



LAMP HOUSE

STRATEGY

ESG SURVEY

Introduction

We are surveying law firm leaders to better understand which ESG strategies are currently being adopted across the industry.

The survey covers each aspect of ESG – **Environmental, Social and Governance** – in that order.

The data you enter will be saved as you go. That means you don't have to complete the survey in one session, but can return to it when you are ready.

Please answer the questions from a firm-wide perspective where possible.

All your responses will be kept anonymous.

Thank you very much for your contribution, and we look forward to sharing benchmarking data with you shortly!

Environmental

The first section of questions is about the environmental aspects of your firm's ESG strategy.

1) Are any of the following a declared target for your firm? *Select all that apply*

- i) Net Zero
- ii) Carbon Neutral
- iii) Similar target (please specify)
- iv) None of the above

1a) *If yes:* Have you set a date you intend to reach net zero?

- Yes
- No

1b) *If yes:* Which year? _____

2)

- a) Do you consistently track KPIs/metrics in any of the following areas?
- b) Do you have set targets to improve performance on any of those KPIs?
- c) Do you report on these measures internally or externally?

	• Use this measure	• Have set targets to reach	• Report internally	• Report externally
Scope 1 and 2 emissions				
Scope 3 emissions				

3) Which of the following strategies has the firm already adopted?

	Adopted strategy	Not yet adopted strategy
Using renewable energy sources		
Energy reduction (e.g. LED lighting or limits on heating/ventilation)		
Energy management systems		
Food waste reduction (e.g. composting or recycling)		
Paper reduction		
Collecting rainwater to minimise water usage		
Carbon offsetting (planting trees or other carbon reduction activity)		
Buying carbon credits		
Formally factoring in environmental impact as a cost when considering AI projects		
ISO certification		

3a. Please share details of any other environmental strategies the firm has already adopted

4) Do you belong to any industry groups, within the legal industry, broader professions or across industries to help drive environmental sustainability efforts?

- i) Yes – me personally
- ii) Yes – my firm does
- iii) No

4a. If yes, which groups or bodies?

- i) Net Zero Lawyers Alliance
- ii) Legal Sustainability Alliance
- iii) Chancery Lane Project
- iv) Other _____

5) In the last year, has the firm been recognised by any independent organisations for its environmental efforts

- i) Yes
- ii) No

5a. If yes, which ones:

- v) Ecovadis
- vi) Carbon Disclosure Project
- vii) Other _____

CONFIDENTIAL

Social

The next section of questions is about the social aspects of your firm's ESG strategy.

- 6) Do you consistently track KPIs/metrics in any of the following areas?
- 7) Do you have set targets to improve performance on any of those KPIs?
- 8) Do you report on these measures internally or externally?

	Use this measure	Have set targets to reach	Report internally	Report externally
% partners who are female				
Gender pay gap				
% partners from ethnic minorities				
Ethnicity pay gap				
% partners from state school or similar social mobility factor				
% partners LGBTQ				
% of people with disability				
Wellbeing				
Pro bono hours or work value				

- 9) Does the firm have employee affinity groups for the following:

	Yes	No
Women		
Ethnic minorities		
Social background		
LGBTQ		
Disability		

- 10) Does the firm belong to any industry groups, within the legal industry, broader professions or across industries to help drive efforts in the following areas:

	Yes	No
Women		
Ethnic minorities		
Social mobility		
LGBTQ		
Disability		

- 10a. *If yes, which ones?*

Women	
Ethnic minorities	
Social mobility	
LGBTQ	
Disability	

11) In the last year, has the firm been recognised as a leader or received an award from external organisations for its efforts in the following areas:

	Yes	No
Women		
Ethnic minorities		
Social mobility		
LGBTQ		
Disability		
Physical and mental health		

11a. If yes, Which awards, rankings or recognitions has the firm received in the last year in the following areas?

Women	
Ethnic minorities	
Social mobility / background	
LGBTQ	
Disability	
Physical and mental health	

12) In the last year, has the firm been recognised as a leader or received an award from external organisations for its overall DEI efforts?

- i) Yes
- ii) No

12a. If yes, which ones?

13) Please share as many examples of practical, tangible action the firm is taking to improve diversity in the following areas:

Women	
Ethnic minorities	
Social mobility	
LGBTQ	
Disability	

Wellbeing

14) Which of the following strategies is the firm currently adopting to support employee health and wellbeing?

