

# Environmental, Social, and Governance Annual Report 2025/2026





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# Impact

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# A message from Gordon Stark, CEO

Five years of progress, accountability and purpose - and a continued commitment to responsible, sustainable growth.

As we mark five years since the formation of our Impact Group, we reflect on a particularly significant year for Murgitroyd as we celebrate our 50th anniversary. Reaching this milestone offered an opportunity to reflect not only on our history of protecting innovation, but also on how we continue to evolve as a responsible and forward-looking business. As CSR was before it, ESG remains an integral part of that evolution.

When we brought our Equity, Diversity & Inclusion, Community, Charitable Giving and Environment groups together under the Impact umbrella in 2020, our aim was to unify our strength of purpose and ensure accountability against our commitments.

We wanted to ensure that our actions were coordinated, measurable and purposeful. Five years on, that structure has enabled us to deliver action across our international office network and to make tangible progress against the goals which we set ourselves.

Our progress has been built on the consistency of the work to advance towards our goals and powered by the passion of colleagues across Murgitroyd. I am proud of the contribution which colleagues have made to advancing our Impact initiatives and thank all colleagues across Murgitroyd who has led or supported our ESG initiatives, in their many forms.

Over the past five years, our ESG work has been undertaken against a changing backdrop. The conviction we have in our actions has not wavered, and the work we undertake remains as important as it was when we embarked on this co-ordinated effort.

We see that importance reflected by our clients, with responsible business practices being a core consideration in tender processes, partnership discussions and long-term relationships. Our commitment to diversity, sustainability and ethical governance strengthens not only our culture, but also our competitive position in the market. But most importantly, it makes us a better business.

Leadership commitment has been central to this journey, with our Executive Team and senior leaders being active supporters of our ESG priorities. However, as you will see shine out from the pages of this report, the engine room of our delivery is the many colleagues drawn from across Murgitroyd whose passion and commitment have advanced our agenda and been central to the positive difference which our ESG work has made.

While we are proud of what has been achieved, we remain ambitious for the future. ESG is a continuous journey; travelling, but not arriving. As we look ahead, our focus will remain on building resilient, diverse and responsible teams that can support our clients' innovation and growth for decades to come, but most importantly to be a business which plays its part in protecting and positively advancing the world around us.

“

“As we celebrate 50 years of Murgitroyd, I find myself reflecting not only on the journey we have undertaken, but also on the culture we have built together. The formation of the Impact Group five years ago marked an important step in making our values visible and actionable. I have been genuinely encouraged by the openness, energy and commitment colleagues have shown in shaping our ESG journey.”

# Our ESG Steering Committee Lead, John Gillies



**John Gillies**  
Chief People Officer  
ESG Steering Committee Lead



Legal 500 UK ESG Awards 2025 (Finalist)  
Chambers ESG Outstanding Contribution (Finalist)  
British Business Excellence Awards - DEI Champion (Finalist)

**“Five years ago, when we formalised the Impact Group, the ambition was simple: to ensure our values were reflected not just in what we say, but in how we behave every day. As Chief People Officer, I have seen firsthand how colleagues across the firm have embraced this responsibility. Building trust, encouraging open dialogue and embedding inclusive practices takes time and consistency, but the progress we have made is something I am immensely proud of. Most importantly, Impact has strengthened our culture, creating an environment where people feel heard, supported and are able to thrive.”**

As Chief People Officer, I have seen firsthand how colleagues across the firm have embraced responsibilities around ESG through Impact-related activities. The significant participation across our Impact Groups and the outcomes they generated are a testimony to the hard work of colleagues who have invariably gone above and beyond to support our internal culture alongside many and varied causes with local relevance and personal meaning.

ESG strategies are essential to effective people leadership in today’s economy as they anchor an organisation’s culture, decision-making, and leadership practices in long-term, values-driven principles.

We do not view our ESG work as a compliance exercise. It is a strategic enabler that supports an empowered, high-performing culture. In an environment where expectations around sustainability, equity, accountability, and social impact continue to rise, our ongoing aspiration is to support and encourage leaders to embed ESG into how they engage, develop, and support their people and clients on a day-to-day basis. It must be seen as part of what we do, not an add-on to how we operate.

This has been, and continues to be, reflected in the really important work undertaken over the last five years across all our Impact groups.

## Our core values



## Executive summary

### Equity, Diversity, & Inclusion

Equity, Diversity & Inclusion (EDI) remains a central pillar of Murgitroyd’s ESG strategy and an essential component of our culture and long-term success. In 2025, we marked five years since the formal establishment of the Impact framework.

Our approach continues to follow a deliberate, multi-year focus. Having previously concentrated on racial awareness and neurodiversity, 2025 saw a strengthened emphasis on accessibility and broadening our understanding to include digital, physical, cognitive and attitudinal inclusion.

Throughout the year, we marked 33 awareness days and campaigns spanning gender identity, race equality, neurodiversity, mental health, menopause, disability and wider social issues. These initiatives were supported by educational resources, internal communications and signposting to external organisations, fostering open dialogue and reinforcing allyship across the firm.

Our commitment to widening access to the intellectual property profession continues through our involvement in the European Patent Pipeline Program (EPPP). In 2024, we were pleased to welcome the first cohort member into a permanent Patent Scientist role and in 2025, we then welcomed the second, demonstrating the tangible impact of the programme. We also continued to support industry initiatives, including ADAPT, IP Inclusive and the IP Inclusive Senior Leaders’ Pledge.

Our ED&I commitments are increasingly recognised externally and scrutinised by clients and prospective recruits. ESG performance and diversity metrics now form part of tender evaluations and client reviews, reinforcing that inclusion is both a cultural imperative and a commercial priority. Recognition through industry award nominations further validates the progress achieved.

As we celebrate both our 50th anniversary and five years of Impact, we remain focused on continuous improvement. ED&I at Murgitroyd is not a static programme but an evolving journey. Our ambition remains clear: to foster an inclusive environment where colleagues can thrive and to contribute positively to the wider IP profession.

### Environment

Environmental responsibility is a core component of our ESG strategy, supported by structured carbon management and ongoing behavioural initiatives across the firm. During 2025, we continued to measure and monitor our carbon emissions across Scope 1, 2, and 3 emissions. We offset 70 tonnes of carbon dioxide through verified projects and have now supported the planting of more than 8,000 trees, contributing to long-term carbon sequestration and biodiversity initiatives.

Industry engagement also remained a priority. We became a signatory to CITMA’s Net Zero Pledge, reinforcing our commitment to supporting sustainable practices across the intellectual property profession. Through continued benchmarking via EcoVadis and engagement with climate-focused initiatives, we ensured our environmental governance remains aligned with evolving best practices and sector expectations.

### Governance

Strong governance continues to provide the foundation for Murgitroyd’s sustainable growth. Our ESG strategy is overseen by the ESG Steering Committee, with regular reporting to the Executive Management Team and Board, ensuring accountability and alignment with long-term business objectives. Governance is embedded across the firm through structured oversight, clearly defined responsibilities and ongoing policy review, reinforcing our commitment to integrity, transparency and responsible decision-making.

Mandatory compliance training remains a core element of our governance framework, covering areas such as data protection, anti-bribery, equality legislation and professional conduct. Training completion is monitored to ensure consistency and accountability across all levels of the organisation.

Data security and operational resilience remain critical priorities. We continue to maintain robust information security controls and monitor our cybersecurity posture against recognised standards. Colleagues undertake regular cybersecurity and data protection training to ensure awareness of evolving risks, and we actively review our systems and processes to safeguard client information and uphold our professional obligations.

# Executive summary

External benchmarking and supply chain oversight further support our governance approach. Our EcoVadis assessment provides an independent evaluation of our environmental, labour and ethics performance, with recommendations incorporated into our 2024–2026 ESG Action Plan. We have recently developed our ESG Supplier Procurement Policy and will implement it in 2026.

