





# Responsible Business Report

2024



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# Welcome

**Peter Lawson - Chair**

BEING A RESPONSIBLE BUSINESS LIES AT THE HEART OF OUR DECISION-MAKING.

We believe every organisation has an obligation to make sure its impact on the planet and society is as positive as possible and as a leading law firm and responsible employer, we take this seriously. It's crucial to ensuring the firm's near and long-term success.

Over the last year we have made improvements across all aspects of ESG (Environmental, Social and Governance) and towards the sustainability of our business.

Clients naturally expect the highest governance and regulatory standards, and we have a strong team of specialists focused on risk and regulation.

I'm absolutely delighted that Jill Moore has recently taken up the role of GC partner, having been a valuable member of our team for many years.

Jill's appointment has allowed Lindsay Wallace to step into the newly created role of Head of Sustainability, leading the delivery of the firm's wide-ranging ESG strategy.

Hosting the Edinburgh leg of the UN Global Compact Network SDG Roadshow gave us the opportunity to reinforce the importance of the goals as a framework for our efforts, and "Partnerships for the Goals" is a common theme across everything we do.



At Burness Paull we believe in the power of partnerships – with each other, with our clients and with like minded organisations that share our values and help us make a difference to the communities we’re part of.

Partnerships such as those with Scottish Ballet, Street Soccer and SCOTLAND: The Big Picture have played a crucial role in advancing our responsible business commitments, from widening access to the legal profession and developing the next generation of talent to creating social impact and contributing to environmental initiatives.

Our commitment to responsible business has been recognised by Lamp House, and we are proud to be seen as a leader in this space. This recognition is one we’re determined to maintain and build on.

This document has been produced to offer transparency and accountability, setting out some of the highlights since our last report, under key headings **People**, **Planet**, **Purpose** and **Policy**, as well as giving some examples of clients and collaborations that are making a difference.

We’d love your feedback, and to share ideas and experiences around how we can all work together to achieve a more sustainable future.





# About Us

AS A SCOTTISH HEADQUARTERED UK LAW FIRM, WE SUPPORT OUR CLIENTS WHEREVER THEY DO BUSINESS ACROSS THE WORLD.



**87** PARTNERS



**687** HIGH-PERFORMING  
EMPLOYEES



**£90m**\* ANNUAL  
TURNOVER



*Named UK corporate law firm of the year at the  
Insider Media Dealmakers Awards*



*EcoVadis Gold medal winner*



*Scottish Legal Awards “Excellence in Support & Wellbeing”*



*Member of Lex Mundi & TagLaw, providing access to  
legal expertise in 150 jurisdictions via 260 top law firms.*

\* Extrapolated for a 12 month period following a change in year-end to align with market norms.

# Our Approach

**Lindsay Wallace - Partner, Head of Sustainability**

BUILDING ON THE PROGRESS OUTLINED IN OUR PREVIOUS RESPONSIBLE BUSINESS REPORT, THIS REPORT COVERS THE KEY DEVELOPMENTS WE'VE MADE SINCE AUGUST 2023.

The policies and practices outlined in previous reports have now become integral to how we do business, and we continue to build on these foundations. We're proud of the strides we've taken, and we are delighted to highlight some of the key achievements that are driving us forward.

Our commitments to diversity & inclusion and health & wellbeing remain at the heart of our culture. This year, we received recognition for our efforts in social mobility and access to the profession, as well as for our support and wellbeing initiatives. These

acknowledgements affirm the progress we're making in creating a workplace where everyone feels valued, respected, and empowered to thrive.

In the last year, the hottest year on record, we have seen a rise in the number of natural disasters throughout the world. Extreme weather has caused havoc in the UK too. These events bring home to us all the very real threats of climate change and the need for us all to step up and act as responsibly as we can to help reduce these threats. We are committed to playing our part.



Our environmental sustainability journey continues to evolve, with a specific focus on Scope 3 emissions, particularly within our supply chain. This area presents a key opportunity for us to drive meaningful change. We're actively working with our suppliers to align their practices with our sustainability goals, ensuring that our entire supply chain contributes to reducing emissions.

Alongside our wider risk and compliance team, we have roles dedicated to ensuring responsible, sustainable procurement throughout our supply chain. Additionally, we are committed to engaging with our clients on this issue. Recognising that our own Scope 3 emissions are part of their wider footprint, we aim to support them by addressing our emissions, helping them achieve their own sustainability targets.

This report highlights the progress we've made across all ESG strands and underscores our dedication to improving across our business. We are excited about our next steps and remain committed to continuous improvement as we evolve to meet the challenges of the future. Thank you for joining us in this ongoing journey.





# UN Global Compact & SDGs

BURNES PAULL HAS BEEN A SIGNATORY OF THE UN GLOBAL COMPACT AND SUPPORTER OF THE SUSTAINABLE DEVELOPMENT GOALS (SDGS) FOR OVER THREE YEARS.

The SDGs provide a globally recognised framework to address some of the world's most pressing challenges, from climate change to inequality. Embedded across our sustainability strategy, we use the goals to guide and strengthen our efforts, bringing together many of our existing initiatives and enabling us to identify areas for improvement.

This approach ensures that our sustainability initiatives are not only purposeful but contribute to long-term, positive global impact. It allows us to set meaningful targets and make a tangible difference in the areas that matter most to our business, clients and communities.



UN SUSTAINABLE  
DEVELOPMENT GOALS



This year, we proudly hosted the Edinburgh stop of the SDG Roadshow in partnership with the UN Global Compact Network, bringing together 40 delegates from across sectors to advance the network's SDGs.

The event provided a valuable platform to exchange insights, explore challenges, and discuss key issues such as decarbonising supply chains, embedding sustainability into operations, and addressing inequalities. It emphasised the importance of leadership, accountability, and cross-sector collaboration in driving meaningful progress, while also highlighting the role of SMEs in achieving these goals.

Moving forward, we remain committed to further deepening SDG integration into our strategy, focusing on measurable outcomes and collaboration to deliver real impact.





# People

OUR PEOPLE ARE AT THE HEART OF OUR BUSINESS. WE WORK HARD TO BE A RESPONSIBLE AND INCLUSIVE EMPLOYER, CREATING A CULTURE THAT VALUES DIVERSITY, INCLUSION AND WORKPLACE WELLBEING.



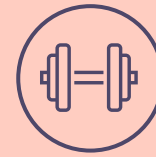


## OUR HOLISTIC APPROACH FOCUSES ON **THREE KEY PILLARS:**



### ***Listening:***

Ensuring our colleagues feel heard by creating a culture of psychological safety and ensuring various mechanisms for employee voice and feedback.



### ***Supporting:***

Providing a wide range of services, including peer support groups, counselling, expert advice, and benefits supporting mental, physical, and financial health.



### ***Empowering:***

De-stigmatising mental health through awareness sessions, open conversations, and clear sign posting to help colleagues find the appropriate resources.

# Driving Change

OUR DIVERSITY AND INCLUSION STRATEGY IS CENTRAL TO OUR COLLEAGUES EXPERIENCE AND IS SHAPED BY INTERNAL FEEDBACK AND BEST PRACTICE.



## *Increased Reporting*

Streamlining feedback processes, incorporating surveys and data collection, particularly from minority employee groups, to gain insights into employee experiences.



## *Policy and Process*

In 2024, our focus has been on workplace behaviour and culture, support for working parents, and neuroinclusion.



## *Widening Access*

Increasing diverse representation through recruitment and retention and prioritising candidate and employee experiences.



## *Employee Experience*

Measuring and monitoring employee experience through a range of employee feedback mechanisms including anonymous surveys, elected representatives and employee-led affinity groups.



**ENEI AWARDS - BEST FOR  
'SOCIAL MOBILITY & INCLUSION'**



**ENEI GOLD TIDE AWARD**



# Diversity & Inclusion Highlights

WE ARE COMMITTED TO FOSTERING A DIVERSE TEAM AND ENSURING A SENSE OF BELONGING FOR ALL.

By collaborating with colleagues, external partners, and senior management, we strive to create a culture where everyone can succeed.

