



CSR Policy

The way we do business is based on our values and reflects the behaviours that we want to be known for internally and externally. We run our business with integrity and want our culture and values to be at the heart of everything we do, recognising that our people not only want a great place to work, but take pride in being part of a principled business.

DWF believes that a successful business is characterised by clarity of purpose: Our people, clients and others stakeholders need to know what we stand for – our values, aims and objectives and how we will treat them. To transform the way we work and operate as a legal business we have focused on **doing things differently, understanding our clients and engaging our people**. This provides a consistent and simple means of defining behaviours to support our desired culture and to help us become a more powerful enabler of our client's business success. This aligns to DWF's responsible business framework designed to:

- Support and strengthen society, taking action to engage locally where we have a presence
- Demonstrate visible commitment at the highest level
- Embed sustainable business principles within our business as part of the DWF Way
- Ensure that our business is a force for good
- Make DWF is a great place to work and do business.

What this means in practice

- Everyone is encouraged to take ownership for the way we do business.
- Everyone has a role to play in focusing on the things that matter and which impact the sustainability of our business.

How we measure progress

As a signatory of the United Nations Global Compact, we support the ten principles of the Global Compact in relation to human rights, labour, environment and anti-corruption. DWF is committed to making the Global Compact and its principles part of our business strategy and day-to-day practice. A key requirement is to report on our progress against measurable outcomes annually. We will further demonstrate our credentials as a responsible business through our continued participation in independent benchmarking to assess and evolve our performance in support of our diversity, community investment and environmental goals.

This policy will continue to be reviewed annually.

Signed:

Andrew Leatherland
Managing Partner & CEO