## Charitable Giving and Community Outreach

The Charitable Group continued to support colleague-led and firmwide initiatives throughout the year, delivering a broad programme of donations aligned to key campaigns and events. This included four colleague initiatives, three recognition days/weeks/months, nine festive donations and eighteen Spring into Summer contributions. Through colleague-led initiatives, donations were made to many organisations, such as the British Heart Foundation, Owen McVeigh Foundation, Spina Bifida Hydrocephalus Scotland and The Natalie Kate Moss Trust, reflecting causes that were personally meaningful to our teams.

Festive donations supported organisations including Aoibhneas, Ty Hafan Children's Hospice, Children's Hospice South West, Save the Children, Hollytown Nursery School and Dementia UK. As part of Spring into Summer, eighteen further charitable contributions were made to organisations such as Macmillan Cancer Support, Pelastakaa Lapset ry (Save the Children), SVP Dublin, Women's Aid, Noah's Ark Children's Hospital, food banks and community charities across the UK and Ireland. While a small number of office selections remained to be confirmed at year end, the allocated budget was secured, ensuring continued support for local communities.



Community outreach remains an important expression of our commitment to creating positive impact beyond our immediate business activities. During 2025, colleagues across our offices participated in a wide range of local initiatives, including school careers fairs, business mentoring programmes and IP-focused outreach events designed to raise awareness of careers within the intellectual property profession. Through these activities, we continue to promote access, education and opportunity within the communities in which we operate.

Our collaboration across multiple Impact groups has strengthened the effect of these initiatives. The “Making a Difference Moments” campaign encouraged colleagues to share examples of local volunteering, food bank collections and community support activities, reinforcing a culture of active participation. By combining structured outreach with grassroots, office-led initiatives, we ensure community engagement remains authentic and locally relevant. As we celebrate both five years of Impact and our 50th anniversary, we remain committed to supporting initiatives that widen access to the profession, strengthen local partnerships, and reflect our values of trust, unity, and confidence.



## Trailblazers

The Trailblazers Group continue to play a key role in strengthening engagement, connection and culture across Murgitroyd under the Impact umbrella. Guided by our values, the Group delivered inclusive, community-minded and wellbeing-focused initiatives that fostered belonging across our geographically dispersed offices. In 2025, this ongoing commitment was reflected in Spring into Summer, which marked our 50th anniversary with a ‘Spring Back in Time’ theme and once again brought colleagues together through local events, volunteering, litter-picking and charitable giving, with participation continuing to grow year-on-year.

Trailblazers also continues to lead our employee recognition programme, including the special 50th edition of the Above and Beyond Awards, recognising long service and excellence in ESG, thought leadership and client service, with 25 colleagues honoured during the year. The annual Secret Santa Awards again generated strong engagement, with over 250 nominations and 28 winners celebrated across the firm. In-person holiday celebrations and ongoing development opportunities linked to Trailblazers membership, combining practical leadership experience with structured training, further reinforced unity, wellbeing and career progression across Murgitroyd.



# Five Years of Impact: 2020–2025

When we formed the Impact Group in 2020, we set out to ensure that our values were not just words on a page but visible in how we operate, how we treat each other, and how we contribute to the world around us. Five years on, as we celebrate Murgitroyd’s 50th anniversary, this is what that commitment has delivered.

	Where we started: 2021	Where we are now: 2025
Global offices	20	22
Employees worldwide	360	371
Impact champions	30	16
Women in our workforce	65%	63%
Women in director roles	—	49%
Awareness days marked	20+	33
Gross carbon emissions (tCO <sub>2</sub> e)	250	889
Emissions per employee (tCO <sub>2</sub> e)	1.21	2.29
Carbon offset (tCO <sub>2</sub> e)	—	70
Trees planted (cumulative)	1,000	8,000+
Renewable energy share	—	60%

## 2020/2021 — Laying the foundations

Formation of the Impact Group, uniting ED&I, Environment, Charitable Giving and Community Outreach under a single framework. Publication of Murgitroyd’s first ESG Annual Report. First company-wide ED&I survey establishing baseline data. Anti-racism statement published. Race at Work Charter signed. Racial awareness training programme launched, reaching 60+ senior leaders. Net Zero by 2030 ambition set with Ensphere. Legal Sustainability Alliance membership renewed and Legal Renewables Initiative signed. First 1,000 trees planted. Three-year ESG Action Plan developed with Sovereign Capital Partners.

## 2021/2022 — Building momentum

Significant company growth through acquisition, extending ESG practices to new colleagues and offices. Carbon footprint reporting expanded to include all global offices. ED&I survey response rose to 72%. Racial awareness training extended to 90+ senior leaders. Menopause Policy introduced. Maternity and paternity policies enhanced. 12 Mental Health First Aiders trained. Mindful Business Charter signed. ED&I calendar launched. Attorney Development Programme and first Patent Camp introduced. Company vehicle fleet transition to electric and hybrid accelerated. 2,001 trees planted cumulatively.

## 2022/2023 — Deepening our commitment

Engagement survey response reached 80%. Neurodiversity became a firm-wide focus, with bespoke counselling support introduced. European Patent Pipeline Program co-founded with industry partners, extending access to the patent profession. Gender Pay Gap analysis completed and published. 50% of offices moved to 100% green energy tariffs. Compassionate and Bereavement Leave and Retirement policies introduced. ADAPT initiative signed. Spring into Summer established as a flagship annual initiative. Making a Difference Moments launched to celebrate colleague volunteering. 6,812 trees planted cumulatively.

## 2023/2024 — Recognition and innovation

First EPPP interns welcomed, with one joining the firm permanently. EPPP won Inclusive Recruitment Programme of the Year at the Legal Benchmarking Social Impact Awards. Beth Marshall named in WIPR’s Diversity listing. EcoVadis Committed status achieved. Cyber Essentials Plus certification obtained. First ESOS audit completed with energy savings action plan. Volunteering leave policy introduced — 200 days available to colleagues annually. Agile Working Policy formalised. ADAPT Europe joined. Community arts initiative launched across offices. 8,062 trees planted cumulatively.

## 2024/2025 — Five years of impact

Murgitroyd’s 50th anniversary year. Second EPPP cohort member joins the firm as a Patent Scientist. Signatory to CITMA’s Net Zero Pledge. New 3-year Action Plan developed with Danesmead, aligned to Science Based Targets initiative. AI Governance framework established. Sexual Harassment Prevention Policy published. EV Salary Sacrifice scheme launched. Scope 2 emissions reduced by 64% year-on-year through renewable energy transition. Finalist in Legal 500 UK ESG Awards, Chambers ESG Outstanding Contribution, and British Business Excellence Awards DEI Champion. 8,000+ trees planted cumulatively.

# Five years of milestones

## What has changed since 2020

Five years ago, ESG at Murgitroyd was emerging. Today, it is embedded. The difference can be measured not just in the data above, but in how we operate:

- ESG in decision-making — From a first Board agenda item in 2021 to standing oversight by the ESG Steering Committee, Executive Management Team and Board.
- ESG in client relationships — Diversity metrics and ESG performance now feature in tender evaluations and client reviews, reinforcing that responsible business is a commercial imperative.
- ESG in our profession — Through the EPPP, ADAPT, IP Inclusive and sector pledges, we have moved from participant to leader in driving inclusion and sustainability across the IP industry.
- ESG in our culture — From 30 Impact champions in 2021 to a firm-wide movement, with Spring into Summer participation growing year-on-year, over 250 Secret Santa nominations, and colleagues across 22 offices actively volunteering in their communities.

We are proud of what has been achieved, but we are clear-eyed about what remains. Our renewable energy target of 100% has not yet been met. Our Scope 3 emissions continue to grow as we travel to serve our clients. Data collection — particularly on ethnicity and disability — requires improvement. The next five years will demand the same consistency and honesty that brought us here.

Impact was built on the belief that small, sustained actions compound into meaningful change. Five years on, we believe that more than ever.

## A Note of Thanks

The foundations of Impact were laid by colleagues whose vision, energy and dedication made this journey possible. We are grateful to every colleague - past and present - who has contributed to our ESG work, and in particular to Beth Marshall, who led the Impact Group from its formation in 2020 through to 2025, shaping it from concept into the purposeful movement it is today.