36%

FEMALE  
PARTNERSHIP

44%

TRAINEES FROM  
DISADVANTAGED  
BACKGROUNDS

60%

FEMALES IN  
MANAGEMENT  
ROLES

50%

FEMALE  
PARTNER  
PROMOTIONS

90%

EMPLOYEES FEEL  
COMFORTABLE BEING  
THEMSELVES AT  
WORK





Beth Nandwani -  
Co-Chair, BeDiverse employee network

# Recruitment & Representation

WE ARE COMMITTED TO HIRING AND RETAINING DIVERSE TALENT. WE HAVE CONTINUED TO IMPROVE FEMALE REPRESENTATION IN OUR PARTNERSHIP AND TO INCREASE THE ETHNIC AND SOCIO-ECONOMIC DIVERSITY OF OUR TALENT PIPELINE.

At trainee level, our Graduate Recruitment and Development team have made diversity and inclusion a key consideration as they seek the next generation of our lawyers. We have steadily increased our ethnic minority and diverse socio-economic representation through targeted hiring strategies, robust data collection and adverse impact analysis, to identify and address biases in the hiring process and ensure we play our part in widening access to the legal profession.

Recognising the value of collaboration, we work closely with external partners including The Robertson Trust Career Pathway and Black Professionals UK, to provide career opportunities and promote new roles to groups underrepresented in the

legal sector, focusing on socio-economic diversity and minority ethnic groups.

Our employee networks also play an important role in recruitment, participating in career fairs and community career talks and mentoring work experience students and interns.

Our graduate recruitment initiatives combined with the support we have in place for those who join our firm saw us named Best Early Careers Employer at the s1 Jobs Recruitment Awards 2024.



**BEST EARLY CAREERS EMPLOYER  
AT THE S1 JOBS RECRUITMENT  
AWARDS 2024**

# Support for Working Parents

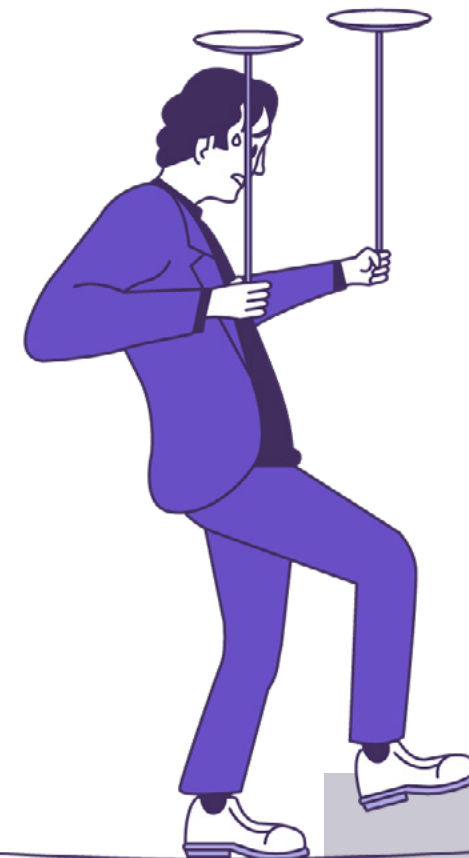
BECOMING A PARENT IS A LIFE CHANGING EVENT AND WE ARE COMMITTED TO SUPPORTING COLLEAGUES AS THEY ADJUST TO THEIR NEW ROLE.

Having reviewed our family policies significantly in 2022, resulting in improved financial support for all parents from day one of employment, this year our focus has been on identifying perceived barriers to the attraction, retention, and career progression of those going on and returning from family leave and highlighting areas for further improvement.

Our aim was to improve the support offered to working parents and to implement practical tools and strategies to help bridge the gap in PQE after maternity leave.

Using a combination of firm and legal sector data, feedback from internal focus groups and quantitative and qualitative survey data, we identified a number of recommendations and have already made some practical changes. **These include:**

- ✓ EXTENDED PHASING IN OF FEE-EARNER TARGETS
- ✓ MANAGER & PARTNER TRAINING & TOOLKIT
- ✓ REVIEW OF OUR HR PROCESSES
- ✓ EXTENDED FLEXIBLE WORKING OPTIONS
- ✓ INTERNAL RESOURCE HUB
- ✓ NETWORKING LUNCHES FOR THOSE GOING ON AND RETURNING FROM LEAVE
- ✓ CREATION OF A DEDICATED PARENTS, CARERS, AND FAMILY NETWORK





**WINNER BEST DIVERSITY &  
INCLUSION INITIATIVE AT THE  
2024 S1 JOBSRECRUITMENT AWARDS**

# Promoting Neuroinclusion

WE HAVE CONTINUED TO WORK WITH SALVESEN MINDROOM CENTRE TO EDUCATE AND RAISE AWARENESS OF NEURODIVERSITY AT WORK.

This partnership ensures we have the right support and understanding in place for our neurodivergent colleagues.

Building on our existing resources, we have delivered a range of initiatives, including external webinars and internal lived experience sessions, to promote understanding and allyship.

This year, we launched a peer support group for parents and carers with neurodivergent children, providing a space for shared experience and support.

Our employment law experts also ran a series of client webinars to encourage best practice across other sectors.

Winning Best Diversity & Inclusion Initiative at the 2024 S1 Jobs Recruitment Awards for our neuroinclusion initiatives underscores our commitment to progress in this area.



# Health & Wellbeing

We want to create a healthy, safe and positive working environment which offers colleagues the support and resources they need to maintain their mental, physical and financial wellbeing. Prioritising this benefits our employees while strengthening the overall success of the firm.



91%

*...of employees feel it's okay to admit mistakes*

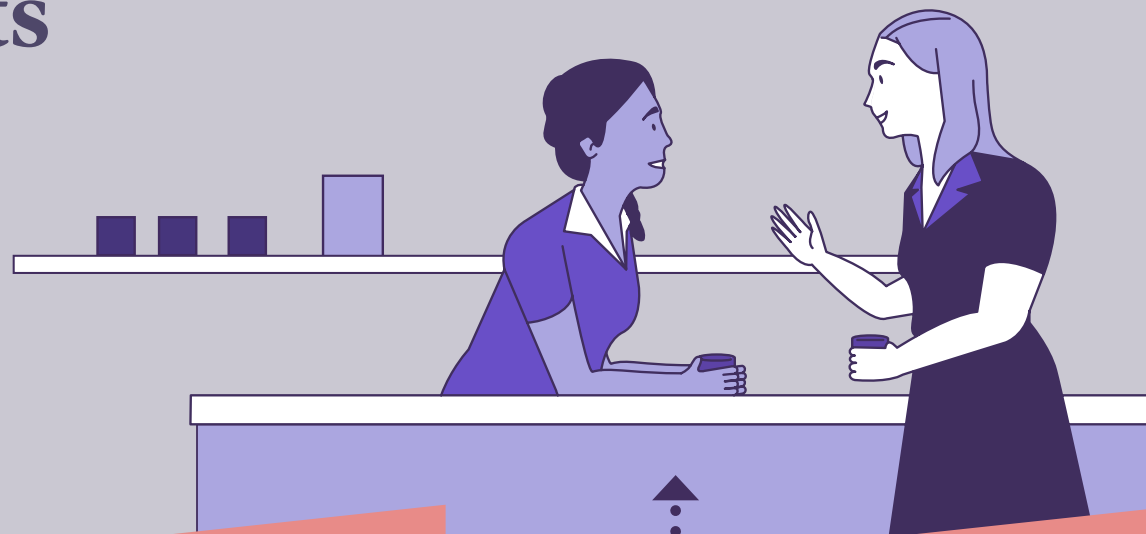
84%

*...of employees believe their manager genuinely cares about their wellbeing*



# Reasonable Adjustments & Employee Support

IT'S IMPORTANT TO US THAT EVERYONE CAN REACH THEIR FULL POTENTIAL AT WORK, AND WE WANT TO ENSURE THAT OUR COLLEAGUES FEEL COMFORTABLE ASKING FOR ADDITIONAL SUPPORT WHEN THEY NEED IT.



This year we have launched a new **Reasonable Adjustments Policy and Colleague Process Guide** to ensure a clear and consistent process around reasonable adjustments.



Following a successful pilot amongst our trainees, we also introduced a **Reasonable Adjustments Passport** for all colleagues.



The introduction of these documents has encouraged open conversations around challenges or barriers at work arising from a disability, health conditions or neurodivergence and has allowed us to implement beneficial adjustments that help our employees thrive.

# Empowering the Next Generation:

## *Scottish Ballet partnership*

IN OCTOBER 2024 WE ANNOUNCED THE NEXT EXCITING CHAPTER OF OUR COLLABORATION WITH SCOTTISH BALLET, BECOMING LEAD NEXT GENERATION PARTNER.

