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ENVIRONMENT, SOCIAL & GOVERNANCE POLICY

This Environment, Social & Governance (ESG) Policy defines the fundamental principles of operating our business. By integrating corporate sustainability into our day-to-day activities, we are better able to:

- Respond to the most pressing issues of our time by contributing towards the United Nations Sustainable Development Goals (UN SDGs),
- Retain and recruit the best people by meeting the expectations and values of current and future employees and partners
- Retain and attract clients by listening and responding to their changing needs by offering new and innovative services
- Support and enhance the Bidwells brand by promoting ethical and responsible attitudes.

ENVIRONMENT

The Firm recognises its corporate social responsibilities, including the impact our operations and those of our clients and suppliers have on the environment.

The Firm has undertaken to:

- Comply with applicable environmental regulations and legislation
- Continue to convert our electricity supply contracts to use energy suppliers who actively promote the use of renewable fuels to generate their energy offering
- Minimise waste, promote recycling and the use of recycled products to help reduce the burden of landfill
- Evaluate and, where possible, adopt means of reducing business travel
- Expect partners and suppliers to have credible, measurable carbon footprint policies.
- Promote environmental awareness and responsibility amongst our projects' employees, partners, contractors, and service users.

Bidwells have operated an ISO14001 management system since 2007 and continue to monitor and improve our environmental performance through efficient resource use and waste reduction. This policy forms part of our commitment to continuous environmental improvement and maintaining ISO 14001 accreditation.

SOCIAL

People

We are successful due to the enormous energy and commitment of all our people. Bidwells work with the ethos that the whole is greater than the sum of its parts. We are dedicated to creating a healthy working environment and culture that enhances the physical, mental, and social well-being of all at Bidwells.

Learning and Development drives employee performance, helping to deliver our vision and plan. It is a positive tactical driver in employee engagement, allowing all employees to realise their potential. In support of this, Bidwells commit to providing access to high-quality learning & development for all employees, contributing to their continued professional development.

The Firm is committed to promoting a representative demographic where everyone can thrive as their authentic selves across all levels of the Firm, creating a culture of belonging.

Community

A network of local Community Involvement Champions has been formalised, and a central co-ordinator introduced. The Champions will channel both community activity and volunteering work so that Bidwells can better understand employee time and cash donations' impact on the communities we have chosen to support.

Every employee at Bidwells receives two volunteer days in addition to their regular annual leave, with one of these days to volunteer with their team. All employees are encouraged to use their volunteering days. The Volunteering Policy outlines further details of Bidwells employee volunteering commitment.

By channelling community activity and volunteering work through a partner organisation, Bidwells can dedicate more time to understanding the impact employee time and cash donations have on the communities we support.

We are a values-driven business and remain committed to conducting all aspects of our business according to ethical, professional, and legal standards.

GOVERNANCE

Our Business

Bidwells' culture is based on teamwork; to provide a commitment to professional excellence, to delivering the very best service to our clients, to be able to meet their changing needs at an ever-quickening pace and to the continued development of our people.

To manage Bidwells' sustainability impact, a series of committees have been established. The Staff Network is an open forum where everyone in our business is actively encouraged to raise suggestions and voice opinions.

We have established three Pillar Groups where nominated staff members are responsible for defining the objectives and actions aligned to the three pillars of People, Planet & Influence. In turn, the Staff Network and Pillar Groups report to the ESG sub-committee mandated by the main board. These groups and our ESG reporting are all coordinated by our Environment, Social & Corporate Governance team.

Our Clients

Bidwells has been a household name in East Anglia for nearly 200 years. It is only during the past two decades that it has extended its business throughout the United Kingdom. Today the Firm is a blend of modern and traditional, progressive, dynamic professional services that adheres to the old-fashioned principles of professional integrity and personal service.

We have expanded our service lines to include a consolidated sustainability service offering to our clients. This includes broadening the reach of our existing service lines, such as Forestry and Renewables, and providing new services, such as negotiating Green Leases, Stranded Asset Assessments and Net Zero Carbon Pathway strategies.

This statement was reviewed and approved by Nick Pettit:

Nick Pettit

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