

Corporate Social Responsibility and Environmental & Sustainability



RIDGEMONT

We are construction & real estate law experts that simplify and resolve complex legal issues.

Providing you with the clarity and pragmatic advice you need to make informed commercial decisions.



Corporate Social Responsibility

Corporate Social Responsibility (CSR) is a business approach that considers the impact of an organisation's actions on society and the environment and strives to make a positive contribution to both. It encompasses ethical, social, and environmental issues, and involves a company taking responsibility for its impact on stakeholders beyond just its shareholders.

CSR activities can include:

- Charitable giving
- Sustainability initiatives
- Diversity and inclusion efforts
- Ethical business practices

It is seen as a way for businesses to balance economic success with social and environmental responsibility, and can improve a company's reputation, brand image and customer loyalty.

CSR means operating your business so that it has a positive relationship with:

- The natural environment
- The local and global community
- Employees





CSR is important for many different reasons and should be seen as an integral part of your business, not just an added extra or a benefit.

The Companies Act 2006, is a piece of legislation in the United Kingdom, mandates that corporate directors must consider both community and environmental concerns while advancing the success of their company. Consider whether you can change your work processes to reduce the impact they have on the environment, community, your finances and your employees.

Examples of activities that demonstrate cooperate social responsibility are:

- Encouraging diversity and promoting equal chances
- Supporting the local community through investment
- Engaging in charitable giving
- Providing opportunities for staff to volunteer
- Addressing animal welfare concerns
- Lowering energy and water usage
- Decreasing waste and promoting recycling
- Addressing ethical considerations
- Advocating for sustainability and resourcefulness
- Enhancing employee well-being and safety
- Lowering expenses

CSR for Ridgemont

At Ridgemont, we believe in the power of giving back to our community. We understand that our success is directly linked to the well-being of the communities where we operate. As well as improving community relations, we encourage our employees to get involved in community service and make a difference in the lives of those around us.

We believe CSR helps encourage personal and professional development. We include our employees in decision making about CSR activities, such as:

- Supporting their chosen charities
 - Encouraging employees to volunteer for community activities
 - Providing employees paid time off for volunteering
- 

Corporate Volunteering

The importance of giving back to our community through volunteering is another important pillar for us. We understand that volunteering is not only beneficial for the community, but it also enriches the lives of our employees. That's why we encourage our team members to get involved in community service and make a difference in the lives of those around us.

We recently took part in volunteering at a park near our office whereby we helped pruning, trimming and maintaining the beautiful gardens.

We're proud to support local organisations and causes that align with our values and mission.



We are beyond excited to be the main sponsor for the 'Ridgemont Pavilion', the brand-new clubhouse for Tunbridge Wells Youth Football Club. The Club was formed in 1995 and is a key part of the local Tunbridge Wells community. Players can join from as young as reception and teams are run right through to under 18's with a strong girl and ladies' section.

Ridgemont's very own Managing Director, John Wallace, was born and grew up in Tunbridge Wells, "I am very grateful that Ridgemont has been given the opportunity to support the club. It's really exciting to see the club progress and the amazing impact the new clubhouse, and those who work there, will have on the lives of the club's players". Ridgemont believes in the importance of self-development and education, which is why this project really stood out for us. We look forward to enabling youths to develop their skills, improve wellbeing, have fun, and build team spirit. www.tunbridgewellsyouth.com



Pro Bono

Ridgemont are fortunate to be in a position where we can give back to our community by providing legal services on a pro bono basis to charities and not-for-profit organisations.

Recent pro bono work includes advising a charity on dilapidations issues relating to their London head office and advising a Bristol-based charity on the eviction of licensees.

If you are a charity or not-for-profit organisation and need our help, then email us at contactus@ridgemont.co and we will see if it is something we can help with.

Environmental, Social and Governance



Environmental, Social, and Governance (ESG) refers to the three main areas of a company's activities that investors consider when evaluating its sustainability and impact on society and the environment.