Over the next four years Burness Paull will support the company in empowering its next generation of talent in transforming the future of dance, for the audiences of tomorrow.

We have enjoyed a successful partnership with Scottish Ballet for over five years, a relationship built on a mutual global outlook and human & high performing ethos, with a strong commitment to innovation across performance, diversity & inclusion, wellbeing and technology.

This year we supported a film as part of our elevated partnership, with next generation talent at Scottish Ballet being given the opportunity to try new skills in directing



and producing. Our resulting film “Breathless” was choreographed by dancers Madeline Squire and Nicholas Shoesmith and directed by Eve McConnachie and is a beautiful depiction of all our shared values.

Its themes of balance, power and trust link perfectly to our partnership objectives and epitomise precisely how we operate in our relationships with our clients and with each other.

A key part of our partnership with Scottish Ballet is sharing ideas, collaborating, and introducing each other to our networks. Over the next four years we’ll be further drawing on the relationship as we drive forward and implement our strategy to develop the next generation of talent in our firm, with inclusivity at the heart.

*“We are delighted to be embarking on a new and exciting phase of collaboration with Burness Paull. In supporting our ambitious next generation strategy, Burness Paull will play an instrumental part in ensuring the vibrancy and accessibility of our work for years to come.”*

**Christopher Hampson**

CEO/Artistic Director of Scottish Ballet





# Planet

AS A LEADING LAW FIRM, WE RECOGNISE THE FAR-REACHING INFLUENCE OUR WORK CAN HAVE ON THE ENVIRONMENT.

From advising clients on environmental regulations to managing our own office practices, we understand the importance of taking responsibility for the environmental impact of our actions.





# Highlights

ENVIRONMENTAL SUSTAINABILITY IS IMMERSSED IN EVERY PART OF OUR BUSINESS, FROM OUR OPERATIONS TO OUR SUPPLY CHAIN.

We are committed to reducing our emissions, supporting Scotland's biodiversity, and aligning our activities with global climate goals.

Over the past year, we've made measurable progress on our journey to Net Zero and continue to reduce emissions. As we move forward, the challenge grows, but we remain committed to continuous improvement - finding smarter ways to operate, reducing waste at every level, and utilising technology to drive greater efficiencies.

**17%**

REDUCTION IN  
EMISSIONS FROM  
AIR TRAVEL

FROM FY23

**67%**

REDUCTION  
IN SCOPE 2  
EMISSIONS

FROM FY22  
BASELINE

**37%**

OF KEY SUPPLIERS  
ENGAGED ON  
SUSTAINABILITY

**204**

EMPLOYEES ATTENDED  
CARBON LITERACY  
TRAINING

**100%**

RENEWABLE  
ELECTRICITY

**Zero**

WASTE TO  
LANDFILL



# Driving Change

OUR COMMITMENT TO THE PLANET IS CENTRED ON REDUCING OUR ENVIRONMENTAL IMPACT AND SUPPORTING A MORE SUSTAINABLE FUTURE.



## *Supplier Engagement*

Developing a robust supplier engagement strategy to increase the number of suppliers committed to Net Zero.



## *Sustainable Travel*

Reducing the environmental impact of our business travel by rethinking how we travel and where we stay. We are particularly focused on domestic travel, aiming to increase rail use and reduce flights to a minimum.



## *Operational Efficiencies*

Improving environmental performance across our offices by identifying opportunities for greater energy efficiency and enhancing waste management practices. This involves working closely with teams to embed sustainable processes into daily operations.



## *Biodiversity Support*

Supporting Scotland's biodiversity through employee engagement initiatives and partnerships. Our focus is on contributing to conservation efforts and raising awareness about the importance of protecting and enhancing natural ecosystems.





# Net Zero Commitment

ACHIEVING NET ZERO IS A CRITICAL OBJECTIVE FOR OUR FIRM.

Our targets are aligned with the Science-Based Targets initiative (SBTi) guidance, ensuring that our reductions are credible, transparent, and science-driven.

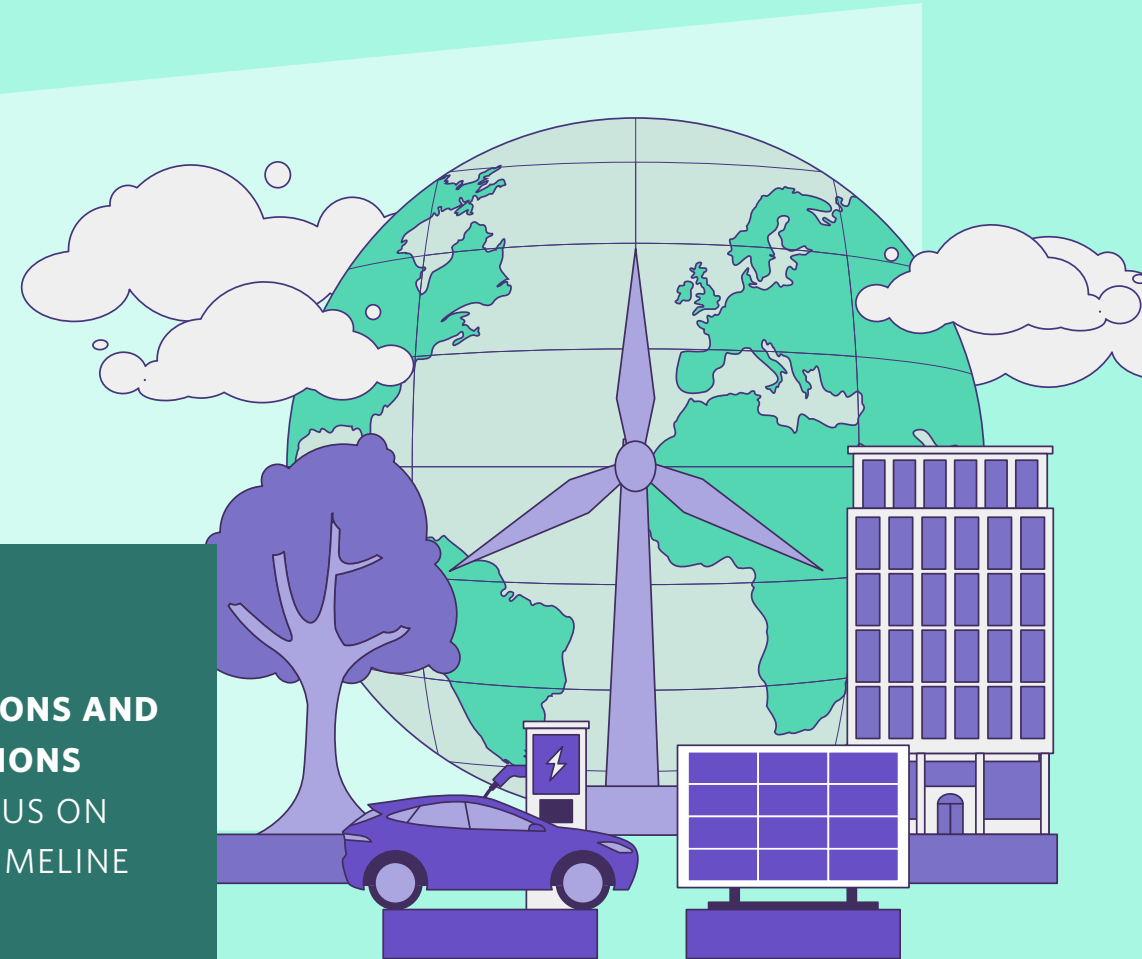
→ *Baseline Year:*  
**2022**

→ *Scope 1 and 2 Near-term Target:*  
**A 50% REDUCTION BY 2030**

→ *Scope 3 Near-term Target:*  
**A 42% REDUCTION BY 2030**

→ *Long-term Target:*

**ACHIEVE NET ZERO  
ACROSS ALL OPERATIONS AND  
SUPPLY CHAIN EMISSIONS  
BY 2050, WITH A FOCUS ON  
ACCELERATING THIS TIMELINE  
WHEREVER POSSIBLE.**