	Adopted strategy
Yoga	
Exercise classes	
Gym membership (paid)	
Gym membership (subsidy)	

Mental health wellbeing officers or advocates	
Health and wellbeing apps (e.g. Headspace, Peppy)	
Counselling (paid)	
Mindful Business Charter	
Enabling home working to increase flexibility for people	
Ensuring fair work allocation to enable equal opportunities (quality and volume of work)	
Monitoring metrics (such as hours worked, holidays taken, sickness) in order to make wellbeing interventions	

14a. Is the firm currently adopting any other health and wellbeing strategies?

CONFIDENTIAL

Governance

This next section covers governance at the firm

15) Would you say your firm has declared a clear purpose beyond profit?

- i) Yes
- ii) No

16) *If yes:* Please articulate the purpose behind it: _____

17) Which of these statements most closely describes the link between your purpose and your current strategy and KPIs?

- i) Our Purpose is core to our strategy and KPIs
- ii) There is a mismatch between our stated purpose and our strategy/KPIs and that's just the way it is
- iii) We are actively working towards aligning our purpose and strategy/KPIs

18) Have you actively linked your measures and targets to the UN Sustainable Development Goals?

- i) Yes
- ii) No

19) Thinking about all the different stakeholders who are, or should be, important to the firm:

19a. Which of the following are currently considered important stakeholders for the firm? *Select all that apply*

19b. Do you currently ask for formal feedback or have structured consultation with these stakeholders on a regular basis? *Select all that apply*

20) Do you have one or more quantifiable measures from the feedback relating to the firm's impact on the stakeholder group that the firm tracks over time?

	a) Important stakeholders	b) Regular feedback
Clients		
Equity partners		
Employees		
Suppliers		
Referrers		
Ecosystem players (new law companies, tech companies, partner law firms)		
Charities/Local communities		

21) Which of the following describe the firm's approach to reporting on ESG/responsible business? *Tick all that apply*

- (a) We do not report at all
- (b) We report to the board and at senior management meetings
- (c) We report internally
- (d) We report externally

- 22) *If answer yes to external:* Do you report on particular ESG areas independently or in an integrated way?
- (a) Independent ESG/responsible business reports
 - (b) Integrated ESG/responsible business reports

23) Which of the following strategies is the firm currently adopting?

	Adopted strategy
Spreading profits more widely beyond equity partners in the form of bonus	
Factoring ESG data in procurement decisions	
Having rules around client/matter intake that consider ESG	
Building ESG into client relationship management to help clients transition	
Evaluating the ESG impact of client matters to create a broader assessment of value creation	
Incorporating ESG risks into your risk register (or equivalent risk monitoring tool)	
Integrating ESG metrics into compensation calculations	
ESG whistleblowing processes	
Executive level ownership of ESG	

- 24) Are you investing in learning and development relating to ESG for any of the following groups (beyond ESG specialist lawyers)? *Please select all that apply*
- (a) Partners
 - (b) Fee-earners
 - (c) Across the broader firm population

Overall ESG strategy

Our last set of questions encourage you to reflect on the firm's overall ESG strategy.

25) Which, if any, ESG initiatives undertaken by the firm have notable success in your view?

26) Are you fearful of being seen to be greenwashing to the extent you play down marketing messages or keep initiatives under wraps?

- i) Yes
- ii) No

27) In terms of your own experience with ESG at the firm, where do you think the focus needs to be in the next year or two to accelerate progress?

28) What are the main barriers in your view?

29) We recognise that firms are at different levels of sophistication when it comes to transitioning to being sustainable. In our new business, we are planning on creating a new portal which will house three different types of insight, which firms can utilise as fits their needs [use visual to include specific examples of how firms can use it]

- An ESG knowledge hub containing information related to academic models, case studies on legal industry sustainability strategies, recommended sustainability metrics, roadmaps and a tiered ranking of firms in terms of their ESG sophistication
- Insights from global market surveys with law firm talent and in-house legal including trends, benchmark data and what clients want from the future law firm
- Stakeholder feedback/consultation services to meet law firms' custom research requirements

What is your reaction to this concept?

30) Are any of these areas something that you would seriously consider for your firm?

- Yes
- No

If yes: Which areas?

31) What would you expect to pay? Should any of it be free?

32) Are we missing anything or getting it wrong in any way in your mind?

CONFIDENTIAL