# Equity, Diversity & Inclusion

At Murgitroyd, we believe that fostering an inclusive and equitable culture is fundamental to who we are as a firm and how we deliver for our clients.

Equity, Diversity & Inclusion (ED&I) remains a core pillar of our ESG strategy and a key driver of our culture, talent development and long-term success.

Throughout 2025, our Impact Equity, Diversity & Inclusion Group continued to lead a broad programme of awareness initiatives, training, policy development and external engagement, supporting colleagues across all offices and jurisdictions.



### Our metrics

22 global offices with 371 employees worldwide



### Diversity of our people

#### Gender

63% of our employees are women

49% of line managers are women in our business (being a person who has at least one direct line report).

49% of our Directors are women.



### Impact champions

16 colleagues



### Mental Health First Aiders

11 colleagues



### Training undertaken

60 colleagues have undergone formal training in 2025.

This includes 17 colleagues who took CITMA, cip, APPC, PAFA and EPAC training.



### AI Implementation Champions

50 colleagues took part in a companywide AI implementation pilot



### Impact teams

Equity, Diversity & Inclusion  
Environment  
Charitable Giving and  
Community Outreach



# Equity, Diversity & Inclusion

## Awareness, Education and Allyship

In 2025, we marked a wide range of international awareness days and campaigns, helping to educate colleagues, encourage dialogue and promote inclusive behaviours. These included:

### Disability, Neurodiversity and Accessibility

#### Neurodiversity Celebration Week

For Neurodiversity Celebration Week, we promoted a strengths-based understanding of neurological differences and shared guidance on inclusive communication and working practices. Resources were provided to help colleagues better understand autism, ADHD, dyslexia and other neurodivergent profiles, reinforcing our commitment to inclusive workplaces.

#### World Autism Awareness Day

We marked World Autism Awareness Day by sharing educational materials to improve understanding of autism and promote acceptance. The focus was on recognising strengths, reducing misconceptions and encouraging supportive working practices.

#### Deaf Awareness Week

During Deaf Awareness Week, we provided information on different forms of hearing loss and simple communication techniques to improve accessibility. We also signposted resources relating to British Sign Language and inclusive meeting practices.

#### Global Accessibility Awareness Day

For Global Accessibility Awareness Day, we encouraged colleagues to reflect on how digital content and communication can be made more inclusive. We shared practical tips on accessible document formatting, inclusive design and assistive technologies, reinforcing our commitment to removing barriers wherever possible.

#### International Day of Sign Languages

We marked the International Day of Sign Languages by raising awareness of sign languages as distinct, fully developed languages. Colleagues were encouraged to consider accessibility in meetings and events, particularly for those who rely on visual communication.

## Mental Health and Wellbeing

### World Mental Health Day

On World Mental Health Day, we promoted open conversations around mental wellbeing and signposted colleagues to internal and external support services. Educational materials focused on recognising signs of stress and burnout and encouraging early intervention.

### Eating Disorders Awareness Week

During Eating Disorders Awareness Week, we circulated educational materials to increase understanding of eating disorders and reduce stigma. Colleagues were signposted to external support organisations and reminded of the confidential wellbeing resources available through the firm.

## Health Awareness and Support

### World Menopause Day

For World Menopause Day, we shared practical guidance and workplace resources to support colleagues experiencing menopause symptoms. The campaign encouraged understanding and normalised discussion around this important health topic.

### World AIDS Day

To mark World AIDS Day, we shared information aimed at increasing awareness, reducing stigma and supporting those living with HIV. Colleagues were signposted to reputable health resources and reminded of the importance of compassion and inclusion.

### Ovarian Cancer Awareness Month

For Ovarian Cancer Awareness Month, we shared information to help colleagues recognise potential symptoms and understand the importance of early detection. Key warning signs were highlighted, encouraging individuals to seek medical advice if concerned.

# Equity, Diversity & Inclusion

## World Asthma Day

To mark World Asthma Day, we shared information on asthma as a common but serious condition and highlighted the importance of accessible treatment. Colleagues were signposted to NHS resources and workplace first aid support.

## Gender Inclusion and Representation

### International Non-Binary People's Day

To mark International Non-Binary People's Day, we shared educational content to improve understanding of gender identity and non-binary experiences. Colleagues were encouraged to adopt inclusive language and continue fostering a respectful environment for all.

### Trans Day of Visibility

To mark Trans Day of Visibility, we celebrated the contributions of transgender and non-binary individuals and shared guidance on respectful language and inclusive behaviours. Colleagues were reminded of the importance of pronoun inclusion and creating psychologically safe spaces.

### Bi Visibility Day

For Bi Visibility Day, we shared resources to increase understanding of bisexual identities and the challenges faced by the bi community. The initiative reinforced the importance of visibility and allyship within the workplace.

### International Day of Women and Girls in Science

To mark International Day of Women and Girls in Science, we celebrated the achievements of women across STEM and the IP profession. We shared colleague spotlights, highlighted career pathways within patents and trade marks and promoted resources encouraging young women and girls to pursue scientific and technical careers.

## Race, Culture and Global Inclusion

### International Day for the Elimination of Racial Discrimination

On this day, we shared information on the historical context and ongoing impact of racial discrimination, encouraging colleagues to reflect on the importance of allyship and active inclusion. We highlighted practical steps individuals can take to challenge bias and support racial equality.

### World Refugee Day

On World Refugee Day, we highlighted the challenges faced by displaced communities and shared information about organisations supporting refugees globally. The campaign encouraged empathy, understanding and awareness of the importance of inclusion in local communities.

### International Day of the World's Indigenous Peoples

We used this day to raise awareness of indigenous cultures, histories and contributions worldwide. Communications emphasised respect, recognition and the importance of cultural preservation.

Each awareness day was accompanied by educational materials, resources, signposting to external support organisations and practical guidance on how colleagues can act as allies.

Our focus has remained on encouraging open and respectful conversation. Whether discussing religion in the workplace, neurodiversity, gender identity, menopause, carers' equality or racial discrimination, the emphasis has been on building understanding and normalising dialogue across the firm.



## ED&I Calendar

To support awareness and sustained engagement across the firm, we continue to publish Murgitroyd's Impact Calendar, highlighting key dates throughout the year across Equity, Diversity & Inclusion, Charitable Giving and Community Outreach and Environmental initiatives. The 2026 edition builds on the success of previous years and is designed to celebrate and acknowledge important global awareness days and sector-relevant events.

The calendar is [available for download](#) from our website, increasing visibility both internally and externally and reinforcing our commitment to transparency and shared learning.

## Mental Health and Wellbeing

Supporting mental health remains a central priority in our ED&I agenda.

In 2025, we continued to promote access to trained Mental Health First Aiders (currently 11) across our offices and reinforced awareness of our counselling and wellbeing services. We marked World Mental Health Day and World Suicide Prevention Day with educational resources and charitable donations, including support for Jonathan's Voice and the Mental Health Foundation.

We also invested in bespoke training for line managers and continued to embed a proactive, preventative approach to workplace wellbeing. Our aim remains to create a culture in which colleagues feel safe speaking openly about mental health challenges and confident that support is available.

## Menopause and Health Inclusion

Building on previous initiatives, menopause awareness and support remained a key focus area in 2025.

We hosted a firm-wide "Let's Talk Menopause" webinar with an external workplace consultant and made supporting resources widely available to colleagues. We continued to promote our internal support channels and encouraged feedback to help shape future initiatives. We also hosted a colleague-led workshop "Menopause Café", creating a safe and open space for a menopause chat. The session invited colleagues experiencing menopause and allies who wanted to learn more, encouraging open discussion, shared experiences, and greater awareness around menopause in the

workplace. Amid this serious topic, many funny stories were shared too, and colleagues left feeling supported and more positive, knowing they were not alone in these experiences.

We also marked Ovarian Cancer Awareness Month, World Asthma Day and other health-related campaigns, ensuring colleagues are informed about symptoms, support networks and available resources.

## Accessibility

Accessibility has been a key area of development during 2025.

