

Environmental, Social, and Governance Annual Report

2021



We are a growing business, and, for us, growing the right way means sustainable and responsible growth so that everyone benefits – our clients, our colleagues and our communities.

Gordon Stark, CEO



Gordon Stark CEO

A message from Gordon Stark, CEO

Welcome to Murgitroyd's first stand-alone ESG report. This review details what we have achieved in the last 12 months and also shows how we intend to advance our ESG agenda as the company continues to grow.

The past year has brought challenges, hardship and loss to many people. Throughout the pandemic, the people of Murgitroyd have pulled together, supporting each other not only to make sure our clients can rely upon us but also to support the communities in which we operate across Europe and the Americas.

As a consequence, while it has been a very testing time, the last year has been a progressive one on the ESG front for Murgitroyd, focussing on embedding ESG into our company operations, activities and decision making. We are a growing business, and, for us, growing the right way means sustainable and responsible growth so that everyone benefits – our clients, our colleagues and our communities.

Key developments have been the launch and fast growth of our colleague-led group im:pact as well as the introduction of our ESG Steering Group.

As you will see in this report, there has been a tremendous amount of colleague involvement in numerous initiatives, and this is what I believe has led to ESG being considered central to our company and, ultimately, truly part of our culture.

Together with our owners Sovereign Capital Partners, we are committed to being a sustainable and responsible business, something which I hope this report demonstrates.

I am grateful to all of my colleagues who have played their part in advancing our ESG commitments. One way or another, every single person at Murgitroyd contributes to our aims. At the end of this report are the names of the colleagues who are involved in our im:pact group as they deserve a special mention and appreciation for the work they have done.

When I was appointed as CEO, one of the first actions I took was to form our im:pact group to coalesce and co-ordinate our work in ESG, given its growing importance in today's corporate world. Beth Marshall stood forward to lead that group and has done a first class job of leading this group from being a concept to becoming a purposeful and impactful movement based around four key pillars of Equality, Diversity and Inclusion; Environmental Issues, Community Outreach and Engagement; and Charitable Giving. I would like to extend my sincere thanks to Beth for her work leading both the im:pact group and the production of the report and, beyond that, to all colleagues and external partners who have contributed to and supported our work in these important areas.

Gordon Stark CEO

Executive Summary

This is the first annual Environmental, Social, and Governance report reviewing Murgitroyd's work in ESG in the financial year 2020/2021, and setting out our aims for 2021/2022 and beyond.

Equality, Diversity, & Inclusion

In August 2021 we engaged an external consultancy to prepare and run our first company-wide "Getting to Know You" ED&I survey. The survey has provided us with baseline data that we can use to quantitatively measure how the company is progressing from an ED&I perspective.

We produced our first anti-racism statement in 2020, explicitly setting out Murgitroyd's commitment to equity, diversity, inclusion, and anti-racism. Murgitroyd has provided direct racial awareness training to over 60 senior leaders across the company, who have in turn provided training in team sessions to a further 150 colleagues.

We also provided internal training on unconscious bias, and subtle bullying.

We held our first annual virtual open day for interested individuals to find out more about Murgitroyd and to promote the IP profession generally.

Our UK graduate recruitment process has been reviewed and changes made to reduce the risk of bias. We have committed to uphold several charters and pledges including the Race at Work Charter and the IP Inclusive Senior Leaders' Pledge.

Environment

Our latest Carbon Footprint report for the period June 2020 to May 2021 shows there was a slight decrease in carbon emissions overall, and per employee, compared to previous years.

As energy contracts come to an end across our offices, we are reviewing suppliers critically and switching to those that provide 100% renewable energy.

Murgitroyd has been a member of the Legal Sustainability Alliance (LSA) for a number of years and is proud to have renewed our membership for 2021.

We are working with Ensphere, a consultancy who advise businesses on sustainability and reducing carbon emissions, to streamline our environmental reporting and to set KPIs to assist us in reaching Net Zero by 2030 or before.

Governance

We have recently updated our Anti-Bribery and Corruption Policy, and our Modern Slavery Act Policy Statement. Both documents have been published on our website.

This year we have put in place a new "Speak Up" policy which provides advice and guidance for colleagues who have a concern, and is included in our Company Handbook.

Charitable Giving & Community Outreach and Engagement

Murgitroyd's Charitable Giving group has been a long-standing and cherished feature of our corporate culture for many years, and has established our long history of supporting good causes and the charitable sector.

In 2020/2021 donations were made in response to global events, colleague fundraising activities, and as part of company initiatives to bring colleagues together virtually during a year where we were all apart.

Murgitroyd is committed to supporting communities local to our office networks (and further afield), and strives to give back to these communities through the work of our Community Outreach and Engagement group.

This year we have been able to support several community initiatives including Safe in Scotland (based in Glasgow, UK), UPNicaragua! (based in Granada, Nicaragua), and Une Rose, Une Caresse (based in Grasse, France).

2021/2022 and Beyond

With the support of our owners, Sovereign Capital Partners, we have put together an ESG action plan for the next 3 years.

Our Core Values





Equality, Diversity & Inclusion

The past year has brought several watershed moments for us within Murgitroyd, with direct impacts on our ED&I work.

The resurgence of the Black Lives Matter movement in May 2020 onwards, following the murder of George Floyd, led to a focus on how we can improve racial awareness within the company and ensure that we are an inclusive, equitable place to work for our employees.

The COVID-19 pandemic brought a seismic change in working patterns, and led to a complete overhaul of our expectations of how we could work as individuals, teams, and across the company. What may have appeared as obstacles to working effectively – colleagues and clients not being able to meet in person; training and examinations moving online – have transpired to be revolutionary for most in offering flexibility and work-life balance previously considered to be out of reach.

In all of this, the work of the ED&I team to drive changes within the business has been key. In the past year alone, Murgitroyd has provided direct racial awareness training to over 60 senior leaders across the company, who have in turn provided training in team sessions to a further 150 colleagues. We have also provided training on unconscious bias and subtle bullying, and are in the process of rolling out training on inclusive language and terminology.

We held our first annual virtual open day for interested individuals to find out more about Murgitroyd and the IP profession generally. Our UK graduate recruitment process has been reviewed in detail, and we have adopted a strategy to reduce bias by stripping out personal/identifying information from applications before they reach recruiting managers' desks, ensuring that candidates are assessed on their skills and qualifications alone.

Finally, we ran our first ED&I survey across the company to obtain baseline diversity data, and to provide an anonymous forum for colleagues to feed back to us things we are getting right, and ways that we can improve.

With our continued growth in numbers and geographical spread, the role of ED&I in the business continues to be core in upholding our company culture and values. There are no plans to slow down in 2022, and the planning for the next year's activities is well under way.



Equality, Diversity & Inclusion

ED&I Data Headlines

In August 2021 we engaged an external consultancy to prepare and run our first company-wide “Getting to Know You” ED&I survey. We had a response rate of 65%, which is excellent, particularly for a first survey. The survey has provided us with baseline data that we can use to quantitatively measure how the company is progressing from an ED&I perspective and we intend to run this survey annually.

Some key data points are shared below.