# Our Journey to Net Zero

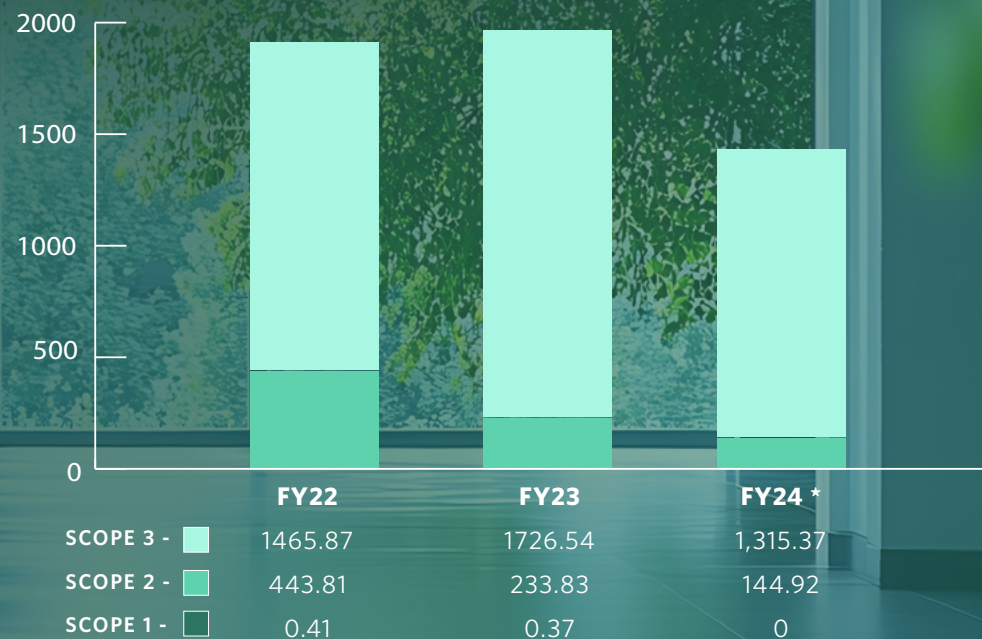
We have continued our partnership with Normative, a carbon accounting platform, to track, refine and improve our emissions data. This partnership allows us to identify key areas for reduction, and monitor our progress clearly.

This year's report reflects the adjustment to our financial year and therefore covers an 8 month period. Despite the shorter timeframe, our dedication to sustainability remains strong. While we've had less time for action, we're setting reduction targets across key areas to drive progress.



From 2023 to 2024, **we reduced our overall carbon footprint by 26%, to 1,460 tCO<sub>2</sub>e.**

## TOTAL EMISSIONS (tCO<sub>2</sub>e)



\*Shortened eight-month reporting period following the decision to change year-end to align with market norms.

# Carbon Footprint

OUR GREENHOUSE GAS (GHG) EMISSIONS ARE REPORTED IN LINE WITH THE GHG PROTOCOL, PROVIDING A CLEAR AND CONSISTENT FRAMEWORK FOR TRACKING OUR ENVIRONMENTAL IMPACT.

The table shows our emissions for FY23 and FY24, covering Scopes 1, 2, and key Scope 3 categories.

We are committed to continually improving the accuracy and completeness of our emissions data. This includes refining our data collection processes and enhancing data quality year on year.

You can find more details about our methodology please click [here](#).

GHG Emission Breakdown		FY22	FY23	FY24*
		(Aug - Jul)	(Aug - Jul)	(Aug - Mar)
Scope	GHG Protocol Category	tCO2e	tCO2e	tCO2e
<b>Scope 1</b>	Mobile combustion	0.41	0.37	-
<b>Scope 2</b>	Electricity (market-based)	155.05	-	-
	Heat	288.76	233.83	144.92
<b>Scope 3</b>				
3.1	Purchased goods and services	1,093.03	1,044.91	774.42
3.2	Capital goods	5.75	180.45	40.48
3.3	Fuel-and energy-related activities	122.48	100.96	99.45
3.5	Waste generated in operations	2.42	0.53	0.31
3.6	Business travel	172.47	231.35	243.19
3.7	Employee commuting	69.72	168.33	157.52
<b>Total</b>		<b>1,910.08</b>	<b>1,960.74</b>	<b>1,460.28</b>

\*Shortened eight-month reporting period following the decision to change year-end to align with market norms.



# Energy

100% of our electricity is procured on a green tariff and we are working with building management across all locations to promote the adoption of renewable heating solutions. At the same time, we remain focused on reducing our overall energy consumption.

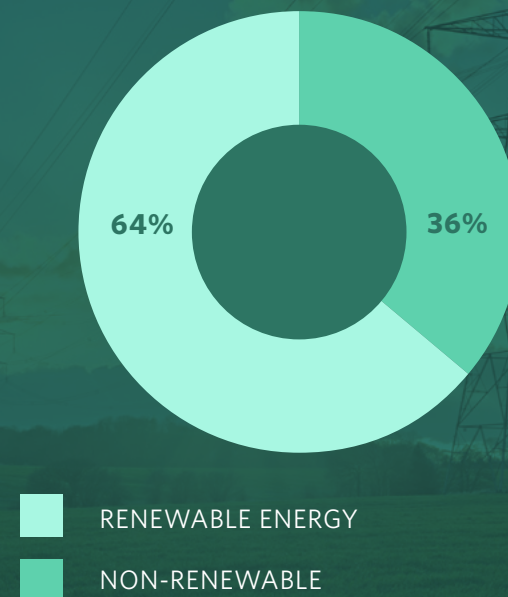


We have **reduced our energy consumption by 16%** compared to FY23

To achieve energy reductions, we comply with the Energy Savings Opportunity Scheme (ESOS) reporting requirements and implement an energy reduction plan that ensures ongoing improvements. Our initiatives include optimising heating and cooling set points, installing LED and PIR lighting, and automating computer power downs to minimise energy waste.

## *Energy Mix: Renewable vs Non-Renewable*

Our electricity is 100% renewable, and overall, 64% of our energy, including heating, comes from renewable sources. We continue to focus on increasing this share of renewable energy.



## SAVING ENERGY WITH FESTIVE OFFICE CLOSURE

This Christmas, we enhanced our energy efficiency efforts by closing one level of our Edinburgh office - the largest contributor to our Scope 2 emissions - over the festive period and consolidating operations into a smaller space. By reducing energy consumption for heating, lighting, and equipment in an underutilised area, we anticipate **saving over 5 tonnes of CO<sub>2</sub>e**. For context, that's the equivalent of all the emissions generated from our hotel stays over the previous financial year.

Innovation is crucial for reducing energy use in leased spaces where we have less control over systems. By optimising how we use our space and exploring solutions like smart technology and renewable energy integration, we are driving meaningful emissions reductions, maximising efficiency.

## Travel

Business travel and commuting are key areas of focus. We prioritise train over plane, aim to travel only when necessary, and encourage sustainable choices wherever possible. We are collaborating with the Legal Sustainability Alliance to develop a sustainable travel policy action plan for law firms, recognising the critical importance of this issue for professional services firms like ours.



We have **reduced our total business travel emissions by 9%** since FY23



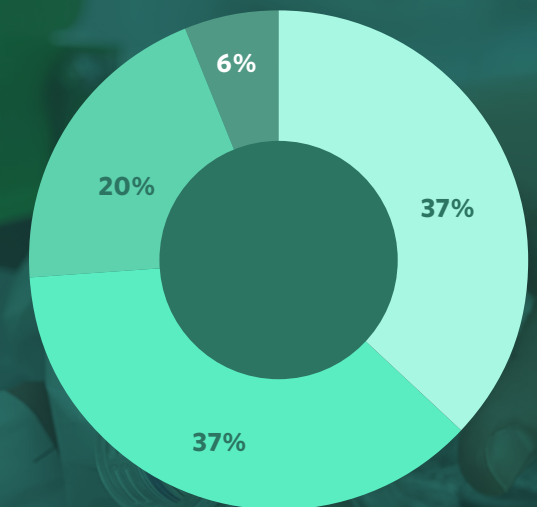
Our cycle-to-work scheme has seen increased uptake over the past year, reflecting our employees' commitment to supporting low-carbon commuting options. Through our annual commuting survey, we gather valuable insights into staff travel habits and are reviewing the findings to identify ways to better support employees with their journeys into the office.

## Waste

None of our waste goes to landfill; 42% is recycled with the rest processed through anaerobic digestion or waste-to-energy schemes.

Our IT Asset Disposal Policy prioritises leasing and refurbishing equipment, and any tech we can no longer use is donated to a local charity. Additionally, all our toners, ink cartridges, and printing supplies are returned to be fully recycled, ensuring that nothing is wasted. We continue to explore ways to reduce waste and improve recycling rates in line with our environmental goals.