The "Environmental" aspect evaluates a company's impact on the environment, such as its:

- Carbon footprint
- Waste management practices
- Resource utilisation

"Social" assesses the company's impact on society, such as:

- Workforce diversity, equality, and inclusion
- Employee health and safety programs
- Community investment and charitable giving
- Employee volunteer programs
- Transparency in business operations and supply chain management
- Anti-corruption and bribery measures

And "Governance" evaluates a company's:

- Management structure
- Ethical practices
- Overall transparency and accountability

The focus on ESG has grown in recent years as investors increasingly seek to invest in companies that have a positive impact on society and the environment, and with the expectation that companies ought to be more transparent about their ESG practices and performance.

ESG at Ridgemont

Environmental, Social and Governance is central to our business. We are committed to meeting our responsibilities and making a positive social impact.

Our core ESG goals are to:

1. Have a net positive impact on our environment
2. Operate in a way that is sustainable
3. Be an ethical business that proactively helps those in need

We will achieve our goals by:

1. Minimising our consumption and using recyclables
2. Participating in local community events and contributing to society
3. Operating our business in an ethical way

We measure the success of our ESG activities at the end of each quarter and produce an annual report, that is published on our website in February each year. We are really excited about our ESG journey and have set out below some information about the steps that we have been taking towards our goals.

B Corp

We're in the process of becoming part of The B Corp Community! B Lab is the non-profit network transforming the global economy to benefit all people, communities, and the planet.

It's an organisation that promotes businesses that have a purpose other than just to generate profit. Companies verified by B Corp must meet high standards of social and environmental performance,

transparency and accountability.

We're thrilled to become part of this community and network with other likeminded businesses. B Corp has provided us with the tools to shift behaviour and help balance profit with purpose.

Greener Litigation

We are proudly part of the Greener Litigation Pledge. The Greener Litigation Pledge is a commitment to action by solicitors' firms, barristers' chambers and other disputes professionals. It is an initiative to reduce the environmental impact of dispute resolution which aligns with our goal as a business in working towards becoming more sustainable.

The aim of the Pledge is to change the way in which dispute resolution practitioners conduct litigation, so as to reduce the carbon footprint of litigation, arbitration and adjudication disputes in line with the objective of restricting global warming to 1.5°C as set out in the 2015 Paris Agreement and to minimise air pollution in and around our courts.

We contribute to this goal by adopting the Greener Litigation guidelines when conducting litigation, analysing our use of tech to assist in the journey to Net Zero and doing everything we can to consumer less, use recyclables and lower our carbon footprint.

We are really happy to support this great idea and commit to taking steps to reduce the environmental impact of our business and support the objectives of the [Greener Litigation Pledge](#).

Tree planting

It is incredibly important for us as a business to use our power to make a positive change, which is why we have decided to plant a tree every time we onboard a new client. Our trees are being planted by the National Trust in areas such as Buckinghamshire, Allen Banks and Herefordshire.

We decided to implement this initiative as trees give us oxygen, store carbon, stabilise the soil and open new habitats to the world's wildlife such as the red squirrel, the hazel dormouse, the greater spotted woodpecker and other birds.

We want to empower our employees to leverage the resources at their disposal to do good. We can't wait to see how many trees we will plant each year.

Conclusion

CSR and ESG are increasingly important considerations for businesses in today's world. Companies that prioritise social and environmental responsibility are not only fulfilling their obligations to society, but also creating opportunities for long-term success through improved brand image, customer loyalty, and investor confidence. By taking a comprehensive approach to CSR and ESG, businesses can demonstrate their commitment to creating a better world for all stakeholders, and position themselves for future growth and prosperity.



Our office

24 Greville Street, London, EC1N 8SS

+44 (0) 203 909 9590

contactus@ridgemont.co

www.ridgemont.co



RIDGEMONT