OUR METRICS

20 global offices with 360 employees worldwide



WORK:LIFE BALANCE

18% of our people engage in flexible working

47% of colleagues have caring responsibilities



ENGAGEMENT

65% of colleagues completed our EDI questionnaire



DIVERSITY OF OUR PEOPLE

Gender: 65% of colleagues are female

Ethnicity: 2% of colleagues are Ethnic Minorities

Disability: 6% of colleagues have a disability



TRAINING UNDERTAKEN

ESG:

57% of colleagues have taken part to date in Focus on Race training

GRADUATES:

21 trainees progressing through Patent and Trade Mark exams

OTHER:

20 employees undertaking training in their specialist areas



IM:PACT CHAMPIONS

30 Colleagues



IM:PACT TEAMS

Equality, Diversity & Inclusion

Charitable Giving & Community Outreach and Engagement

Environment



CULTURE

Of colleagues who completed the survey:

89% agreed or strongly agreed they were treated with respect as an employee

68% agreed or strongly agreed that colleagues demonstrate our core values

Anti-Racism Statement

We produced our first anti-racism statement in 2020, explicitly setting out Murgitroyd’s commitment to equity, diversity, inclusion, and anti-racism. The original statement follows in English, and translations of the statement are available on our French, German, and Italian websites.

Murgitroyd is committed to equality, inclusion, and creating better lives for all.

We stand with all Ethnic Minority communities against all forms of racism, whether overt, insidious, or structural, and we encourage our colleagues, clients, and profession to do the same.

We recognise that racism and discrimination are faced by Ethnic Minority communities every day, and the IP profession is not immune to these scourges. It is not enough for us simply to condemn racism; we must be actively anti-racist.

What does anti-racism mean to Murgitroyd?

It means we will endeavour to drive **education** throughout the business; **embrace** individuality; provide **equality** and **equity**; be **empathetic** and committed to improve others’ well-being; and provide **allyship**.

So, what are we actually doing?

- We’ve formed our im:pact group to discuss and address these important issues and grown a number of existing teams to support this area:
- Diversity and Inclusion
 - Community outreach and engagement
 - Charitable giving and support of charities through events and other activities; and
 - Environmental issues and corporate social responsibility

2021 will see enhanced awareness raising programmes from each of the groups.

We have developed a Focus on Race programme with the assistance of an external provider, which provides a structured racial awareness training scheme. The roll-out of this programme is ongoing, and we expect all colleagues in the business to have received this training by the end of 2021.

Our external partner is also conducting a focus group in early 2021 for our colleagues who identify as members of an Ethnic Minority, creating a safe space for honest, open discussion about their experiences working at Murgitroyd.

The results of the focus group will be fully anonymised and fed back, to help us understand where we can improve our business to best support our Ethnic Minority colleagues.

We have also signed up to the Race at Work Charter to assist us as a business committing to five practical steps in support of that Charter:

- Appoint an Executive Sponsor for race – our Sponsor is Gordon Stark, CEO
- Capture ethnicity data and publicise progress
- Commit at Board level to zero tolerance of harassment and bullying
- Make clear that supporting equality and equity in the workplace is the responsibility of everyone not just leaders and managers; and
- Take action that supports Ethnic Minority career progression

Intersectionality amplifies inequality for Ethnic Minorities. Murgitroyd is actively involved in several projects and initiatives to improve opportunities, access, and equality across all minority groups.

- Our involvement includes:
- Three of our senior colleagues Cath Coombes, Russell Thom and Steven Suèr have signed up to be part of the CIPA and CITMA joint think tank, supported by IP Inclusive, to improve D&I across the IP profession.
 - Support for the Careers in Ideas schools programme, to raise awareness of the IP profession and the wide variety of routes to working within it.
 - Laurence Cheney is Lead of IP Inclusive Scotland network, and a number of colleagues host local IP Inclusive coffee programmes, where members of the profession gather to chat over topics suggested by the IP Inclusive communities, and share best practice ideas.

- For graduate recruitment, our process has been reviewed to move away from CV use and to achieve consistency in applications for advertised roles and create a level playing field for applicants applying for those roles.
- We are holding our first Graduate IP Recruitment Day in 2021, where interested candidates can come along and learn more about what is involved in becoming and being a Patent Attorney in an informal setting, including advice on the application and interview stages.

Murgitroyd stands with our Ethnic Minority colleagues, clients, and communities against all forms of racism.

We commit to being anti-racist, and doing everything we can to bring about positive change.

Internal Work

Focus groups were held in January 2021 with our colleagues who identify as belonging to an ethnic minority group, hosted by an external specialist consultancy, Focal Point Training, with the aim of providing a safe space for honest feedback on what the company is getting right, and for constructive criticism on where we can improve. Focal Point Training provided the feedback to us fully anonymously, which led to open and honest discussions about where we were doing well and where we need to improve.

Many extremely valuable suggestions were made which we have taken on board and have either already acted on, or are currently working on.

We hope to run these focus groups on a regular basis and are currently looking at arranging another in January 2022.

MSc Project

A Masters student joined us over the summer of 2021 to review our work as part of their thesis on improving staff engagement with ED&I.

They spent time reviewing our internal communications and attended our virtual

Open Day. In addition, they met with a number of colleagues across the business to review the work being done in ED&I.

As part of their dissertation, a recommendations report was prepared. Some recommendations have already been carried out or are in progress, while the other recommendations are under review.

ED&I Internal Training

Focus on Race Training

In 2020 we engaged Focal Point Training to develop and run racial awareness workshops for colleagues across the company, with the training continuing through 2021 and more scheduled for March 2022.

The workshops provide a safe, non-judgmental space for colleagues to learn about racism and how to be anti-racist.

Over 60 senior staff have now attended. Approximately 150 colleagues have attended team sessions to review and discuss the course contents, led by management who have taken the course.

Feedback has been constructive and invaluable in shaping the form the workshops take as they continue.

Unconscious Bias

The ED&I group held a discussion in February 2021 on the topic of unconscious bias, including an enlightening presentation prepared by Linda Paton (HR & Training Co-ordinator), and results of some unconscious bias quizzes taken by the participants.

It was an interesting conversation, which highlighted the different forms that unconscious bias can take and why. The presentation and quizzes were rolled out across the company as an informal discussion topic to raise awareness of how unconscious bias may present itself and may have an effect day-to-day.

Subtle Bullying

Linda Paton prepared information for colleagues on subtle bullying – the forms this can take, and how to spot it in yourself or others. An initial coffee and chat session was held in April 2021 to review and discuss the material, before it was then distributed across the company.



Equality, Diversity & Inclusion

Inclusive Language and Terminology

With the updated 2021 European Patent Office Guidelines came gender neutrality – no longer referring to “he/him/she/her”, the Guidelines were completely rewritten to be gender neutral.

To reflect this, we have developed training material on inclusive language and terminology, which not only explains how to be inclusive in the language you choose, but also why this is something that our colleagues should be aware of. This training is scheduled for spring 2022.

In addition to this, our letter templates have been revised to ensure gender-neutral salutations are used throughout.

Awareness Raising

Part of the work of the ED&I team is to mark important cultural events and to raise awareness among staff around what the event means, and why it is important. Many of the events that we mark have personal significance to our colleagues.

In 2020-2021 we have marked or celebrated multiple events, and taken the opportunity to open dialogues with our colleagues on the important issues or celebrations behind each day, week, or month. A full list of the events we observed in the past year is provided in Appendix 2.

External Training and Events Attended

As part of our ongoing development, colleagues have attended several externally-led training, networking, and awareness-raising events. These are listed in Appendix 3.