We have progressed work across multiple dimensions of accessibility, including digital and web accessibility, communication accessibility, physical workplace adjustments, cognitive and neurodiversity inclusion, attitudinal awareness and inclusive recruitment practices. An [Accessibility Policy](#) is available on our website, and we are establishing a cross-departmental working group to ensure accessibility considerations are embedded into communications and operational processes

By broadening our understanding of accessibility beyond physical infrastructure, we aim to remove barriers wherever they exist. Our communications emphasised strengths-based perspectives and the importance of inclusive environments.

We also increased focus on digital accessibility through Global Accessibility Awareness Day and initiated collaboration with our Marketing Team to review how we can make our communications more accessible and inclusive. This reflects our broader commitment to ensuring that our internal and external communications work for everyone.

## Gender Identity and LGBTQ+ Inclusion

We continued to support LGBTQ+ inclusion through awareness initiatives, including Trans Day of Visibility, International Non-Binary People's Day and Bi Visibility Day.

We promoted the use of inclusive language, encouraged the optional inclusion of pronouns in email signatures and shared guidance on allyship. Our approach is grounded in respect, visibility and ensuring colleagues feel seen and valued for who they are.

# Equity, Diversity & Inclusion

## European Patent Pipeline Program Internship

The European Patent Pipeline Program (EPPP) Internship remains an important part of our commitment to broadening access to the intellectual property profession. The programme is designed to support individuals from underrepresented backgrounds by providing in-depth insight into the patent attorney career path. Through structured internships, participants gain first-hand experience of the technical, legal and commercial aspects of intellectual property, helping to demystify the profession and broaden participation in the sector.

During 2025, we were pleased to welcome two interns into the firm. Interns were introduced to prior art searching, drafting support, client interaction processes and the wider commercial environment in which IP advice is delivered. Additionally, the interns were able to experience life in-house with clients, offering a view of both private practice and in-house perspectives. Alongside practical experience, interns were supported through mentoring and informal networking opportunities, enabling them to build confidence, develop professional skills and better understand the qualification pathway.

Our involvement in the EPPP reflects our wider belief that talent should not be limited by background or access to opportunity. By supporting initiatives that address barriers to entry within the IP profession, we are contributing to a more diverse and representative pipeline of future patent attorneys. We remain committed to continuing our participation in the programme and to playing our part in strengthening diversity across the profession.

In 2025, we welcomed Freya Buckettt as the second member of the European Patent Pipeline Program to join Murgitroyd as a Patent Scientist. She is based in our London team alongside Xiaoyao Yin, the programme's first cohort member in this role.

Their appointments mark an important milestone in our continued participation in the programme and reflect our commitment to supporting emerging talent within the profession.



**“My 10 weeks on the EPPP programme were incredibly rewarding - I learned more than I expected. From an engineering background, I enjoyed discovering how different inventions work and how innovation meets law.”**

*Kwesi Roberts - EPPP Graduate*

**“I really enjoyed my time at Murgitroyd during the EPPP internship. I got to work on a range of different technologies and see how patents are handled across both private practice and in-house teams.”**

*Kelena Mafina Assan Kojo - EPPP Graduate*

## External Engagement and Sector Leadership

Our commitment to ED&I extends beyond our own organisation.

In 2025, we continued our participation with external organisations such as ADAPT US, ADAPT Europe, IP Inclusive, ChIPs and the Race at Work Charter.

### ADAPT

We continued our involvement with ADAPT (Accelerating Diversity Across Patent Teams), an industry-wide initiative focused on improving representation and inclusion within the patent profession. Through our participation, we contribute to collaborative discussions, shared learning and the development of practical actions aimed at addressing barriers to entry and progression. ADAPT provides a valuable forum for firms to exchange insights, measure progress and strengthen collective efforts to build a more diverse and equitable profession. Our engagement reflects our belief that meaningful change requires both internal commitment and active participation in wider sector initiatives.

### IP Inclusive Support and Initiatives

Our involvement with IP Inclusive extends beyond membership. From supporting the initiative through charitable donations to colleagues actively participating in both in-person and virtual events, we continue to engage in meaningful discussions across the UK. Our contribution in Scotland is particularly strong, with two colleagues holding committee positions and contributing directly to the development and delivery of regional initiatives. Through this engagement, we remain closely connected to sector-wide efforts to promote greater inclusion within the IP profession.



During 2025, the IP Inclusive Scotland Network continued to be one of the most active regional networks, strengthening its support base and delivering a programme of five in-person events. These included discussions on attracting and retaining Gen Z talent, advancing social mobility in the IP sector, and a collaborative “Careers in IP” insight event hosted by Murgitroyd in Glasgow with participation from six other employers. The Network also played a prominent role in IP Inclusive’s tenth anniversary celebrations, organising an online “Coffee Connect” networking session in September, and a festive in-person gathering in December. Subscriber and LinkedIn membership numbers continued to grow during the year, reflecting strong engagement across the Scottish IP community.

**“Wonderful to have you involved as an IP Inclusive Charter signatory, Murgitroyd, and to have your fantastic team members in our various networks and working groups. Thank you for your unwavering support!”**

*IP Inclusive*

# Equity, Diversity & Inclusion

### Senior Leader's Pledge

Steven Suèr (Director, Patents, Aberdeen) and Mary Quinn (Director, Human Resources) remain active signatories to the IP Inclusive Senior Leaders' Pledge, reaffirming our commitment to advancing equity, diversity and inclusion across the intellectual property profession. By signing the pledge, they have made a personal and public commitment to champion inclusive leadership, embed diversity within firm strategy, promote safe and open dialogue, and ensure accountability for progress. Over the past year, they have continued to uphold the principles of the pledge through their visible support of our internal ED&I initiatives and wider sector engagement. Their involvement demonstrates leadership ownership at the highest level and reinforces our belief that meaningful and sustainable change must be driven from the top.

### ChIPs

We were also pleased to see continued engagement with ChIPs, the nonprofit professional organisation that advances women in technology, law and policy. Anna Hally remains actively involved as part of the Irish Chapter Leadership, contributing her time and expertise to support the ChIPs network's objectives. Through participation in events and discussions, Anna has helped strengthen connections between the Chips Network UK and Europe community and the wider global ChIPs network. Her involvement reflects our broader commitment to supporting initiatives that promote the progression of women in leadership within the IP and technology/innovation sectors.



### IPO Committees

We are proud to have colleagues actively contributing to the Intellectual Property Owners (IPO) Association through leadership roles on its Diversity, Equity & Inclusion Committee and Women in IP Committee. Joanne Lecky serves as Secretary of the Diversity, Equity & Inclusion Committee and is also a member of the Women in IP Committee.

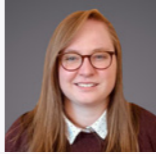
Through these positions, they contribute to sector-wide initiatives that promote greater inclusion, support the advancement of women in the profession, and strengthen diversity across the global IP community. Their involvement reflects our commitment to driving meaningful change not only within Murgitroyd but across the wider intellectual property landscape.

These activities reflect our belief that inclusion strengthens not only our firm but the wider IP profession.

# Group members



**Nanna Bergh**  
Patent Support



**Fiona McLachlan**  
Patent Attorney



**Rahila Bhat**  
European Patent Attorney



**Mary Quinn**  
Director, Human Resources



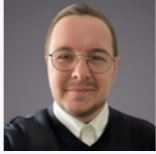
**Clare Collins**  
Senior Patent Attorney



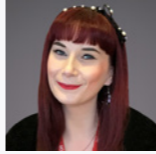
**Emma Tait-Barber**  
Content & PR Manager



**Laura Fè**  
Director, Patents



**Alex Winn**  
Records Paralegal



**Cara Kavinsky**  
HR Assistant

*As part of our ED&I commitment, some colleagues have chosen not to have their photo included in this report, and we respect their right to privacy.*

# Environment

Environmental responsibility remains a central pillar of our ESG strategy. While we operate as a professional services firm with a comparatively low direct environmental footprint, we recognise that our influence extends beyond operational emissions.