### FY24 DISPOSAL METHODS, BY EMISSIONS



# Greener Graduate Recruitment

THIS YEAR, OUR GRADUATE RECRUITMENT TEAM SET A TARGET TO TACKLE WASTE, CARBON EMISSIONS, AND RESOURCE CONSUMPTION.

The team focused on reducing our carbon footprint while maintaining engagement across nine career fairs, three in-office events, and a number of workshops, attended by over 2,000 students.

Key changes included eliminating single-use plastics and printed materials and replacing them with eco-friendly alternatives like plantable basil pencils, bamboo pens, and recyclable sweet bags. All of our information packs were made digital, preventing the waste of over 3,200 leaflets, and almost all materials were recycled or repurposed, minimising waste.

Feedback from attendees was overwhelmingly positive and students noted our innovative giveaways

and clear communications about how these changes supported our firm's sustainability goals.

By rethinking our approach, the team has not only reduced our carbon footprint but also showed how sustainability and effective outreach can go hand in hand. We're proud of their creativity and accountability in driving meaningful progress.



**2.5 tCO<sub>2</sub>e SAVED**



**90KG PLASTIC WASTE AVOIDED**



Elizabeth Cheetham - Trainee



# Building Carbon Literacy Across our Team

AS PART OF OUR COMMITMENT TO FOSTERING A CLIMATE-CONSCIOUS CULTURE, OUR SUSTAINABILITY MANAGER DELIVERED FIRMWIDE CARBON LITERACY TRAINING TO EQUIP ALL EMPLOYEES WITH THE KNOWLEDGE NEEDED TO MAKE INFORMED, SUSTAINABLE DECISIONS IN THEIR WORK AND DAILY LIVES.

This focused session provided practical insights into the challenges of climate change and highlighted the crucial role businesses and individuals play in addressing them.

The training introduced key concepts, supported by our [Carbon Glossary](#), an accessible resource designed to clarify technical terms and encourage consistent, informed action across the firm.

We believe that building carbon literacy is an essential step toward embedding a sustainability-first mindset across all areas of our operations. This initiative reflects our dedication to ensuring every member of our team contributes meaningfully to our collective environmental goals.



Maggie Stewart,  
Sustainability  
Manager

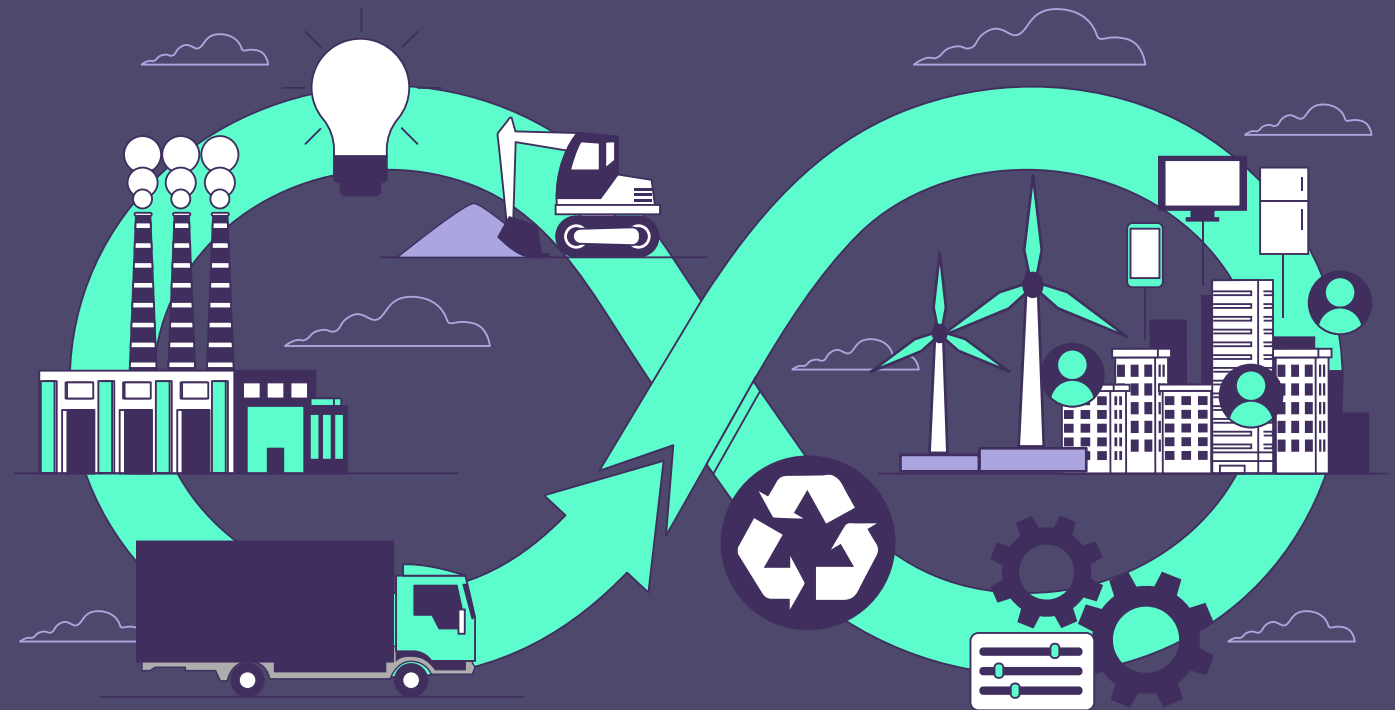


# Sustainable Procurement

SUSTAINABLE PROCUREMENT IS A FUNDAMENTAL ASPECT OF OUR RESPONSIBLE BUSINESS STRATEGY, DRIVING OUR COMMITMENT TO REDUCING EMISSIONS ACROSS OUR SUPPLY CHAIN WHILE ALSO ENSURING THAT WE CREATE POSITIVE SOCIAL, ECONOMIC, AND ENVIRONMENTAL IMPACTS.

With approximately 80% of our total emissions stemming from purchased goods and services, we continue to prioritise ethical sourcing, environmental responsibility, social impact, transparency, and long-term partnerships.

Internally, we reinforced our commitment through updates to key policies, such as our Sustainable Procurement Policy and Supplier Code of Conduct, ensuring that social and environmental considerations guide all procurement decisions. We also continued sustainable procurement training for our in-house buyers, equipping them with the knowledge to make informed, responsible choices.



# Getting Involved...

THROUGH OUR ENGAGEMENT SURVEYS OUR COLLEAGUES HAVE TOLD US THEY SHARE OUR AMBITION FOR A MORE SUSTAINABLE BUSINESS, SO THROUGHOUT THE YEAR WE GIVE EVERYONE ACROSS THE FIRM THE OPPORTUNITY TO COME TOGETHER FOR A VARIETY OF ENVIRONMENTAL INITIATIVES. SOME HIGHLIGHTS FROM THE LAST 12 MONTHS INCLUDE:

## PLASTIC FREE JULY

We joined the global Plastic Free July movement, sharing tips to reduce single-use plastics and conducting an office-wide review to replace plastic items. Colleagues embraced swaps like switching to reusable bottles, while we worked with suppliers to eliminate single-use plastics.



## INTERNATIONAL E-WASTE DAY

In collaboration with **Edinburgh Remakery**, we rallied our colleagues to responsibly dispose of their old tech across our offices. By donating devices for refurbishment or recycling, we helped divert waste from landfill while giving back to disadvantaged communities in need.



3 LAPTOPS



39 PHONES



6 ROUTERS



6 TABLETS



41 MISC.

In total, we saved **7,278 kg CO<sub>2</sub>e in carbon emissions** - the equivalent of sending over **24 million** emails from one laptop to another.





## PLANTING FOR SPRING

Our Environmental Champions celebrated spring with a sustainability-themed quiz and provided herb garden kits for participants, who each received seeds, pots, and planting guides, promoting homegrown produce and reducing reliance on packaged goods. This hands-on initiative aligned with our wider sustainability goals, showcasing the benefits of growing fresh, local herbs, cutting food waste and supporting biodiversity.



