land and rural development
Transactions		

Partnering for impact

The transition to net zero carbon is one of the defining challenges and opportunities facing the real estate sector today. During the year we joined a number of networks with the same goal - to accelerate a low carbon economy through collaboration and knowledge sharing.



Glenn Dunn
Partner, Commercial Real Estate
and Director of CDT



Ed Glass
Counsel, Commercial Real Estate

Circular Do Tank (CDT)

We have continued to strengthen our commitment to sustainable business practices through our involvement with the Circular Do Tank (CDT), an industry collaboration focused on accelerating the transition to a more circular built environment. Through the significant contribution of colleagues including Glenn Dunn and Ed Glass, the firm has supported the sharing of knowledge and practical solutions aimed at reducing waste, extending the life of materials and encouraging more sustainable approaches to the design, construction and occupation of buildings.

The initiative reflects our belief that meaningful progress on sustainability challenges can only be achieved through collaboration across the real estate sector. For example, in June 2026 the CDT hosted a workshop with Derwent, Tellon Capital and Lazari, amongst others, on “Rewriting the Rules”, bringing together professionals to discuss and formulate policy levers for increasing re-use.

The CDT’s work aligns closely with our commitment to helping clients navigate the transition to a lower-carbon and more resource-efficient economy.



Louise Irvine
Senior Knowledge
Development Lawyer



Lorna Dolan
Counsel, Commercial
Real Estate

Better Building Partnership (BBP) Green Lease Toolkit

In 2026, Louise Irvine and Lorna Dolan joined the BBP Green Lease Toolkit Legal Working Group. The Green Lease Toolkit is widely recognised as a leading resource for landlords, occupiers and advisers seeking to embed sustainability objectives into leases.

Participation in the working group provides an opportunity to collaborate with other real estate lawyers and industry stakeholders on some of the key sustainability challenges facing the sector, including the continued development of green lease provisions and addressing issues such as split incentives between landlords and tenants. The knowledge and insights gained will not only contribute to the evolution of industry guidance but will also help us continue to support clients in delivering their own sustainability ambitions through practical, commercially focused legal solutions.

Client case study

Greencore Homes

For our client Greencore Homes, sustainability is not a tick box exercise but instead underpins their entire mission. They are a sustainable housebuilder with a real difference, building homes that are better than net zero and creating climate positive places.



Their goal is to transform UK housebuilding by creating low energy, high performance homes from natural materials. A Greencore home emits less than zero embodied carbon during construction, and is net zero each year of occupation. Their aim is to design and deliver 10,000 better than net zero new homes by 2035.

Greencore has developed an innovative modern method of construction which uses a closed panel timber frame, manufactured in their own workshop and insulated with natural materials such as hemp, lime and natural wood fibre. This allows Greencore to build high quality, energy efficient homes which lock up more carbon than is emitted during construction. Their homes are all built to Passivhaus standards, meaning that they demonstrate exceptional insulation and airtightness. Greencore's science-led approach is a unique and disruptive solution within the housebuilding sector, which needs to make major changes to its methods in order to meet the UK's net zero targets and help people reduce fuel bills.

Net zero attributes of a typical Greencore home include integrated solar PV on roofs, triple glazing, well insulated building envelopes, waste water heat recovery systems and air source heat pumps.

We have had the pleasure of a tour of the workshop where the timber frame panels and insulation are made using the Biond building system. It was fascinating to see. The panels manufactured in the workshop are then transported to site and assembled.

We feel privileged to be part of Greencore's journey, helping them to deliver on their mission. We have worked closely with Greencore Homes on several development sites in the home counties which will deliver circa 200 new net zero homes, 35% of which shall be for affordable housing. The sites we have acquired for Greencore also align with its wider focus on nature and biodiversity, with plenty of open space, woodland and wildlife. We look forward to continuing to work with Greencore on their sustainable building journey.



Sara Branch
Partner, Commercial
Real Estate

ESG insights throughout the year

Spring

- Forsters supports BPF research on rooftop solar
- Sustainability in 2025 – top five issues to watch
- Watt a bright idea! Turning car parks into power stations

Summer

- Tree Preservation Orders - the zest of the best!
- How has biodiversity net gain progressed in the last year?
- Positive signs for EV charging
- The Future of Data Centres: Cooling with a Conscience
- Lower energy prices for manufacturers - an indirect benefit for retailers (and the environment)?
- Spending Review 2025: What's in there for EVs?
- Fears that biodiversity net gain might be compromised are unfounded
- Government backing nuclear power
- Data Centres and the Sustainability Crossroads
- 2025 EV Infrastructure Summit: Key takeaways

Autumn

- Zoned and Loaded: The UK's Plan to Heat Smarter
- Looking beyond the Bubble
- Powering Up: streamlining EV infrastructure projects
- "Sustainable is just another word for quality"
- Sustainability and the future of the Luxury Property Industry
- Has BNG taken root? – Matt Evans speaks to The Planner
- Polly Montoneri advises on West Oxfordshire's first BNG Habitat Bank

Winter

- Biodiversity Net Gain can help boost economic resilience - weakening the policy would show a lack of ambition
- New heat network regulations now in force across Great Britain: what owners need to do

Driving the Natural capital agenda

We are passionate about the opportunities that Natural capital promises for the rural economy, ecosystem resilience and for the wealth of social and economic benefits that will come with it.