Open Day, Recruitment, Policies & Procedures

Virtual Open Day

In March 2021, we held our first virtual open day for interested individuals to find out more about Murgitroyd and the role of Patent Attorneys generally. The open day helps to raise the profile of the IP industry and make the profession more accessible to those who may not have direct experience of IP, or do not know much about it but are interested in finding out more information.

The attendees heard from several attorneys who presented on the company and their role. Graduate trainees gave attendees an insight into

what a day in their working life looked like, before everyone split into break out rooms for a brief exercise on inventions and invention spotting. A busy question and answer session rounded out the day.

Around 80 attendees took part in the open day. We were delighted that the event was so well attended, and we have recently welcomed three new graduates who joined us to commence their training as Patent Attorneys from the event.

We look forward to our next open day, which will be held in 2022.

Recruitment Process Review

For UK graduate recruitment we have adopted a strategy to reduce bias by stripping out personal information from applications before they are reviewed so that gender/ethnicity/nationality is not identifiable in the initial selection process. We are currently working to roll this out to all applications received via the careers page on our website in 2022.

Policies and Procedures

A new Speak Up policy has been developed to provide guidance and advice for colleagues to flag up worries about difficult or inappropriate behaviour, or suspicious or unethical activities.

We have an internal Company Handbook available for all staff via our intranet which includes full details of our policies and procedures.

External Commitments

UK & Europe

We signed the Race at Work charter in January 2021, formalising our commitment to the following 5 steps:

1. Appoint an Executive Sponsor for race
2. Capture ethnicity data and publicise progress
3. Commit at Board level to zero tolerance of harassment and bullying
4. Make clear that supporting equality in the workplace is the responsibility of all leaders and managers
5. Take action that supports ethnic minority career progression

IP Inclusive Support and Activities

Beth Marshall is a member of the committee for IP Ability, the IP Inclusive group for disabled people and carers working in the IP industry, and their allies. This year has seen several events run by IP Ability, and most recently Beth spoke at a webinar for carers and solo parents in the IP profession. As part of IP Ability’s exams working group, Beth also helps to support disabled exam candidates.

Laurence Cheney leads the Scottish IP Inclusive Network and hosted several Women in IP coffee mornings, along with events on topics such as flexible working in IP and allyship.

Sponsorship

In addition to the work detailed above to support IP Inclusive, we have contributed sponsorship to help IP Inclusive’s ongoing work.

Senior Leader’s Pledge

Murgitroyd Directors Russell Thom, Catherine Coombes, and Steven Suèr have signed the IP Inclusive Senior Leaders’ Pledge.

The Pledge is a commitment by each of the individual signatories – not organisations – to uphold eight high-level commitments alongside individual practical steps that the individual will follow. The eight commitments, set out by IP Inclusive, are:

1. Providing visible and proactive leadership to improve D&I in my organisation;
2. Taking D&I seriously at the highest level;
3. Embedding and valuing D&I throughout the organisational culture;
4. Building trust and safe spaces throughout the organisation;
5. Educating myself and my colleagues about D&I issues;
6. Sharing my privileges;
7. Insisting on equity; and
8. Working closely with HR and/or management colleagues to achieve this.

Americas

Our colleagues Morgan Pope and Michael Chernoff represent North America in our ED&I team and keep us up to date with US-based ED&I news. They also co-ordinate our ED&I efforts in the Americas.

Conferences

Tom Kepner and Jamie LeLiever attended the Diversity in Innovation Conference held from 26-29

July 2021, organised by the US IP Alliance.

Sponsorships

Colleagues from the US and the UK attended the Diversity in Patent Law Scholarship Fund Gala and Art Exhibition in February, which Murgitroyd supported by means of attendance and sponsorship. 2021 marked our second year of supporting this Scholarship Fund.

As part of this event and to celebrate US Black History Month, Murgitroyd procured a brilliant print of “Art of Inclusion” (pictured) by Larry “Poncho” Brown, a prestigious and socially active African American artist. The print now takes pride of place within Murgitroyd’s Head Office. Prints of the artist’s work were gifted by the company to D&I champions and some gala attendees, with information about Murgitroyd’s commitment to equality, diversity, and inclusion, and were very well received. Thank you to Jamie LeLiever and Leslie Solomon for their work with this.



“Art of Inclusion”
by Larry “Poncho” Brown

Pledges

Murgitroyd was pleased to sign up to support the Diversity Pledge from Increasing Diversity in Innovation. The Diversity Pledge is a commitment to support underrepresented groups in innovation in the US, particularly women, ethnic minorities, and veterans.

We are also delighted to support the Patent Pipeline Program Diversity Pledge as a PPP Diversity Ally. The PPP Diversity Pledge arose from a partnership between Facebook and the National Council on Patent Practicum (NCPP), and is aimed towards increasing the number of women and minorities in the US patent profession. The PPP provides training, resources and career opportunities for underrepresented minority groups to access the patent profession.

Equality, Diversity & Inclusion

Group Members



Rahila Bhat
Patent Scientist



Fiona McLachlan
Patent Scientist



Clare Bulman
Secretary



Linda Paton
HR & Training Co-ordinator



Catherine Coombes
Director, Patents



Morgan Pope
Sales Support and Client
Liaison Representative



Laurence Cheney
Head of Marketing



Mary Quinn
Director, Human Resources



Michael Chernoff
Managing Director, Strategic
IP Services



Mandy Smailes
Paralegal Secretary and Office
Manager



Cara Kavinsky
Receptionist and Records
Assistant



Russell Thom
Regional Head, Patents UK



Helen Lavery
Patent Attorney/ED&I Group
Leader





Environment

The Environment group has for many years been a linchpin of Murgitroyd’s work in corporate social responsibility.

The group endeavours to:

1. Protect the environment by lessening our impact through monitoring and reducing our carbon emissions;
2. Raise awareness across the company of actions that colleagues can take to reduce their personal carbon emissions as well as reducing carbon emissions within the business;
3. Engage colleagues in environmental issues and initiatives; and
4. Identify environmental causes that the company and its employees can support.

Despite the restrictions over the past year the Environment group has continued work on monitoring and reducing carbon emissions (including planning for the return to the office and the changes that brings), and has run several employee initiatives to maintain the environment’s high profile within the company.

Carbon Footprint

Our latest Carbon Footprint report for the period June 2020 to May 2021, (see Figures 1, 2 and 3, below), was released recently and shows there was a slight decrease in carbon emissions overall and per employee compared to previous years.

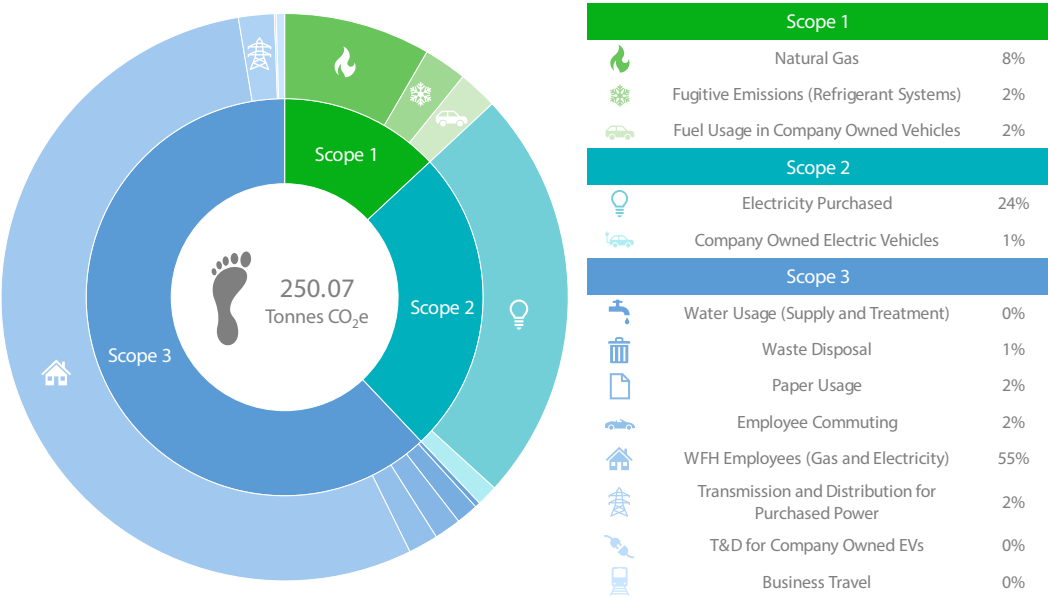


Figure 1 - Carbon footprint summary. Reproduced with kind permission of Ensphere.