Photo by  
Andrew Freel  
- Conflicts Manager  
& AML Supervisor

## RAISING MONEY FOR SCOTTISH REWILDING

For World Environment Day, colleagues shared their favourite nature photos, raising £350 through firm contributions made for each picture submitted. The funds supported **SCOTLAND: The Big Picture's** rewilding efforts, inspiring a deeper connection to nature while contributing to vital land restoration. This initiative celebrated the beauty of the natural world and made a tangible environmental impact.



# Purpose

WE'RE COMMITTED TO MAKING A POSITIVE IMPACT ON THE COMMUNITIES IN WHICH WE LIVE AND WORK, WHETHER THROUGH THE BURNES PAULL FOUNDATION, PROVIDING LEGAL ADVICE ON A PRO BONO BASIS OR USING OUR EXPERTISE AND NETWORKS.





# The Burness Paull Foundation

## AT THE HEART OF HELPING OUR COMMUNITIES

The Burness Paull Foundation, a registered charity established in 2016 and funded by the firm, exists to facilitate the charitable contributions of Burness Paull on a collective basis, as well as to support the individual fundraising efforts of employees.

Over the past 12 months...

OVER  
**£71,000**

MADE IN MONETARY  
DONATIONS

**52**

CHARITIES SUPPORTED  
THROUGH A RANGE  
OF INITIATIVES

**39**

SPONSORSHIP  
APPLICATIONS GRANTED  
FOR INDIVIDUALS AND  
TEAMS CARRYING OUT  
THEIR OWN FUNDRAISING  
ACTIVITIES



## Some of our 2024 firm fundraising highlights:



### *Wellbeing Month:*

As part of our Wellbeing Month at the start of the year, our step challenge raised money for local sports related charities, with the Burness Paull Foundation making a donation for every colleague who took part. Streetsport – Denis Law Legacy Trust (Aberdeen), Sports Charity Scotland (Edinburgh) and The Sporting Chance Foundation (Glasgow) all benefited from the activity which saw us collectively take enough steps to climb Mount Everest 334 times.



### *British Heart Foundation:*

During “Heart Month” in January we welcomed the British Heart Foundation into our offices to deliver lifesaving RevivR training, with around 100 colleagues learning how to perform CPR. We took part in the charity’s “Wear Red to Work Day”, with the Burness Paull Foundation donating over £600 to this fantastic cause.



### *Skin Cancer Awareness Month:*

Throughout the month of May we raised awareness of skin cancer, in particular melanoma, and promoted the importance of sun safety across the firm. For every colleague who sent in a ‘Sunhat Selfie’ of themselves or a loved one, the Foundation made a donation to MASScot and Macmillian Cancer Support.



### *Volunteers Week:*

In June, colleagues from across the firm celebrated Volunteers Week by sharing their volunteering experiences with organisations such as Time for Inclusive Education, Glasgow Scouts, Re Engage Tea Party Group, The Acting Bairns of Stonehouse, Scottish SPCA and Canine Concern Scotland Trust. For each story shared, the Foundation made a donation to the volunteer’s chosen charity.



### *School Uniform Appeal:*

Our annual school uniform appeal saw colleagues generously donating school supplies and financial contributions to organisations helping families in our communities. Charities partnered with for this year's initiative were Abernecessities, Edinburgh School Uniform Bank and Back to School Bank East Renfrewshire. The Foundation made a donation to each charity.



### *Macmillan Coffee Morning:*

Bakers from across our offices provided amazing cakes for the Macmillan Coffee Morning and our bake sale raised over £1,700.



### *Pics for Pups:*

In response to the Scottish SPCA's emergency crowdfunder to help the 216 dogs and puppies rescued in the first 10 days of October, the Foundation invited our colleagues to share photos of their dogs, and for each submitted, made a donation to the appeal.



### *Christmas Appeal:*

For our annual Christmas Appeal, we supported local charities in each of our three cities: Abernecessities in Aberdeen, Age Scotland in Edinburgh, and Glasgow's Spirit of Christmas, with donations of gifts and funds to help those in need in our communities. Colleagues also embraced the festive spirit for Save the Children's Christmas Jumper Day, with the Foundation making a donation for every colleague who joined in.



# The Power of Partnerships:

## *Street Soccer Scotland*

BURNES PAULL HAS A LONGSTANDING PARTNERSHIP OF OVER 10 YEARS WITH STREET SOCCER, A TRULY INSPIRATIONAL CHARITY PROVIDING TRAINING AND PERSONAL DEVELOPMENT OPPORTUNITIES FOR SOCIALLY DISADVANTAGED GROUPS USING THE POSITIVE POWER OF FOOTBALL.

As well as financial support through the Burness Paull Foundation, we regularly collaborate on events and initiatives and this year were delighted to be part of some of Street Soccer's 15th birthday celebrations. We also provided legal support to Street Soccer with the merger of its Scotland and London operations.

The Burness Paull Foundation is a sponsor of the Women Inspired lunch, which takes place every March, and a sponsor of the Gala Dinner held in October - both flagship fundraisers that raise awareness of the great work Street Soccer does.

We are also proud to sponsor the men's and women's teams from Street Soccer who represent Scotland in a range of international tournaments. This year the Street Soccer Scotland men's team took part in the Homeless World Cup held in Seoul, while the women travelled to Dublin for the Irish Street Leagues 20th anniversary tournament. Each year we're delighted to be involved in strip reveals, send-offs and welcome home events where we get to know the players and their stories.



Our partnership with Street Soccer is one the whole firm is behind, and this is demonstrated through the number of colleagues who give up their time to volunteer. Colleagues go along to help out at training sessions and join Street Soccer's team when they need extra pairs of hands at fundraising events. Throughout December 2024, colleagues joined in each weekend at the Street Soccer Santa's Grotto in St Enoch Centre, Glasgow which was a successful new fundraising initiative and a lot of fun!

One of our recent projects with Street Soccer involved joining up with the Traverse Theatre to bring the experiences of some of Street Soccer's women's team to life in a groundbreaking new play "Same Team - The Street Soccer Story".





The project was a unique collaboration between the three organisations, bringing together sport, the arts and business for social change. It was part of the Traverse Theatre's "TravFest 2024" in August following a short run at the Tron in Glasgow and is being used as a drama text at a Scottish high school. This project not only gave the women involved the opportunity to learn new skills and try something different while sharing their stories, it also brought Street Soccer and its work to a new audience.

**David Morgan, a partner in our employment team, also holds the position of board member at Street Soccer.**



*"I am privileged to sit on the board of Street Soccer and to have been part of this amazing organisation for almost 10 years. Seeing first hand the work the team does to change the lives of the players and hearing the passion and commitment that Street Soccer's leadership has to continue to grow and develop is truly inspiring. While my board membership is separate to my role at Burness Paull, I'm so proud to be able to say I'm part of a firm that views our charitable activities as a key part of our strategy in being a responsible business and helping others."*

# Pro bono Legal Support

WE OFFER PRO BONO LEGAL SUPPORT TO A NUMBER OF ENTITIES THROUGHOUT THE YEAR.

Our Chair, Managing Partner and Senior Counsel for Risk make up our dedicated Pro Bono Committee, responsible for considering pro bono requests and ensuring that support given aligns with our core values. While the involvement of senior management demonstrates how important this is to us as a firm, pro bono legal work is also included in our fee earners' targets for each year, ensuring that fee earners feel empowered and are encouraged to contribute.

**As well as our core pro bono partnership with SCOTLAND: The Big Picture, some additional key pro bono work highlights include:**

THE LIFESCAPE PROJECT	OVER £60,000	Through our pro bono partnership with The Lifescape Project (whose mission is to catalyse the creation, restoration and protection of wild landscapes) we provided a wide range of legal support on various matters including preparing legal briefings on land use and rewilding and related topics.
SCOTTISH COUNCIL FOR VOLUNTARY ORGANISATIONS/VARIOUS MEMBER ORGANISATIONS	OVER £13,500	We operate a legal 'helpline' for members of the SCVA through which we provide pro bono support to various voluntary organisations on a broad range of legal issues. The support has included a wide range of legal services including advice on legal structure, constitutions, charitable status and similar matters.
DEVELOPMENT TRUSTS ASSOCIATION SCOTLAND/VARIOUS MEMBER ORGANISATIONS	OVER £22,000	We also operate a legal 'helpline' for DTAS whereby member organisations can access pro bono legal support. Examples of support given include advice relating to available grants, contractual terms, legal duties, charity trustees, employment law, legal structure and similar matters.
INSPIRING SCOTLAND	OVER £1,000	General employment legal support has been provided to Inspiring Scotland, whose aim is to work towards a Scotland where everyone, no matter their circumstances, is given the chance to enjoy a happy, healthy life free from poverty or disadvantage.