Through structured carbon management, responsible resource use, behavioural change and industry engagement, we continue to embed sustainability into everyday decision-making across the firm.

The Group works closely with the ESG Steering Committee to monitor progress against our Net Zero ambitions, promote awareness across offices and identify opportunities for improvement. Over the past five years, environmental responsibility has moved from an area of compliance to one of strategic importance, influencing procurement, premises decisions and client engagement.

**A summary of the output is below:**

Gross total emissions per employee – **2.291 tons CO2e per employee** (including Scope 1-3)

Gross total emissions overall before and after offset – **889 tons CO2e** before offset, **819 tons CO2e** after offset

- Scope 1 - **33 tons CO2e**
- Scope 2 – **39 tons CO2e**
- Scope 3 – **817 tons CO2e**

The comparison table below shows that we have achieved reductions in Scope 1 and 2 emissions, primarily as a result of the shift to renewable tariffs and downsizing our office footprints. Meanwhile, Scope 3 has grown primarily as a result of more business travel and a more accurate commuting methodology (based on an employee survey this year rather than an extrapolation of data in 2024).

Emissions	2023/24 (tco2e)	2024/25 (tco2e)	% Change
Scope 1	37	33	-11%
Scope 2	109	39	-64%
Scope 3	754	817	8%

Our renewable energy contracts have increased, now accounting for 60% of our total energy consumption.

- Total energy consumption: **506,690 kWh**
- Renewable energy consumption: **302,040 kWh**
- Renewable proportion: **60%**



## Carbon Footprint & Net Zero Progress

In 2025, we continued to offset 100 tonnes of carbon dioxide through verified, gold-standard carbon offset projects via Ecologi. Across our portfolio of environmental initiatives, more than 8,000 trees have now been planted, supporting long-term carbon sequestration and biodiversity enhancement.

These projects with Ecologi have included:

- Reforestation projects in the UK and globally.
- Carbon avoidance projects turning waste into clean energy and protecting forests.
- Carbon removal projects, boosting crops and soil and producing biochar from waste biomass in Wales.
- Habitat restoration - a new area we have invested in this year via offsetting, restoring wildflowers, wetlands and wildlife.
- Investments in these projects helps us offset some of our carbon emissions by 70 tons of CO<sub>2</sub>e.

We are pleased to have increased our EcoVadis score this year and to have retained our EcoVadis Committed status. We remain dedicated to embedding continuous improvement within our environmental governance framework.



Environmental performance is monitored through our 2024–2026 ESG Action Plan, which ensures alignment between operational activities and the longer-term development of the Net Zero strategy.

## Industry Engagement & Climate Leadership

In 2025, we became a signatory to CITMA's Net Zero Pledge, reinforcing our commitment to sustainability across the intellectual property profession. By aligning with sector initiatives, we support collective progress and demonstrate our commitment to driving positive change beyond our organisation.

We also marked COP29 by sharing insights into global climate discussions and encouraging colleagues to consider the broader implications of climate policy and innovation. Engagement with industry peers through networks such as the Legal Sustainability Alliance continues to inform our approach and ensure our strategy reflects evolving best practice.

## Operational Efficiency & Responsible Premises Management

Operational decisions remain a key driver of environmental performance. In 2025, our Durham, North Carolina office relocated to a smaller, more energy-efficient premises in the city centre. The move enabled improved space utilisation and the recycling or responsible disposal of surplus equipment and furniture, reducing waste and improving operational efficiency.

Across all offices, we continue to encourage energy-conscious behaviours, including switching off unused equipment, reducing unnecessary printing and optimising hybrid working practices to limit travel-related emissions where appropriate.

## Energy Savings Opportunity Scheme (ESOS)

We have also made some headway on our ESOS actions:

- Created energy efficiency training as part of our ESG training, which is a mandatory training module for all colleagues
- In December 2025, we launched an Electric Vehicle Salary Sacrifice scheme, working with Arnold Clark. This is now available to all UK colleagues.
- In line with office upgrades in our Glasgow Head Office, we have replaced the fluorescent lamps with LED lighting and have put movement sensors in the upgraded areas, so the lights switch off when not in use.

## Recycling, Waste Reduction & Responsible Consumption

On Global Recycling Day, we emphasised the importance of recycling as a sustainable resource management tool. Communications focused on the environmental cost of landfill waste and encouraged colleagues to identify opportunities for improvement within their local offices.

World Environment Day 2025 was centred on the theme "Beat Plastic Pollution." We shared global data on plastic production and waste, encouraging colleagues to reduce single-use plastics and consider sustainable alternatives. To promote engagement, we pledged a donation to a certified carbon offset project for each colleague who participated in the campaign.

During Fairtrade Fortnight, we encouraged colleagues to consider responsible sourcing of office consumables, reinforcing the connection between environmental sustainability, ethical trade and social impact.

## Governance, Measurement & Forward Planning

Environmental priorities remain embedded within our 2024–2026 ESG Action Plan. Key focus areas include:

- Completion of ESOS reporting
- Development and implementation of our Net Zero Strategy
- Integration of international offices into emissions reduction planning
- Consideration of transition to renewable energy across offices
- Establishment of additional environmental performance targets
- Ongoing supplier ESG vetting and monitoring

We continue to explore alignment of our environmental management approach with recognised standards, ensuring our strategy remains robust, transparent and future facing.



## Environment Group Initiatives 2025

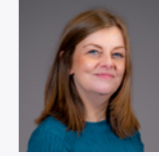
During 2025, the Environment Group led a wide range of awareness and action-based initiatives, including:

- Becoming a signatory to **CITMA's Net Zero Pledge**
- Continued **commitment to EcoVadis** sustainability benchmarking
- **Carbon offsetting** through Ecologi projects
- Marking **COP29** with firm-wide climate awareness communications
- **Global Recycling Day** campaign highlighting resource conservation
- **World Environment Day** campaign focused on tackling plastic pollution
- Donation-linked engagement initiative to support **carbon offsetting projects**
- **Fairtrade Fortnight** awareness campaign promoting ethical sourcing
- Encouraging **increased recycling** infrastructure across offices
- Supporting local **litter-picking** initiatives in collaboration with the Trailblazers Group
- Promoting **sustainable procurement** considerations within the evolving ESG procurement framework

These initiatives combine education, behavioural change and measurable environmental action, reflecting our belief that sustainability must be embedded in daily practice rather than limited to policy statements.



## Group members



**Margaret Hastie**  
HR Business Partner/  
Environment Group  
Leader



**Steven Suèr**  
Director, Patents



**Andrew Sunderland**  
Director, Patents

# Governance



**Strong governance remains fundamental to Murgitroyd’s long-term success. As a regulated intellectual property firm operating across multiple jurisdictions, we are committed to maintaining the highest standards of integrity, transparency and accountability, a commitment shared and supported by our owners, Sovereign Capital Partners. Governance provides the framework through which we manage risk, protect client interests and embed responsible business practices across the firm.**

**Our governance structures are designed to ensure that ethical conduct, regulatory compliance and ESG oversight remain central to strategic decision-making.**

## **Mandatory & Compliance Training**

We continue to operate a structured, mandatory compliance training programme to ensure colleagues remain informed of regulatory obligations and best-practice standards. Training is delivered across key areas including data protection, anti-bribery and corruption, equality legislation, modern slavery and professional conduct.

In response to the Worker Protection (Amendment of Equality Act 2010) Act 2023, we introduced a standalone Sexual Harassment Prevention Policy and incorporated updated prevention training into our compliance framework. Completion of mandatory training is monitored through a structured training matrix, ensuring accountability across all levels of the business.

## **Data Security & Resilience**

Protecting client information and maintaining operational resilience remain critical governance priorities. We operate robust technical and organisational safeguards to protect sensitive data and regularly review our information security controls to reflect emerging risks.

Colleagues undertake regular data protection and cybersecurity awareness training to ensure that best practice is embedded into daily operations. Our approach combines technical resilience with behavioural vigilance, recognising that effective governance depends on both systems and culture.