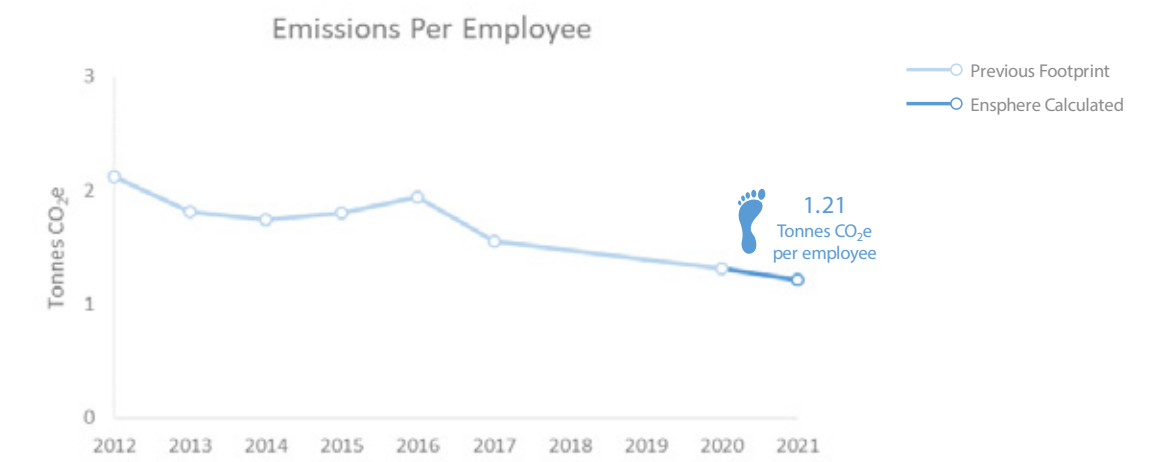


Figure 2- Graph showing reduction in carbon emissions per employee over the past 9 years. Reproduced with kind permission of Ensphere.

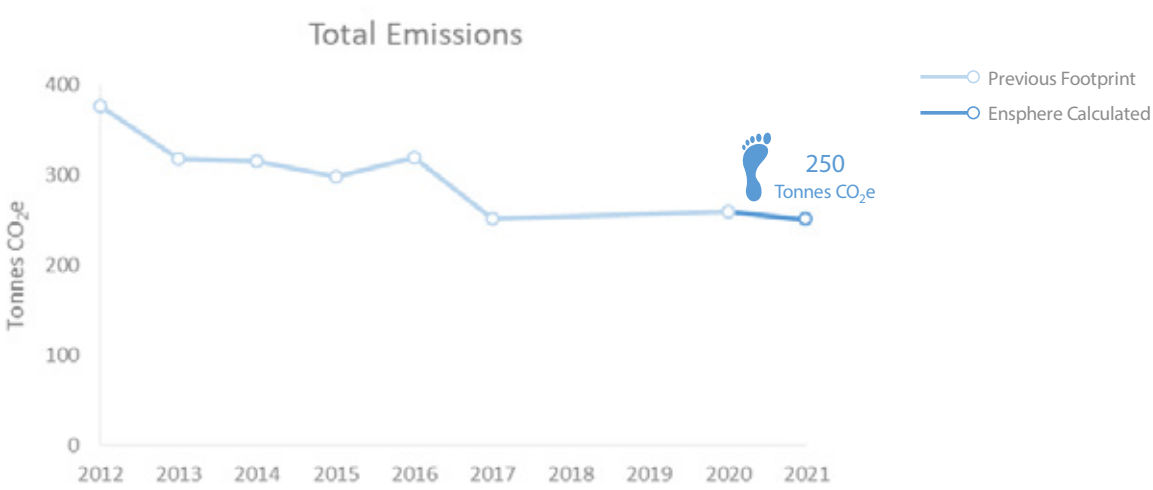


Figure 3- Graph showing reduction in total carbon emissions over the past 9 years. Reproduced with kind permission of Ensphere.

The pandemic has led to this reduction in our carbon emissions by enforced behaviour changes such as the reduction in travel and printing due to home working. We will encourage colleagues to continue these good habits, including reduced business travel, through support for and use of virtual meeting software, paperless working and purchasing energy efficient equipment.

As energy supply contracts come to an end across our offices, we are reviewing suppliers critically and switching to those that provide 100% renewable energy. We are hopeful that we can supplement this at our Glasgow Head Office by installing solar panels, and this is currently under investigation by our Facilities team.

Legal Sustainability Alliance

Murgitroyd has been a member of this network for a number of years and is proud to have renewed our membership of the Legal Sustainability Alliance (LSA) for 2021.

The LSA is a valuable network for UK firms in the legal sector, providing advice and guidance to help law firms to analyse and reduce their carbon emissions on the road to net zero.

In addition, we have signed up to The Legal Renewables Initiative, a commitment to source 100% of our energy from renewable providers by 2025. We hope to change a number of our tariffs to renewable energy tariffs by the end of 2021 and have plans to work on the others in 2022.

Initiatives

In December 2020 we focused on encouraging colleagues to **recycle and reuse**.

Veganuary was held in January 2021 and we encouraged all employees to try going meat-free for at least one day a week to raise awareness of the environmental impact of animal agriculture on the planet.

An internal chat channel, “m:eat-less”, was set up for everyone who wanted to share plant-based meal ideas, new finds in supermarkets (cheese being a popular topic!), swap recipes and photos, and suggest tips and tricks that could be useful in making the transition towards more plant-based living. For each photo shared, Murgitroyd made a donation to **Compassion in World Farming**.

Fairtrade fortnight was held on 22 February – 7 March 2021. As well as regular internal messaging to raise awareness of the Fairtrade initiative, we held a competition to guess how many (Fairtrade!) coffee beans were in a jar. There were many guesses made, with a fair trade prize awarded to the winner along with a donation being made to the **Fairtrade Foundation** in recognition of Fairtrade week.

We held a **Green Challenge** in March 2021 leading up to **Earth Hour** on 27 March at 8.30pm,

and **Earth Day** on 22 April. This was a fun (and thought-provoking!) quiz for interested colleagues to complete to see where they could improve their personal and/or household “green credentials”. With the aim of completing the quiz each week and earning more points the greener you got, colleagues could see week-on-week gains in their environmental achievements and awareness.

The team also prepared several internal posts raising awareness of the Earth Hour and Earth Day initiatives, and providing further information to colleagues to let them know how they could get involved in the event (e.g. turning off lights for an hour), and the intention behind it.