# SCOTLAND: The Big Picture

THIS YEAR, WE WERE PROUD TO FORM A NEW PARTNERSHIP WITH **SCOTLAND: THE BIG PICTURE (SBP)**, A CHARITY DEDICATED TO NATURE RECOVERY AND REWILDING AS A SOLUTION TO THE GROWING CLIMATE AND BIODIVERSITY CRISES.

As a **Rewilding Business Partner**, we provide pro bono legal advice to help accelerate SBP's efforts in restoring landscapes, supporting biodiversity, and enhancing climate resilience across Scotland. This collaboration aligns with our commitment to **SDG 15: Life on Land**, reinforcing our responsibility to combat biodiversity loss, promote sustainable land practices, and contribute to a more resilient natural environment.

Through our involvement, we are able to support SBP's **Northwoods Rewilding Network**, a pioneering initiative connecting a growing network of 90+ farmers, crofters, community groups, and landowners. Together, these groups currently manage over 25,000 acres of land across Scotland, working to create a more resilient, nature-rich environment. By offering our legal expertise, we can help to facilitate the creation of vibrant ecosystems and sustainable land management practices.







This partnership has reinforced for us the critical role businesses can play in driving positive environmental change, and we are excited about the potential for even greater involvement in the year ahead. We are proud to contribute to the growing movement of rewilding and to make a lasting impact on Scotland's biodiversity and rural communities.

**Peter Cairns, Executive Director of SCOTLAND: The Big Picture said:**



*"We are delighted to welcome Burness Paull as a Rewilding Business Partner and exclusive pro bono legal partner. Together our partnership will make more rewilding happen across Scotland."*

*Despite its obvious beauty and drama, Scotland has endured centuries of ecological decline, leaving us as one of the most nature-depleted countries in the world.*

*It doesn't have to be this way. With the support of businesses like Burness Paull, we can collaborate with landowners and land managers to create a vast network of rewilded land and water across Scotland, where wildlife flourishes and people thrive."*



# Policy

RISK MANAGEMENT AND GOOD GOVERNANCE ARE  
CENTRAL TO OUR BUSINESS AND OUR DECISION MAKING.





# Good Governance

The governance & strategy board, under the leadership of our Chair Peter Lawson, has responsibility for overseeing the strategic direction of the firm.

Our Managing Partner, Mark Ellis, along with our operations board, is responsible for executing the strategy and ensuring the firm's effective stewardship.

We have a dedicated general counsel team which feeds in to, and works closely with, both our governance and strategy board and our operations board. We also have a dedicated information security manager and a data protection officer.

THIS YEAR, JILL MOORE WAS PROMOTED TO GENERAL COUNSEL PARTNER, SUCCEEDING LINDSAY WALLACE WHO NOW HOLDS THE NEWLY CREATED ROLE OF HEAD OF SUSTAINABILITY. THESE SENIOR APPOINTMENTS PLAY A KEY ROLE IN SUPPORTING THE FIRM'S MANAGEMENT.

*"I am absolutely delighted to have recently assumed the role of General Counsel Partner, having worked with the firm for almost two decades. I have spent the last eight years of my career helping to shape and develop our dedicated Risk and Compliance team during a period of rapid change and development in the regulatory landscape.*

*It is essential that we not only keep pace with our ever-evolving regulatory requirements but also remain forward-looking and confident that we are making the right decisions for our clients and stakeholders while upholding the highest standards of integrity and excellence in all that we do.*

*Good governance is the cornerstone of our firm's operations. It is imperative that we uphold the highest standards of governance at every level, ensuring that our practices are transparent, accountable, and aligned with both regulatory requirements and our clients' expectations. By fostering a culture of integrity and ethical conduct, we aim to enhance the valued trust and confidence placed in us by our clients and stakeholders."*



Jill Moore -  
General Counsel Partner



# Highlights



## Implementing a new Governance, Risk and Compliance platform

providing us with a holistic and auditable overview of our risk management and information security frameworks together with our supplier database. Not only does this support us in properly identifying, addressing and monitoring our key business risks, it also assists us in monitoring our suppliers and their approach to sustainability.



Engaging an independent third party to assist us in a full **review and refresh of our incident response and business continuity plans** followed by a number of detailed test exercises involving our IT and Information Security teams, business service leaders and senior management.



## Further growth and development of our Compliance team who

lead on client and matter acceptance, including analysis of potential conflicts, reputational and ESG risks and financial crime and sanctions risks. The General Counsel team, our dedicated Conflicts Committee (comprising a number of partners from across the business) together with our Chair and Managing Partner are heavily involved in assessing new clients and new business to ensure that the work we are doing continues to align with our values, risk appetite and regulatory requirements.



## Carrying out a detailed risk assessment following the implementation of

recent legislation to ensure we are taking all reasonable steps to prevent sexual harassment in the workplace. This was coupled with a review of our policies and training for all employees.



## Extensive monthly file audits completed by an independent third party

on (i) all aspects of file management including policy compliance and appropriate supervision; (ii) information security compliance; and (iii) AML compliance.



## Rolling out a mandatory training programme for all employees

and consultants. Topics included information security, anti-money laundering, anti-bribery and workplace behaviour.



## Achieving our ISO 27001; 2013 recertification with no findings or observations.

# What's Coming Next for Compliance?

IN TODAY'S RAPIDLY EVOLVING REGULATORY LANDSCAPE, IT IS IMPERATIVE FOR US TO COMMIT TO CONTINUOUS IMPROVEMENT AND DEVELOPMENT.

Keeping pace with regulatory developments and meeting client expectations requires a proactive approach to compliance, innovation, and service excellence.

By fostering a culture of ongoing learning and adaptation, we can ensure that our firm not only meets but exceeds the standards of regulatory compliance and client satisfaction. This dedication to continuous improvement is essential for maintaining our reputation, enhancing our capabilities, and delivering the highest quality of legal services.



## UPDATING OUR POLICIES AND ROLLING OUT FIRMWIDE TRAINING

on developments under the Economic Crime and Corporate Transparency Act including in relation to the new offence relating to the duty to prevent fraud.



## IMPLEMENTATION OF A DEDICATED INFORMATION

### SECURITY TRAINING

**PLATFORM** allowing for tailored, regular and interactive training to be provided to employees across the business.



## BUILDING ON PREVIOUS TRAINING

around workplace behaviours and culture together with further guidance on our firm values, expectations and key professional and regulatory responsibilities.



## FULL ANALYSIS OF THE LOCS:23 STANDARD

with a view to commencing the certification process in financial year 2025/2026. The LOCS:23 standard is a certification scheme approved by the Information Commissioner's Office for legal service providers which aims to ensure compliance with UK GDPR requirements by making data protection practices measurable, auditable, and certifiable.



# Workplace Culture & Conduct

WE HAVE ALWAYS BEEN COMMITTED TO CHALLENGING BEHAVIOURS THAT UNDERMINE OUR FIRM'S VALUES WHETHER IT'S BULLYING, UNFAIR TREATMENT, OR UNETHICAL PRESSURES. TO US THIS IS NOT ABOUT FOLLOWING RULES, BUT ABOUT UPHOLDING A STANDARD OF INTEGRITY THAT REFLECTS WHO WE ARE AS PROFESSIONALS.

As a firm, we have welcomed the Solicitor Regulatory Authority's (SRA) new guidance around appropriate behaviour at work and have used this new regulatory focus to provide us with an opportunity to reinforce our existing expectations around workplace behaviours at all levels.

We have introduced mandatory training sessions for our partners and other senior leaders within the firm to ensure awareness of their moral and regulatory obligations not only to treat colleagues with respect but to actively call out bad behaviours at work. We have also run firmwide training with all colleagues to reiterate our expectations and to ensure that colleagues know how to report inappropriate behaviour and that they feel comfortable doing so. While we have

an open door policy and encourage all colleagues to share their questions, concerns, suggestions or complaints with someone who can address them, we appreciate that there may be circumstances where someone may prefer to report anonymously and we have a whistleblowing platform to cater for that. Our new joiners also receive this training as part of their induction. We have also reviewed our internal and external reporting and risk assessment procedures and amended our policies and practices to ensure increased accountability and introduced manager and colleague guidance.

These steps are part of an ongoing conversation on how we further embed the principles of fairness, respect, and inclusion into our everyday working practices.