## **Cyber Essentials & Information Assurance**

We continue to maintain strong cybersecurity standards and regularly assess our information assurance framework against recognised benchmarks. Maintaining and strengthening our cybersecurity posture remains a priority, ensuring we safeguard client data and uphold our professional obligations.

We monitor developments in certification standards and consider additional accreditation where appropriate to reinforce our commitment to data protection and system resilience.

## **Artificial Intelligence Governance**

As AI technologies continue to evolve, we recognise the importance of responsible adoption and oversight. We monitor developments in AI regulation and best practice to ensure any use of AI within our operations aligns with our obligations, confidentiality requirements and ethical standards.

Central to our approach is the principle of “human in the loop”: AI is used to support and enhance our work, but never to replace expert judgement. All AI outputs are subject to professional review and validation, ensuring accountability, accuracy and the continued integrity of our advice.

Our approach is grounded in transparency, risk awareness and regulatory compliance, ensuring innovation is balanced with responsibility.

## Legislative Developments and Policy Strengthening

During 2025, we strengthened our policy framework in line with evolving legislation and best practice.

Following the Worker Protection (Amendment of Equality Act 2010) Act 2023, which introduced a proactive duty on employers to prevent sexual harassment, we:

- Reviewed and updated relevant policies
- Published a standalone Sexual Harassment Prevention Policy (February 2025)
- Incorporated prevention of sexual harassment training into our mandatory compliance training programme
- Reinforced clear reporting procedures and support mechanisms

Our policy framework now places greater emphasis on proactive risk assessment, third-party harassment prevention and leadership accountability.

## Risk Management Framework

All material risks are reported to the Board, either by reports via the CEO or directly to the Board, as appropriate.

We continue to review governance processes to ensure they remain effective and aligned with regulatory and market developments. This ongoing review strengthens resilience and supports sustainable growth.

## EcoVadis & ESG Oversight

External benchmarking remains an important component of our governance framework. Our EcoVadis assessment provides an independent evaluation across environmental, labour and human rights, ethics and sustainable procurement criteria.

We continue to review recommendations arising from this assessment and incorporate relevant actions into our ESG Action Plan, with the objective of continuous improvement and enhanced transparency.

## Policies & Regulatory Compliance

Our governance framework is supported by a comprehensive suite of policies, including:

- Anti-Bribery and Corruption
- Modern Slavery
- Health & Safety
- Bullying and Harassment
- Speak Up (Whistleblowing)
- Data Protection

Policies are reviewed periodically to ensure alignment with legislative developments and best practice guidance. Updates are communicated clearly to colleagues to maintain awareness and compliance.

## Anti-Bribery

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

## Modern Slavery

Our Modern Slavery Act Policy Statements for 2025/2026 can be obtained from our website here: <https://www.murgitroyd.com/legal/modern-slavery-act>

## Board & Executive Oversight

Governance oversight is embedded at the highest level of the organisation. The ESG Steering Committee, chaired by our Chief People Officer, reports into the Executive Management Team and Board, ensuring ESG considerations are integrated into strategic decision-making.

Senior leadership engagement remains visible and active. Accountability for delivering the ESG Action Plan is clearly defined, reinforcing that governance is not a static compliance exercise but a dynamic, evolving responsibility.



# Charitable Giving and Community Outreach



The Charitable Group coordinates company-wide fundraising, donations, and charitable partnerships, providing a structured yet flexible framework that enables offices and colleagues to support causes with both local relevance and personal meaning.

By aligning donations with colleague initiatives, awareness campaigns and firmwide events, the Group has continued to ensure that charitable activity is embedded across the annual calendar. This consistent approach allowed the firm to provide support at key moments while maintaining a clear, accountable overview of contributions.

Across the reporting period, the Group supported four colleague-led initiatives, three recognition days/weeks/months, nine festive donations and 18 Spring into Summer contributions. This breadth of activity reflects sustained engagement across the office network and demonstrates how charitable giving was integrated into both grassroots colleague advocacy and larger firmwide programmes.

Colleague-nominated initiatives resulted in donations to the British Heart Foundation, which funds research and support relating to heart and circulatory diseases; the Owen McVeigh Foundation, which provides holidays and experiences for children and families affected by cancer; Spina Bifida Hydrocephalus Scotland, supporting individuals and families living with these lifelong conditions; and The Natalie Kate Moss Trust, a brain haemorrhage research charity, which raises awareness and funds in memory of Natalie Kate Moss. Each of these organisations represents causes that are deeply personal to colleagues, reinforcing the importance of enabling individuals to champion charities close to their own experiences.

The Charitable Group aligned its support with key recognition days, weeks, and months throughout the year, ensuring that important awareness campaigns were backed by tangible financial contributions. While varied in focus, these initiatives reinforced the firm's commitment to acknowledging significant social and health-related issues and translating awareness into meaningful action.

One such recognition day was World Animal Day. To celebrate, colleagues across our global offices shared photographs of their pets on an internal communication channel. For every photograph shared, the company made a donation to Fauna & Flora, a charity dedicated to protecting wildlife and safeguarding natural habitats.

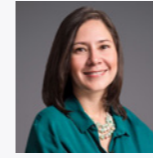
Festive giving once again formed an important part of the year's programme. Donations were made to Aoibhneas, which supports women and children affected by domestic abuse; Ty Hafan Children's Hospice and Children's Hospice South West, both of which provide specialist palliative care and family support; Save the Children, which works to improve the lives of children globally; Hollytown Nursery School, supporting early years education; and Dementia UK, which offers specialist dementia support through Admiral Nurses. These contributions focused on supporting vulnerable individuals, families and children during the holiday period.

Spring into Summer provided the largest platform for charitable engagement, resulting in 18 donations across the firm. Beneficiaries included Macmillan Cancer Support, which provides practical, emotional and financial support to people living with cancer; Pelastakaa Lapset ry (Save the Children in Finland), supporting children's rights and wellbeing; SVP Dublin (Society of St Vincent de Paul), assisting individuals and families experiencing poverty; and Women's Aid, supporting those affected by domestic abuse.

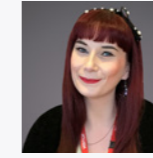




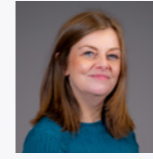
## Group members



**Ana Barahona**  
Project Manager



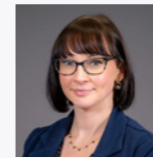
**Cara Kavinsky**  
HR Assistant



**Margaret Hastie**  
HR Business Partner



**Rebecca Pedler**  
Marketing Director,  
Charitable Giving Lead



**Sarah Fleming**  
Executive Assistant

# Trailblazers



The Trailblazers Group continues to play an important role in strengthening colleague engagement, connection and culture across Murgitroyd. Operating under the Impact umbrella, the Group focuses on bringing colleagues together through inclusive, community-minded and wellbeing-oriented initiatives that reflect our values of trust, unity and confidence.

Throughout 2025, Trailblazers worked collaboratively with the Environment and Charitable Giving and Community Outreach Groups to deliver initiatives that combined social engagement with positive Impact. By creating opportunities for colleagues to connect both in person and virtually, the Group continues to foster a strong sense of belonging across our geographically dispersed offices.

## Spring into Summer

Spring into Summer remains one of the flagship initiatives led by the Trailblazers Group and continues to be a highlight of the year for colleagues across Murgitroyd. Designed to bring teams together as we move into the summer months, the initiative provides an opportunity to strengthen connections, celebrate our culture and encourage participation across offices and jurisdictions.

The 2025 edition once again combined social engagement with positive impact. Offices were encouraged to organise local activities that reflected their interests and communities, resulting in a diverse range of events. From outdoor team gatherings to community-focused initiatives, Spring into Summer created meaningful opportunities for colleagues to connect beyond their day-to-day roles.

This year's Spring into Summer was part of our 50th Anniversary celebration, with the theme 'Spring Back in Time', celebrating our company history and sharing stories from each of our local offices along the way.

Are you ready to  
**Spring Back in Time?**

Join us for a summer full of exciting challenges and events to celebrate our 50th anniversary!