World Environmental Day was held on 5 June 2021 with a theme of “Ecosystem Restoration”. Some ideas for how to restore ecosystems were shared, such as litter picking, tree planting, sustainable farming, and safe areas for wildlife to flourish. The team shared information on things colleagues could do to support ecosystem restoration, and made a donation to **Flora and Fauna International**, the world’s oldest international wildlife conservation organisation.

Additionally, for every green emoji that was shared on our internal chat channels, we committed to making a donation to the **International Tree Foundation** equating to one tree per emoji! We received a huge response, resulting in Murgitroyd making a donation that allowed 1,000 trees to be planted to help restore the environment, offsetting 20 tonnes of CO₂.



Environment

Ongoing Training and Education

The team are committed to maintaining up-to-date knowledge about environmental initiatives and ways that Murgitroyd can continue to reduce our environmental impact on the road to Net Zero.

In the past year, members of the team have attended training sessions on the following topics:

- An introduction to Net Zero
- Getting to Net Zero
- Reporting the impacts of Covid-19 in your environmental reports
- Rethink Recycling
- The role of offsetting in the transition to Net Zero

Eyes on COP26

The UN Climate Change Conference COP26 is being hosted in Glasgow in November 2021, not far from our Head Office, and we are very much looking forward to this as a chance for real progress to be made at a critical time for climate change.

Of course, as the conference is so close to our Head Office, we also intend to run colleague engagement initiatives in the lead up to this significant event to get everyone across the company involved.

The environmental team are planning to run some fun colleague engagement activities with tree planting charities and groups to help the environment, and at the same time offset our carbon emissions. The group are also working with our Trailblazers team on an initiative which will encourage colleagues to get outdoors and keep fit, and for all who participate a tree will be planted.

Targets

With the support of our owners Sovereign Capital Partners, we are working with Ensphere, a consultancy who advise businesses on sustainability and reducing carbon emissions, who are assisting us to streamline our environmental reporting and to set KPIs to assist Murgitroyd to reach Net Zero by 2030 or before.

We are currently putting in place a number of strategies to ensure we reach the targets set.

Group Members



Margaret Hastie
HR & Operations Manager/
Environment Group Leader



Melania Padilla
IP Docketing Administrator



Linda Paton
HR and Training Co-ordinator



Steven Suèr
Director, Patents



Celia Mena
IP Docketing Assistant



Jen Stocker
Senior Patent Paralegal



Michael Houston
Proof Reader



Rebecca Wheeler
Senior Patent Paralegal



Governance



Anti-Bribery and Corruption Policy

We have recently updated our internal Anti-Bribery policy and this is available to all colleagues in our Company Handbook.

A statement on our Anti-Bribery and Corruption Policy can be viewed on our website here:
<https://www.murgitroyd.com/anti-bribery-corruption-policy/>

Modern Slavery

Our Modern Slavery Act Policy Statement for 2021/2022 can be obtained from our website here:
<https://www.murgitroyd.com/policies/>

Risk

Risk is reported to the Board, either by reports via the CEO or directly to the Board, as appropriate.

Identified risks are noted on a risk register and the identified risks considered at regular reviews to allow their management. The risk register is maintained and reviewed by our appointed Head of Risk, Dr Russell Thom.

At least every six months, or as occasioned by changes in the business or the environment, consideration of further potential risks is undertaken and where new risks are identified, these are assessed, new procedures and processes are put in place to manage the risk if appropriate and any such new risks are added to the risk register for further consideration.

Health, Safety, and Wellbeing

Our Health and Safety and Workplace Wellbeing policies continue to evolve and a number of new wellbeing policies and initiatives have been put in place this year to support our colleagues and their families through many challenging situations.

A number of colleagues have successfully trained as Mental Health First Aiders and more training is planned for the coming year.

Grievances

At Murgitroyd we take any employee grievances very seriously.

This year we have put in place a new “Speak Up” policy which provides advice and guidance for colleagues who have a concern, and is included in our Company Handbook.



Charitable Giving and Community Outreach & Engagement

Murgitroyd's Charitable Giving group has been a long-standing and cherished feature of our corporate culture for many years, and has established our long history of supporting good causes and the charitable sector.

The purposes of the Charitable Giving group can be summarised as:

1. Encouraging and supporting colleagues who are fundraising for causes close to their hearts;
2. Donating to organisations working in areas suffering from large-scale emergencies and disasters; and
3. Working with teams across the company to aid with internal and external initiatives.

In 2020-2021, due to the global health emergency, the Charitable Giving group has played an essential part in underpinning initiatives aimed at bolstering staff morale and bringing our colleagues together, wherever in the world they may be based.

Murgitroyd is committed to supporting communities local to our office networks (and further afield), and strives to give back to these communities through financial donations, supplies, or by colleagues volunteering their time and skills.

Prior to lockdown, the Community Outreach and Engagement group regularly engaged with colleagues, offering the opportunity to take part in volunteering. The group has been active within the education sector, regularly opening our doors to work experience pupils, and taking part in career presentations and competitions within local schools and universities, engaging with students at university fairs and supporting initiatives.

co-ordinate ways that we can still offer support to local communities in a way that is safe for everyone, primarily through financial donations. It is testament to the creativity and passion of our team that multiple opportunities for supporting our local communities have been sought out and acted upon in 2020-2021.

The events of the past year have halted the majority of our regular volunteering activities. In response, the Community Outreach and Engagement group has been temporarily combined with the Charitable Giving group to

Charitable Giving and Community Outreach & Engagement

External Donations

We endeavour to support the work of organisations that respond to large-scale disasters and emergencies. In 2020-2021, we have donated to the following organisations:

DEC Coronavirus Appeal

The Disasters Emergency Committee (DEC) Coronavirus appeal began in July 2020 and has funded work in 8 countries, with some of the world's most vulnerable populations due to war, famine, and poverty – Afghanistan, Bangladesh (in the Rohingya refugee camps), DR Congo, India, Somalia, South Sudan, Syria, and Yemen.

The appeal has sought to supply health systems in these countries with resources that are essential to battling Covid-19 outbreaks, including PPE, oxygen, and medical care facilities. Handwashing stations with water and soap have been provided to households to improve hygiene and reduce transmission.

Additionally, the pandemic has led to many people in these countries being out of work and unable to afford rising food prices, leading to famine and malnourishment, and the DEC is working to ensure people can obtain the food they need.

Lebanese Red Cross, International Fund for Animal Welfare & Animals Lebanon (partnered)

Donations were made to each of these charities in response to the devastating explosion at Beirut's port in August 2020.

The Lebanese Red Cross acted immediately to put people on the ground in the blast zone to assist with clean up, and to provide supplies and medical aid. They have also been providing financial assistance to families affected by the explosion. The IFAW, partnered with Animals Lebanon, has been rescuing animals trapped after the explosion and providing medical care to injured animals. In addition, they have provided emergency kennels and care for the rescued animals, and also for family pets where the owners are unable to look after them due to the impact of the disaster.

ANF Nicaragua

In November 2020 Hurricanes Eta and Iota both hit Nicaragua as Category 4 hurricanes within 2 weeks of each other, with Iota the strongest hurricane on record to make landfall in the country.

Each hurricane caused widespread flooding and devastation.