# ESG Services

ESG STRATEGY REMAINS HIGH ON BOARDROOM AGENDAS, WITH INCREASING RECOGNITION THAT ADDRESSING ESG CHALLENGES AND OPPORTUNITIES NOT ONLY MITIGATES RISKS BUT ALSO DRIVES LONG-TERM VALUE AND GROWTH.

With the new Labour government's Green Prosperity Plan, the UK is entering a key phase of sustainability policy.

Ambitious targets include achieving a zero carbon electricity system by 2030 and banning new internal combustion vehicles. Planning laws will also be relaxed to encourage onshore wind development. Alongside infrastructure investments, such as Green Freeports, City and Growth Deals, and the planned establishment of GB Energy in Aberdeen, these policies aim to transform the UK into a clean energy leader.

However, these changes present significant challenges for businesses. From adapting to stricter environmental policies to meeting increased scrutiny on ESG performance, organisations across industries must adapt to a rapidly evolving landscape. ESG considerations are no longer optional but central to strategic decision-

making, shaping how businesses operate, innovate and attract the talent needed to thrive in the future. These considerations are especially important to the next generation of workers – the business leaders of tomorrow.

As regulatory requirements evolve, frameworks such as the EU's CSRD and CS3D, the FCA's SDR and the ISSB standards are driving transparency and operational transformation. Embedding sustainability into operations positions businesses to compete in a world where ESG considerations are increasingly integral to success.

This report focuses on what we're doing as a firm to meet our commitment to being a responsible business. However, our clients are on the same journey and we're here to help them align their ESG strategies with business objectives and regulatory requirements.



We provide practical, tailored advice to help clients navigate ESG challenges and achieve measurable outcomes. Whether shaping a primary ESG strategy, managing litigation or addressing specific areas of compliance and operations, our expertise spans a range of services:

### ***1. Social impact & people matters:***

- Partnering with clients to create diverse, inclusive and socially responsible workplaces.
- Supporting employers to reassess workplace policies and practices, particularly recent changes brought about by the Employment Rights Bill.
- Sharing insights from our experience as a market-leading employer to help businesses attract, retain and develop talent.

### ***2. Corporate advisory & governance:***

- Assisting with reporting obligations, governance best practices, and directors' duties.
- Providing horizon scanning to ensure clients stay ahead of regulatory and procedural changes.
- Designing frameworks to integrate ESG considerations into compliance, risk management, and transactional activities.

### ***3. Environment & climate change***

- Advising on green energy and renewable infrastructure projects, including wind, solar and battery storage.
- Environmental impact assessments, regulatory approvals and planning processes.
- Supporting decarbonisation strategies, including retrofitting and energy efficiency improvements.

### ***4. Built environment & natural capital:***

- Supporting the sustainable development and management of properties and infrastructure, including retrofitting, leasing and decarbonising portfolios.
- Advising on natural capital projects, such as biodiversity credits, carbon offset initiatives, and habitat restoration schemes.
- Helping clients unlock opportunities to enhance the value of built and natural assets.
- Providing guidance on integrating natural capital considerations into broader ESG strategies, ensuring alignment with climate goals and stakeholder expectations.



## CLIENT SPOTLIGHT:

# City Energy Network

CITY ENERGY NETWORK IS ONE OF THE BIGGEST FULL-SERVICE ENERGY EFFICIENCY RETROFITTERS IN THE UK, ON A MISSION TO ENSURE THAT EVERY HOME AND BUILDING IS KEPT WARM WITH RENEWABLE ENERGY AND MAKE FUEL POVERTY A THING OF THE PAST.

As a cohort of ten businesses, City Energy Network offers energy companies and housing and local authorities an end-to-end capability, including identifying eligible households and contacting them to encourage scheme uptake. They have now helped to deliver most public sector schemes operating in Britain today and have partnered with dozens of local authorities across the country to decarbonise their housing stock and help residents stay warm and save money.

At present, City Energy Network installs energy efficiency measures in around 250 homes per month and employs 1,200 people but in response to the government's green agenda and in particular the new Warm Homes Plan, the growing organisation is looking to create 2,000 new jobs over the next three years.

In March 2024, we were pleased to advise Cairngorm Capital on its investment in City Energy Network, bringing together several affiliated companies into a single, vertically integrated group and supporting the introduction of businesses from founders and a like-minded equity

sponsor to support City Energy Network's highly ambitious team.

Like many private equity clients, sustainability is a core theme in Cairngorm Capital's investment strategy, and City Energy's leadership team can capitalise on the firm's expertise in building companies to scale operations and accelerate growth.

**Matt Anstead, Managing Director**, who leads **Cairngorm Capital's** sustainability investment, said:

*"Sustainability is a fundamental driver of change across the UK and it forms a key component within our investment strategy."*

*Cairngorm Capital's investment in City Energy highlights our belief in the potential of businesses that are helping to drive the change to sustainable forms of energy and emissions reduction. We are proud to support City Energy as it scales to meet the growing demand for energy efficiency across the UK."*







## CLIENT SPOTLIGHT:

# The Calanais Standing Stones

THE CALANAIS STANDING STONES ON THE ISLE OF LEWIS HAVE DRAWN VISITORS FOR OVER 5000 YEARS AND REMAIN AN IMPORTANT PART OF THE HERITAGE OF THE OUTER HEBRIDES. WE HAVE BEEN SUPPORTING URRAS NAN TURSACHAN (THE STANDING STONES TRUST), A NOT-FOR-PROFIT CHARITY THAT MANAGES THE VISITOR CENTRE AT CALANAIS, ON A £10M REDEVELOPMENT PROJECT TO TRANSFORM THE EXPERIENCE OF VISITORS TO THIS HISTORICAL SITE.

The project has a strong sustainability focus to protect the future of Calanais and has been necessary to keep up with continually increasing visitor numbers. Benefits will be far reaching, including conservation of the site and surrounding Neolithic landscape, the creation of an enhanced local community space and new opportunities for local businesses.

A share of revenue from the centre will in turn be reinvested into the local area, supporting heritage projects throughout the island.

The Islands Growth Deal, National Lottery Heritage Fund and HIE amongst others, have provided grant funding to help deliver the redevelopment.

A team of experts from across the firm were involved

in advising on a range of issues including the negotiation of grant funding agreements, procurement strategy and the negotiation of construction contracts (building contracts, appointments of professional consultants and performance guarantees).

**Ian Fordham, Chair of Urras nan Tursachan, said :**

*“The redevelopment of the Calanais Visitor Centre has been a long-held ambition of the Trust and the local community and would not have been possible without the assistance of the team at Burness Paull. When completed, the new centre will provide a 5-star visitor attraction and a first-class community facility, inspiring and engaging generations to come.”*

## CLIENT SPOTLIGHT:

# FOR EV

EV INFRASTRUCTURE PROVIDER FOR EV OFFERS A FULL SERVICE TO ORGANISATIONS LOOKING TO TRANSITION THEIR FLEETS TO ELECTRIC AND WORKS WITH LANDOWNERS TO CREATE A NETWORK OF FAST CHARGING PUBLIC SITES.

In July 2024 Burness Paull was pleased to advise longstanding client FOR EV on a landmark project that saw it install two major charging hubs at Network Rail Scotland's operational depots in Irvine and Cowlairs, near Glasgow.

With the capacity to charge 56 vehicles simultaneously, the hubs form part of Network Rail's National Road Fleet Transformation Programme that will see the rail network operator's fleet cars and vans transition to zero emission vehicles.

FOR EV, which is backed by the Scottish National Investment Bank, has been contracted by Network Rail Scotland to not only install but also operate and maintain state-of-the-art charging systems for years to come.

**Lindsay Wallace, Founder and Executive Director - Sales and Innovation Europe at FOR EV** said:

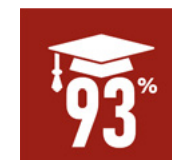
*"Our overarching purpose is to accelerate the country's move to more sustainable means of travel, and that includes supporting organisations to transition their fleets to EV."*

*"This project with Network Rail Scotland is the biggest we've delivered to date, further demonstrating that we can meet the expectations of large and complex organisations who operate nationally important infrastructure, working to the highest standards of compliance."*

*"The commitment and trusted advice Burness Paull has provided FOR EV since the business was established has been critical to our success to date."*



# Partnerships & Accreditations





 Burness Paull