# Trailblazers

Many offices participated in our volunteering events:

In Glasgow, Aberdeen, Nice and Southampton, colleagues incorporated the annual litter-picking initiative into their Spring into Summer activities, reinforcing the link between engagement and environmental responsibility. By combining social interaction with local environmental action, the event exemplified Impact's collaborative ethos and demonstrated how small, collective efforts can contribute to broader sustainability goals.

Other offices embraced the initiative through informal gatherings, shared lunches and team-building activities, fostering unity across both in-person and hybrid teams. These moments of connection are particularly valuable in a geographically dispersed firm, helping to strengthen relationships and maintain a sense of belonging across locations.

Our teams in Helsinki, Croydon, Milton Keynes, Munich, and Newcastle arranged collections and donation drives for local charities.

Local charitable donations were made on behalf of each office to:

Women's Aid, Mrs Murray's Cat & Dog Home, Euston Food Bank, Uttlesford Food Bank, Vincent Nepal, Pelastakaa Lapset ry, Macmillian Cancer Support, Croydon Refugee Day Centre, Hygiene Bank, Tierschutzverein Munchen, Refuge Jean Duflos, Friend of PICU Southampton, The People's Kitchen Belfast.

Spring into Summer also provided a platform for recognising colleague contributions and reinforcing our behavioural framework. The initiative supports a culture in which collaboration, inclusivity and shared purpose are visible and celebrated. Participation continues to grow year on year, reflecting strong colleague engagement and enthusiasm for cross-office initiatives.

As we celebrate both five years of Impact and our 50th anniversary, Spring into Summer remains a powerful reminder that culture is built through shared experiences. By creating structured opportunities for colleagues to come together, the initiative continues to support wellbeing, engagement and the sense of unity that underpins Murgitroyd's success.



# Trailblazers

## Above and Beyond Awards

The Trailblazers continue to coordinate our employee recognition programme, where colleagues are encouraged to nominate their peers who have gone “Above and Beyond”, making an outstanding contribution in line with one or more of the company’s values of trust, unity and confidence. Recipients are presented with their awards on our company channels, where the background to each nomination is outlined, and are also recognised during our company-wide webinars.

This year, 25 colleagues have been recognised for their exceptional contributions.

Additionally, and in celebration of our 50th anniversary, 2025 marked a special edition of the Above and Beyond Awards, recognising not only outstanding performance over the past year but also the long-standing contributions of colleagues who have shaped Murgitroyd’s success over the decades. This milestone edition placed particular emphasis on long service, honouring colleagues who

have dedicated 25, 30 and even 35+ years to the firm and was celebrated at a number of office events. Their loyalty, expertise and commitment reflect the strength of our culture and the enduring relationships that define Murgitroyd.

Alongside long service recognition, the awards continued to celebrate colleagues who exemplify our core values of trust, unity and confidence, as well as recognising excellence in ESG, thought leadership and client service. The ESG Excellence Award acknowledged leadership and dedication in guiding the Impact programme, while other awards recognised individuals and teams who have demonstrated exceptional collaboration, innovation and client focus. The special 50th edition of the Above and Beyond Awards served as both a celebration of our heritage and a reaffirmation of the behaviours and values that will carry us into our next chapter.



## Secret Santa

To wrap up the year and bring colleagues together, we held our annual Secret Santa Awards in December to celebrate their successes. This year, we had 28 winners of our Secret Santa Awards, which we celebrated during a company-wide webinar.

A total of over 250 nominations were received and reviewed by the Trailblazer Secret Santa Committee, with over 150 colleagues nominated. This year’s Secret Santa was a true celebration of our values with a cross-section of colleagues from numerous teams and offices featured in the list of nominations. Congratulations to this year’s Colleague of the Year winner, Alex Harper from our Records Paralegal team.

## Training

We are keen to invest in and support colleagues in gaining training and upskilling to help not just with their current role but also enhance their careers and progression.

Membership of the Trailblazers Group is an excellent way for colleagues to gain experience in leadership, communication, and even planning and project management.

## Holiday Party and Team Get-Togethers

The holiday season also provided a valuable opportunity for colleagues to come together in person, with each office hosting its own holiday celebration. Across our locations, teams gathered for shared meals, social activities and informal events to mark the end of the year and recognise collective achievements.

These in-person gatherings remain an important complement to our virtual celebrations, strengthening local connections and reinforcing team cohesion. For many colleagues, the opportunity to step away from day-to-day responsibilities and celebrate together fosters a renewed sense of unity and appreciation. Whether through organised dinners, team outings or festive activities, each office tailored its celebration to reflect its own culture and community, ensuring the season was marked in an inclusive and meaningful way across the firm.





# Trailblazers group members



**Ana Barahona**  
Project Manager



**John Gillies**  
Chief People Officer



**Jenny Smith**  
European Patent Attorney



**Catherine Bonner**  
Director, Patents



**Natasha Haley**  
Patent Paralegal Team Leader – North East & North Central England



**Gordon Stark**  
Chief Executive Officer



**Elena Brioschi**  
Director, Trade Marks



**Lyndsey McLennan**  
Head of Filing & Formalities



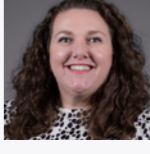
**Steven Suèr**  
Director, Patents



**Holly Cameron**  
Trade Mark Attorney



**Simon Mitchell**  
Director, Patents



**Emma Tait-Barber**  
Content & PR Manager



**Jessie Cheung**  
Patent Paralegal



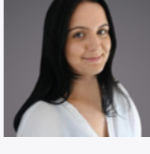
**Allison Ordonez**  
IP Docketing Assistant



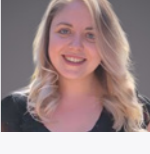
**Jennifer Walker**  
Senior Records Paralegal



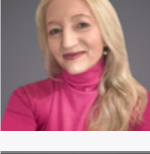
**Michelle Drumm**  
Senior Patent Paralegal



**Emily Rance**  
Patent Paralegal



**Natalie Watt**  
Patent Paralegal, Regional Head - UK & Trailblazers Lead



**Lorraine Duffy**  
Senior Patent Paralegal



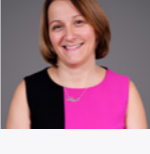
**Jacqueline Reid**  
Senior IT Developer



**Annette Flaherty**  
Senior Patent Attorney



**Michael Robinson**  
Patent Scientist




**Mandy Fleming**  
General Manager, Credit Control





**Laurence Rubaud**  
Head of Internal Translations and Spectra

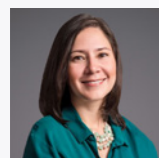
# 3-Year Action Plan

In 2025, we worked with Danesmead, an environmental consulting firm. We reviewed our Action Plan and came up with a revised plan, which runs from June 2025 to May 2028.


	Objectives	Year	%complete
	<b>Strategic Objective SBTi alignment 1</b>		
	+ Measure greenhouse gas emissions and set baseline year	1	100%
	+ Review SBTi SME criteria and Corporate Net Zero Standard, and engage senior leadership	1 & 2	25%
	+ Make net zero commitment (only required if not eligible under SME criteria)	2	25%
	+ File targets for SBTi approval	3	0%
	<b>Core decarbonisation activities</b>		
	+ Review and update EcoVadis submission based on recommendations	1 & 2	100%
	+ Explore options for switching to renewable energy providers across remaining offices	1 & 2	60%
	+ Expand coverage of transport survey to better understand commuting patterns and promote sustainable travel options where possible	1 & 2	50%
	+ Promote sustainable business travel where possible	1 & 2	100%
	+ Continue program of office downsizing, with a focus on new offices with inbuilt sustainability and efficiency measures (e.g. LED lighting)	1 & 2	50%
	+ Engage landlords regarding a switch from gas heating to electrification, where feasible and relevant	2 & 3	50%
	<b>Strategic Objective 2 Consideration of climate risks and opportunities</b>		
	+ Assess climate related risks and opportunities in line with TCFD guidance	1	0%
	+ Identify and implement risk management actions, where relevant	2 & 3	0%