The impact on Nicaragua was of immense concern to Murgitroyd, not least due to our office in Managua and the risks to our colleagues and their families. Having sought advice from our Nicaraguan colleagues, we made a donation to ANF to support relief efforts in the country, including provisions, water supply and sanitation projects, health, and housing.

Red Cross Red Crescent Movement

A donation was made in May 2021 to the Red Cross Red Crescent Movement towards their work in helping those affected by violence and war in Palestine and Israel. Partnered with the Palestine Red Crescent and Magen David Adom in Israel, the RCRCM has been providing medical aid to those injured in the violence. The threat of Covid-19 is, of course, ever present and the Palestine Red Crescent has set up hospitals to ease pressure on overwhelmed medical facilities. Magen David Adom has been maintaining bloodstocks in Israel and providing psychosocial support where required.

The RCRCM are a neutral and independent humanitarian movement that works to help people in need. As an entirely impartial organisation, the Movement works with independent partnered societies rather than with governments, and responds to need regardless of the cause.

Aktion Deutschland Hilft

In response to the widespread flooding across western Germany, our colleagues in Munich suggested making a donation to Aktion Deutschland Hilft, a coalition of German relief organisations.

Aktion Deutschland Hilft were rapidly on site to assist with evacuations, shelters, and supplies. Members of the charity remain helping with the clean-up efforts, and in the long term will also help with rebuilding and recovery.

Community Initiatives and Support

Scotland

Murgitroyd is a proud supporter of Scotland's **Converge Challenge**, an initiative that aims to identify and support innovative start-ups and spin-out companies from Scottish universities.

As Converge Challenge's exclusive Intellectual Property partner for over five years, we help guide each cohort of Converge Challengers through their IP journey, providing practical advice and support.

Safe in Scotland, previously known as Glasgow Night Shelter for Destitute Asylum Seekers, is a Scottish charity which provides dignified accommodation and trauma-informed support for people experiencing asylum-related destitution. We were approached by Social Good Connect in May 2020 with a request for help with food storage and kitchen appliances for Safe in Scotland's new shelter, providing accommodation for up to 20 men who would otherwise be sleeping rough on the streets.

In response to this request, Murgitroyd was delighted to donate two fridge-freezers for the new facility, allowing storage of perishable food donations and reducing wastage. With the help of our IT colleagues, we were able to supply Safe in Scotland with reconditioned laptops for guests at the facility.

The **Well Multi-Cultural Resource Centre** supports ethnic minority communities in South-East Glasgow, providing community contacts, English language lessons, and general support to combat isolation, poverty, and racism. In October 2020, the Centre issued an appeal for outdoor clothing for children attending nursery. Murgitroyd was pleased to donate clothing towards this appeal.

Starter Packs Glasgow provide packs of basic equipment to help people get on their feet. Clients are referred to them by other services, and come from all kind of backgrounds, such as escaping domestic abuse, starting out after being homeless, or leaving care, the armed forces, or prison. The packs include kitchen basics like kettle, toaster, plates; bedding; toiletries; and cleaning items. Starter Packs Glasgow appealed for reusable face masks to be donated so that these could also be added to the packs for distribution, and we were delighted to contribute face masks towards this appeal.

One of our Trade Mark Attorneys provided **Stirling City Radio** with pro bono advice and assistance with a Trade Mark registration. Stirling City Radio is a volunteer-run, participatory radio station, broadcasting on the internet from their base in centre of Stirling.

France

In Nice, we were delighted to support a local business-networking organisation, the **Club des Entrepreneurs du Pays de Grasse**. The Club approached us requesting support for Une Rose, Une Caresse, a charity based in Grasse that fundraises for the Centre de Beauté CEW du Centre Hospitalier de Grasse, the only hospital in the region with such a centre.

The CEW centre provides patients undergoing intensive treatment at the hospital, mainly for cancer, beauty and therapeutic care. This allows them essential time to relax and re-engage with their bodies away from a medical setting.

Nicaragua

In Managua we were excited to support a colleague who regularly works with **UPNicaragua!**. Based in Granada, UPNicaragua! aims to empower the next generation of Nicaraguan girls by providing them with skills necessary to weave safer futures for themselves, and to live meaningful adult lives through their personal and professional actions in society. Fellows are girls aged 13-18 from underserved communities in Granada, and the opportunities they can access include hard skills like coding and digital skills, English tuition, and social and emotional skills such as public speaking tuition, gender equality, introductions to human rights, mindfulness, and emotional support and resilience, all provided over a period of 18 months of classes and events.

In December, a concert was organised to fundraise for UPNicaragua! in collaboration with Katz Jazz Band. Paintings were donated by local artists, and several members of Murgitroyd also participated in the fundraising event.



Charitable Giving and Community Outreach & Engagement

In June a two-day art workshop for 11 UP Fellows was run by our colleague, with the aim of helping them to decompress and relax before their final project presentations at the Fellowship. The girls learned about colour theory and created their own colour palettes, and produced their own abstract paintings.

Murgitroyd also donated funds to allow a kit for each girl to be put together. The kits included personal hygiene products, reusable face masks, and an extra canvas so that they could keep their new-found art skills going!



At present the Fellowship is unable to start new programs due to lack of funding. The intention instead is to provide scholarships so that the girls can continue their personal studies at school. We are very hopeful that this changes in the near future and more girls can benefit from the opportunities the Fellowship opens up to them.

We also made donations to **Fundación Rescatando Huellas** and **Casa Alianza Nicaragua**, both of which are animal rescue shelters that colleagues are involved with.

General Employee Fundraising

Murgitroyd has a long history of supporting our employees in their fundraising endeavours for charities and causes that are important to them.

Fundraising may not have been an easy feat over the past year, but the restrictions served to spark our colleagues' imaginations and prove that fundraising was far from impossible!

Our colleagues have raised money by committing to 10k races, head shaves, and even by running 5k every day for a month. We are proud to continue to

support our colleagues in fundraising for a wide range of charities including food banks, mental health charities, hospices, and children's charities.

Festive Donation Drive

Each year, Murgitroyd asks each of our offices to nominate charities for the company to make a festive donation to.

In December 2020 we donated to 17 charities. Details of the charities can be found in Appendix 3.

Intra-Company Work between Employee Groups

The Charitable Giving and Community Outreach groups both have valuable roles in supporting the work done by other Employee Groups within the company, such as those within the im:pact group, and our Trailblazers group.

Trailblazers Group

The Trailblazers Group in Murgitroyd aims to be a proactive and collaborative working committee, which serves our colleagues by receiving suggestions and researching new initiatives to support the development of the company as a whole, in line with the company values, and giving special consideration to culture and working practices. The Trailblazers' focus is the wellbeing and engagement of colleagues, and making Murgitroyd a great place to work, for everyone.

The Trailblazers Group therefore supports a wide range of internal initiatives and is a frequent collaborator with the im:pact teams.

During an extremely difficult year, where isolation, loneliness, and restrictions on exercising were major concerns, our Trailblazers set up several initiatives aiming to bring our colleagues together with a shared objective while also encouraging exercise and self-care.

Murgitroyd Trail

The first of these was our "Murgitroyd Trail" beginning in June 2020, where colleagues (virtually!) travelled around each of our office locations by logging their individual daily exercise distances, beginning in Nice, France, and ending in Managua, Nicaragua.

The Trail travelled through Europe, visiting our offices in Milan, Geneva, Munich, Helsinki, Aberdeen, Glasgow, Newcastle, York, London, Croydon, Southampton, Cardiff, Dublin and Belfast, before crossing the Atlantic to drop in on Durham, NC, and San Francisco, CA.