Our Natural capital campaign has been a powerful demonstration of the firm's culture - bringing together colleagues from across departments, building expertise in these emerging markets and evolving policy landscapes to deliver forward thinking advice, as illustrated by our role in the Broughton Sanctuary partnership.

Client case study

Supporting a pioneering nature restoration project

We are proud to be supporting North Yorkshire estate Broughton Sanctuary on its pioneering nature restoration project, in partnership with Rebalance Earth and Credit Nature.

This is an ambitious, collaborative initiative bringing together a pioneering custodian of the land, ecological design and independent verification supported by private investment to deliver measurable ecosystem services for biodiversity, water and carbon.

Supporting the brilliant team at Broughton Sanctuary, our role focused on advising on the legal structures underpinning the scheme, helping to align the interests of multiple stakeholders and support the long-term success of the project.

The project illustrates the drive of the sector to treat Nature as Infrastructure, and a genuinely revolutionary approach to land use and investment.

Why this matters

- This is a first-of-its-kind private, licensed scheme, designed to enable meaningful, measurable environmental recovery at scale.
- It reflects a fundamental shift in how land is valued and utilised - moving beyond traditional income streams to incorporate natural capital and ecosystem services.
- The model demonstrates how private investment can be mobilised to deliver long-term environmental outcomes and to generate investor returns.
- It marks the shift from nature being seen as 'nice to have' to nature being seen as investable infrastructure which is able to deliver environmental, societal and economic resilience and gains.

What makes this project distinctive

- A collaborative structure aligning landowners, private investors and delivery partners.
- A first for formalised accreditation and verification approach, providing confidence to investors.
- A scalable platform for landscape recovery, not just a one-off rewilding exercise.

The Forsters team



Guy Abrahams
Partner, Private Client



Polly Montoneri
Partner, Rural Land and Business



Adam Saunby
Senior Associate, Rural Land and Business



Harvey Tomes
Senior Associate, Rural Land and Business



Christine Dubignon
Partner, Corporate

Read



Read more about the project in the [Guardian](#)

Listen



[How has Biodiversity net gain progressed in the last year?](#)

[Understanding Biodiversity net gain: part one - developers](#)

[Understanding Biodiversity net gain: part two - landowners](#)

Next steps

This review provides an overview of our approach to responsible business and progress made. As well as continuing our existing activity, we have a number of priorities for the year ahead.

Overarching approach

- Embed systems and processes around the new RB Board and governance structures to increase effectiveness of outcomes.
- Through the RB Board, integrate responsible business issues and considerations consistently into firmwide projects and workstreams.
- Continue to raise awareness of the importance of climate and nature risk and opportunities in our operations and advice.

Community

- Select and establish new charity partnership.
- Increase engagement with pro bono opportunities through initiating new partnerships and reviewing internal policies.
- Encourage more teams and individuals to take a Volunteering Day.

Culture

- Complete our 2024–26 D&I strategy projects, including data analysis to inform the next strategy for 2027 onwards.
- Enter the Social Mobility Employer Index for our second year, building on feedback received through our first submission.
- Expand our social mobility outreach by running insight sessions for teachers and parents on pathways into the legal sector.

Environment

- Continue to build engagement with suppliers on emissions data and reduction targets.
- Develop a more formal approach to supporting nature, biodiversity and ecosystem resilience.
- Establish an environmental management group to drive greater connectivity across teams.

Collaboration

- Host a series of events showcasing the results of the solar panel research and the insights gained.
- Continue to promote our sustainability, natural capital and biodiversity net gain expertise to drive the marketplace forward.
- Generate more opportunities to connect with clients and business partners on responsible business issues.

Delivering our commitments: responsible business governance

Our Responsible Business Board, established this year, ensures we are taking an integrated and strategic approach to responsible business work. The Board works closely with the firm’s Partnership and Strategy Board and Management Board to ensure alignment and prioritisation. The Responsible Business team then leads the delivery of action plans, through committees, working groups and collaboration with relevant legal and business services teams.

Partnership and Strategy Board

Setting long term strategy and overseeing the management of the firm as well as all matters relating to the partnership.

Management Board

Overseeing the operational running of the business in line with the firm’s strategic direction.

Responsible Business Board

Oversight of responsible business strategy and implementation plans, ensuring integration with the firm’s priorities.

“The intention of the new Responsible Business Board is to ensure that our approach to responsible business is truly aligned with the firm’s strategic focus areas, helping us to deliver the right outcomes for our people, our clients, our communities and the environment.”

Sarah-Jane Muskett, Business Operations Director



Sarah-Jane Muskett
Business Operations Director

Committees and working groups

Committees and working groups develop and implement strategic plans, reporting to the Responsible Business Board.

Social impact

D&I Committee

Planning and delivery oversight in line with our D&I strategy, and supporting our seven networks.

Charity and Community Group

Leading our charity partnership and driving fundraising activity.

Pro Bono Committee

Overseeing pro bono partnerships and driving engagement with pro bono work.

Environmental impact

Environmental Management Group

Driving operational developments in line with our commitment to net zero.

Commercial Real Estate Sustainability Group

Sharing client expertise and business development planning.

Green Impact Group

Engaging colleagues with environmental issues and initiatives.



Forsters LLP
22 Baker Street
London
W1U 3BW
T +44 20 7863 8333



@forstersllp



forstersllp



Facebook.com/ForstersLLP

forsters.co.uk