	Objectives	Year	%complete
	<b>Strategic Objective 3 Employee engagement, health and well-being</b>		
	Hire new ED&I lead from within the company.	1	75%
	Review learning and development offering with a view to expanding provision (e.g. implementing training, arranging guest speakers, relevant events etc) - to be led by new ED&I lead.	1 & 2	50%
	Conduct annual employee engagement surveys and act on feedback/core findings	1, 2 & 3	50%
	Explore external partnerships to provide placement opportunities / internships, providing opportunities to underrepresented groups.	2 & 3	100%
	Expand use of annual volunteering allowance (e.g. internal marketing/events/talks to showcase past and ongoing volunteering activities undertaken by staff and encourage others to use the allowance). Consider a team or firm-wide volunteering event.	1 & 2	0%
Explore options for improving diversity data gathering esp. on ethnicity.	1 & 2	50%	
	<b>Strategic Objective 4. Cybersecurity</b>		
	Cybersecurity and data protection training for all employees	1 & 2	100%
	Cyberessentials Plus annual certification	1 & 2	100%
	Review and update EcoVadis submission based on recommendations	1 & 2	100%
	<b>Strategic Objective 5. ESG Governance</b>		
	Designate Board-level sustainability lead and sustainability champions across the firm	1	100%
	Review and update ESG Policy / Statement	1	100%
	Review and update EcoVadis submission based on recommendations	1&2	100%
	Review and update ESG Report	1,2&3	100%
	Ensure the following policies are in place and are updated periodically:		
	Anti-bribery & Corruption	1,2&3	100%
	Anti-harassment, -abuse, and -bullying	1,2&3	100%
	Conflict of Interest (if not included in Anti-Bribery & Corruption policy)	1,2&3	100%
	Data protection & GDPR	1,2&3	100%
	Environmental and Waste management policy	1,2&3	100%
	Grievance	1,2&3	100%
Health & Safety	1,2&3	100%	
Modern Slavery	1,2&3	100%	
Procurement	1,2&3	50%	
Whistleblowing	1,2&3	100%	

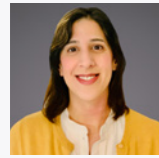
# Impact team members



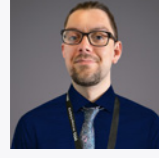
**Ana Barahona**  
Project Manager



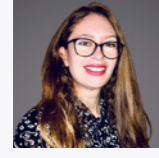
**Nanna Bergh**  
Patent Support



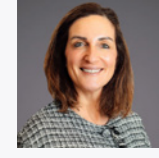
**Rahila Bhat**  
European Patent Attorney



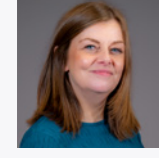
**Martin Brown**  
Project Manager - Translation



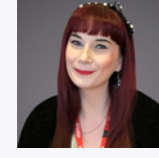
**Clare Collins**  
Senior Patent Attorney



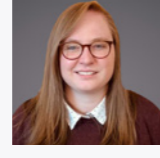
**Laura Fè**  
Director, Patents




**Margaret Hastie**  
HR Business Partner/  
Environment Group Lead




**Cara Kavinsky**  
HR Assistant



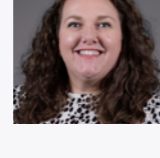
**Fiona McLachlan**  
Patent Attorney




**Rebecca Pedler**  
Marketing Director,  
Charitable Giving Lead



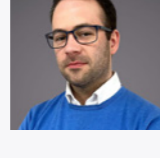
**Mary Quinn**  
Director, Human Resources



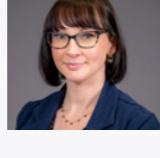
**Emma Tait-Barber**  
Content & PR Manager



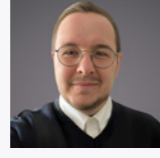
**Steven Suèr**  
Director, Patents



**Andrew Sunderland**  
Senior Patent Attorney




**Sarah Fleming**  
Executive Assistant



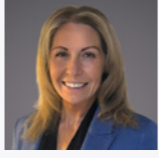
**Alex Winn**  
Records Paralegal

*As part of our ED&I commitment, some colleagues have chosen not to have their photo included in this report, and we respect their right to privacy.*


# ESG steering group members




**John Gillies**  
Chief People Officer



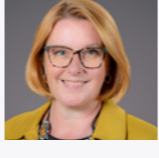
**Camilla Jagger**  
Chief Operating Officer



**Tom Gibb**  
Chief Compliance Officer



**Margaret Hastie**  
HR Business Partner  
& Environment Group Lead



**Rebecca Pedler**  
Marketing Director,  
Charitable Giving Lead



**Mary Quinn**  
Director, Human Resources

## Appendix 1

### External ED&I Training and Events Attended

IP Inclusive Annual Conference  
IP Inclusive Scotland Network HGF event in June  
IP Inclusive Scotland Network IP Insights  
IP Inclusive Scotland Network Coffee Connect  
IP Inclusive Scotland Network Festive networking  
IP and Me event

## Appendix 2

### Awareness Raising

In addition to the events highlighted on our internal diversity calendar, the following events were specifically marked and/or celebrated by colleagues:

Chinese New Year (Year of the Dragon)  
Black History Month - US  
World Cancer Day  
Time to Talk Day  
International Epilepsy Day  
International Day of Women and Girls in Science  
Eating Disorders Awareness Week  
Rare Disease Day  
Ovarian Cancer Awareness Month  
International Women's Day  
Neurodiversity Celebration Week  
Global Recycling Day  
International Day of Happiness  
International Day for the Elimination of Racial Discrimination  
International Transgender Day of Visibility  
World Autism Acceptance Month  
Community Garden Week  
World Autism Awareness Day  
World Health Day  
Earth Day  
World IP Day 2024  
Community History Month  
Deaf Awareness Week  
World Asthma Day  
Global Accessibility Day

International Day Against Homophobia, Transphobia, and Biphobia  
Neurofibromatosis Awareness Day  
Dementia Awareness Week  
Announcement - pronouns in email signatures  
Pride Month  
World Environment Day  
Carers Week begins  
Autistic Pride Day  
World Refugee Day  
International Women in Engineering Day  
International Non-Binary Day  
World Day for International Justice  
International Day of the World's Indigenous Peoples  
World Humanitarian Day  
Grief Awareness Day  
World Alzheimer's Month  
International Day of Charity  
World Suicide Prevention Day  
International Day of Peace  
Fairtrade Fortnight  
Bi Visibility Day  
International Day of Sign Languages  
Black History Month (UK)  
ADHD Awareness Month  
Menopause Awareness Month/Webinar  
World Animal Day  
World Animal Day - Thank you graphic  
World Dyslexia Awareness Day  
World Mental Health Day  
International Day of the Girl  
World Menopause Day  
International Stammering Awareness Day  
Movember  
Men's Health Awareness Month  
Islamophobia Awareness Month  
Disability History Month  
International Men's Day/Movember  
Transgender Day of Remembrance  
World AIDS Day  
International Day for the Abolition of Slavery  
International Day of People with Disabilities  
International Human Rights Day  
International Animal Rights Day  
International Migrants Day

## Appendix 3

### Charitable donations

British Heart Foundation  
Owen McVeigh Foundation donation  
Spina Bifida Hydrocephalus Scotland  
The Natalie Kate Moss Trust

## Appendix 4

### Spring into Summer charitable donations

Macmillan Cancer Support  
Pelastakaa Lapset ry (Save the Children)  
SVP Dublin  
Mrs Murray's Cat & Dog Home Aberdeen  
Friends of PICU Southampton  
The People's Kitchen  
Women's Aid  
Uttlesford Food Bank  
Noahs Ark Childrens Hospital  
Croydon Refugee Day Centre  
The Hygiene Bank MK  
Hoping York Street Kitchen  
Euston Food Bank

## Appendix 5

### Festive Charity Support

Aoibhneas  
Ty Hafan Children's Hospice  
Children's Hospice South West  
Save The Children  
Hollytown Nursery School  
Dementia UK  
Christmas Jumper Day

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## Contact

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