At each stop, colleagues in the office posted a write-up on our internal chat channel with information about the location of the office such as cultural attractions and local festivals, with abundant photographs to give a true flavour of the city and surrounding area!

Colleagues also posted photos of interesting things they had seen when exercising, and provided mutual support to encourage everybody to keep going towards our common goal.

The final destination of Managua was reached on September 1st 2020 after we logged an incredible 22,221 km of exercise!



In recognition of this achievement, donations were made to charities chosen by colleagues involved in the Trail – the **World Federation for Mental Health**, the **Disasters Emergency Committee**, **Trussell Trust**, **Mountbatten Hospice (Southampton)**, **Shelter**, and the **MS Society**.

Mission2Mars

After the festive period, and inspired by the voyage and successful touchdown of NASA's Perseverance rover, the Mission2Mars initiative was launched with a focus on wellbeing and mental health. Instead of exercise distance being logged, time spent doing an activity that benefits body and mind was the measure.

Again using our offices as "stations", with a new station every 25,000 minutes, the journey commenced from our Glasgow Head Office in March 2021 (helmed by Commander Stark!).

Our goal was a voyage length approximately equal to Perseverance's, made up of recreational activities logged over 3 months.

To help with motivation, for every 5 hours of time a colleague accumulated, they would be awarded a free raffle ticket. On top of this, each month had scavenger hunt challenge with a colour and mood theme to mark each stage of the journey as follows:

Stage 1: 20 March to 20 April, SPRING mood: post pictures and videos showing GREEN colours

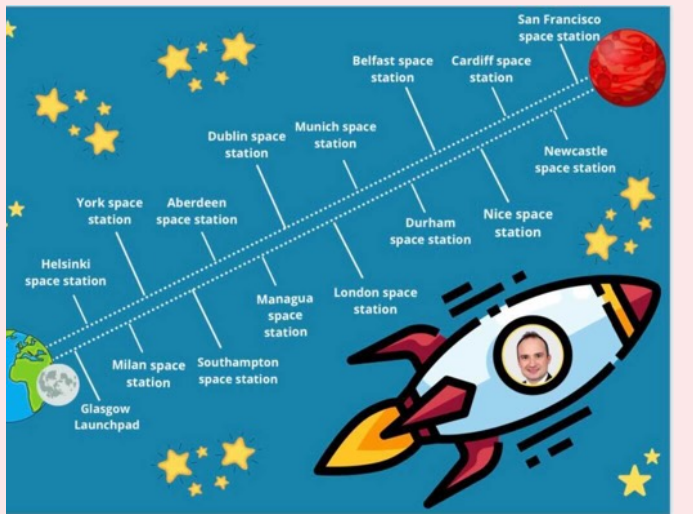
Stage 2: 21 April to 20 May, SERENITY mood: post pictures and videos showing BLUE colours

Stage 3: 21 May to 20 June, ENERGY mood: post pictures and videos showing RED colours

For each picture or video posted in our Mission2Mars chat channel that matched the colour and mood theme, another raffle ticket was earned. Raffles were held at the end of each stage, as well as a final, end-of-journey celebratory raffle.

Every Wednesday became Wellbeing Wednesday, and the Trailblazers team shared videos to encourage everyone to stay motivated and to increase active minutes. Routines with stretching, easy yoga, meditation, and breathing exercises were shared to help everyone take some time out from work in our busy weeks, and focus on ourselves.

Every Friday became Fun Friday, and the videos became more energetic! Dancing, singing and walking challenges were set for everyone, to keep everyone moving without having to leave the house.



Charitable Giving and Community Outreach & Engagement

The money raised from selling raffle tickets was combined with a donation from Murgitroyd, and was split between a mental health charity and an environmental charity, chosen by those involved in the Trail. Donations were made to **Ditch the Label** and **Ocean Conservancy**.

Coffee with a Colleague

Coffee with a Colleague was launched as restrictions initially lifted in September 2020 to encourage colleagues to (safely) meet with each other for a coffee and a chat, with the company picking up the tab. The initiative ran through October and November, and it was lovely to see photos of everyone who managed to meet up and reconnect.

This was followed by Community Coffee in June and July 2021, which aimed to support communities getting back on their feet as things opened up by thanking people:

- who have supported us;
- providing a service to the local community; and
- acknowledging that life has been tough, and kindness only helps.

Colleagues could claim the cost of two coffees so that they could either:

- take themselves and a member of the community (this could be a friend/family member/colleague) to a local coffee shop;
- buy two coffees (either actual coffees or a voucher) and gift them to another local service such as a retailer, library, garage, post office etc.; or
- “pay it forward” – pay for two coffees and ask the barista to gift them to two unsuspecting customers.

Have a coffee
on us.



Equality, Diversity & Inclusion Group Charitable Activities

Several awareness events were marked by the ED&I group, with a charitable donation made alongside.

10 October is World Mental Health Day. The impact of the pandemic on mental health across the globe is clear and concerning. A donation was made to the **Samaritans** for World Mental Health Day to support their international efforts to help those struggling with mental health difficulties.

Black History Month is celebrated in October in the UK, and in February in the USA. To mark Black History Month, a donation was made to **The Black, African, and Asian Therapy Network**, which specialises in providing psychological support to people who identify as Black, African, South Asian, and Caribbean. The BAATN works to address the inequality of access to therapy and psychological services that people of these heritages, and other minority groups, suffer.

11 November is Armistice Day, also called Remembrance Day in many allied and Commonwealth nations, and Veterans Day in the US. Murgitroyd made donations to **The Royal British Legion** and **Poppy Scotland** to mark this day.

Holocaust Memorial Day (HMD) is on 27 January. A donation was made to the **Holocaust Memorial Day Trust**, a charity established and funded by the UK Government to remember victims and resist genocide across the world. HMD has been marked in the UK since 2001, with a ceremony of remembrance held annually, and thousands of activities taking place in communities across the UK on and around the day. It is not only the six million Jews who were murdered in the Holocaust that are remembered as part of HMD – millions of other victims of the Nazi Persecution are remembered too, as are victims of genocide across the world, such as Rwanda, Bosnia, Cambodia, and Darfur.

March is Ovarian Cancer Awareness Month. As some of our colleagues have been impacted by this terrible disease, it was important to us

to ensure we worked to raise awareness of symptoms of ovarian cancer throughout the company and several posts were made internally with this in mind. Affected colleagues posted their personal stories to further highlight how important it is to be aware of how the illness can present itself. A donation was made to **Ovarian Cancer Action** to help in their work to raise awareness and fund research into prevention, detection, and treatment of ovarian cancer.

We are also aware that prostate cancer can be a similarly “silent” disease. With this in mind, Murgitroyd also made a donation to **Prostate Cancer UK** to help their work in supporting sufferers and their families, and driving research into prostate cancer.

Eating Disorders Awareness Week also falls in March and we circulated information around the company to raise awareness of eating disorders, and also to signpost helpful resources either for those suffering from an eating disorder, or whose loved ones are. A donation was made by the company to **Beat** (formerly the Eating Disorders Association).

31 March is International Transgender Day of Visibility. Murgitroyd made a donation to the **LGBT Foundation**, a charity that supports people who identify as lesbian, gay, bisexual and trans, and strives for equality for LGBT individuals in society.

To mark **Easter** in the company, donations were made to three organisations based in France, the UK, and Ireland that all work with young people. Each organisation not only provides mental health support, but also equips young people with further education/skill sets, and ultimately assists them in sourcing employment, giving young people opportunities within their communities to build their self-confidence and believe in themselves. Donations went to **laVita** (France), **Jigsaw** (Ireland), and **The Prince’s Trust** (UK).

22 April is Stephen Lawrence Day in the UK. Stephen Lawrence was a Black teenager who was murdered in a racist attack in London in 1993. The fallout from the mishandling of the murder investigation led to significant legal and

cultural changes in the UK. Stephen’s mother has set up the **Stephen Lawrence Day Foundation** to work towards a more equal and inclusive society, and to improve opportunities for marginalised young people in the UK. To support this work and to mark Stephen Lawrence Day, Murgitroyd made a donation to the Foundation.

Group Members



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Deputy Head of Trade Mark
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Fiona Mason
Company Secretary/
Community Outreach &
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Linda Paton
HR & Training Co-ordinator/
Charitable Giving Group Leader



3-Year Action Plan

Working with our owners Sovereign Capital Partners, we have put together an ESG action plan for the next 3 years.

	Year 1	Year 2	Year 3
Environment 	<ul style="list-style-type: none">• Develop a strategic plan to meet our carbon neutrality target within 10 years.• Review integration of international offices into our carbon footprint and emissions reduction plans.• Review measurement of wider environmental performance of international offices.	<ul style="list-style-type: none">• Develop an Environmental Management System for all of our offices.• Include international offices in our carbon footprint report.• Implement actions resulting from our carbon emissions and climate change strategy.• Set targets for other environmental metrics, accounting for national differences.	<ul style="list-style-type: none">• Implement the Environmental Management System (EMS), including an Action Plan to improve performance across all offices.• Measure success of the carbon emissions reduction measures and analyse in the context of the carbon neutrality target.
Social 	<ul style="list-style-type: none">• Establish social KPIs.• Review alignment of Health & Safety procedures with ISO standards.• Establish an ongoing training programme on aspects including Health & Safety, cybersecurity, GDPR.• Include ESG matters in supplier questionnaires.	<ul style="list-style-type: none">• Set out social data collection mechanism for KPIs selected in Y1.• Define roles of community and employee engagement groups in the review of KPIs.• Formalise employee engagement and PR strategy reflecting positive social outcomes.	<ul style="list-style-type: none">• Implement Action Plans arising from engagement groups.• Consider additional ISO certifications.• Establish a mechanism to review suppliers' compliance with ESG requirements.• Develop ED&I Policy, including reviewing internal processes.
Governance 	<ul style="list-style-type: none">• Incorporate ESG as an agenda item at board meetings.• Establish a process for the ESG Committee to feed into the board.• Launch ESG reporting initiative with an annual ESG report going forward.	<ul style="list-style-type: none">• Consider standalone Anti-Bribery and Corruption and Anti-Money Laundering Policies, separate from Company Handbook.• Implement actions from business risk assessments identified by the Risk Committee.	<ul style="list-style-type: none">• Review internal procedures in relation to anti-bribery, corruption, and anti-money laundering as necessary.• Consider expansion of ESG Steering Group to enhance international input.

Team Members



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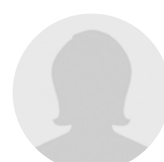
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Helen Lavery
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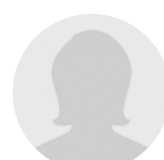
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Mandy Smailes
Paralegal Secretary and Office
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Rebecca Wheeler
Senior Patent Paralegal

ESG Steering Group Members



Helen Archibald
Chief Operating Officer



Margaret Hastie
HR & Operations Manager/
Environment Group Leader



Beth Marshall
Patent Attorney/ im:pact Team
Leader



Mary Quinn
Director, Human Resources

Appendix 1

External ED&I Training and Events Attended

- How to be a Better Ally, IP Inclusive, November 2020
- Dyslexia and Dyspraxia Demystified, IP Inclusive, November 2020
- Racial Equality in the Workplace round table, The Happiness Index, August 2020
- D&I Data Gathering – Making it Count, IP Inclusive, September 2020
- Invisible Disabilities, IP Inclusive, September 2020
- D&I in Law Conference – Race & Ethnicity, Leeds Law Society, October 2020
- Mental Health Matters: A Proactive Approach, CITMA, January 2021
- Building Emotional Resilience in Ourselves and Others, IP Inclusive, March 2021
- IP Inclusive AGM, March 2021
- Empowering Employee Networks, d&i Leaders, April 2021
- Wellbeing and Ethnic Minority Women, BITC, June 2021
- Race for Inclusion “Room at the Top for Black Women in Law”, The Law Society, June 2021
- Life Balance, Gender Equity, and Co-parenting, Daniel IP, July 2021
- Moving on from Unconscious Bias, d&i Leaders, July 2021
- Race at Work Summit 2021, d&i Leaders, September 2021

Appendix 2

Awareness Raising

- | | |
|---|---|
| Martin Luther King Day – 18 January 2021 | Men’s Health Week – 14-20 June 2021 |
| Memorial Day – 27 January | Diabetes Week – 14-20 June 2021 |
| Black History Month (US & UK) – February & October | World Refugee Day – 20 June |
| Time to Talk Day – 4 February 2021 | World Humanist Day – 21 June |
| International Day of Women and Girls in Science – 11 February | Windrush Day – 22 June |
| Chinese New Year – 12 February 2021 | Eid al-Adha – July 20 2021 |
| Ovarian Cancer Awareness Month – March 2021 | World Suicide Prevention Day – 10 September |
| St David’s Day (Wales) – 1 March | World Alzheimer’s Day – 21 September |
| Eating Disorders Awareness Week – 1-7 March 2021 | Bi Visibility Day – 23 September |
| Read Across America Day – 2 March | World Mental Health Day – 10 October |
| International Women’s Day – 8 March | Diwali – November 14 2020 |
| St Patrick’s Day (Ireland) – 17 March | St Andrew’s Day (Scotland) – 30 November |
| UK National Day of Reflection – 23 March 2021 | Disability History Month - December |
| Nordic Day – 23 March | World AIDS Day – 1 December |
| International Transgender Day of Visibility – 31 March | International Day of Persons with Disabilities – 3 December |
| Stress Awareness Month – April | Independence Day (Finland) – 6 December |
| World Autism Awareness Day – 2 April | Sant’Ambrogio Day (Milan, Italy) – 7 December |
| Stephen Lawrence Day – 22 April | International Human Rights Day – 10 December |
| St George’s Day (England) – 23 April | Hanukkah – 10-18 December 2020 |
| World Asthma Day – 5 May | St Lucia’s Day (Scandinavia) – 13 December 2020 |
| World Ovarian Cancer Day – 8 May | |
| World MS Day – 30 May | |
| Eid al-Fitr – May 13 2021 | |
| Face Equality Week (Changing Faces) – 17-21 May 2021 | |
| Global Accessibility Awareness Day – 20 May 2021 | |
| Pride Month – June | |

Appendix 3

Festive Charity Support

Murray Parish Church
International Animal Rescue
Trussell Trust
Donkey Sanctuary
Paragon Ensemble
Women's Aid
Glasgow Film Theatre
Trusty Paws
Hope 4 Kidz
Buttle – Chances for Children
Shelter
UPNicaragua!
Helsinki Mission
Manima Onlus
J'avais Faim
AberNecessities
MS Society NI





murgitroyd.com