


We do more

Impact Report 2025

A woman with blonde hair, wearing a dark blue apron over a dark blue tank top, is smiling at the camera. She is standing in a kitchen or bakery. In the foreground, there is a large, flat, rectangular piece of dough on a dark, floured surface. To the left, there is a bottle of 'Anti-bacterial' spray and a smartphone. In the background, there are shelves with various items, including a poster that says 'LUMINARY BAKERY' and some books.

Volunteering at
Luminary Bakery, a
social enterprise that
empowers London's
most disadvantaged
women to thrive.

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Creating long term impact

This year, London Law Collective is five years old. Our vision from the outset was to build a firm that not only provided high-quality legal advice to thriving start-ups and established businesses, but also create a culture that puts our staff, society and the environment first.

Five years on, we can reflect on our successes. This year not only did we win a People in Law Award for Best Environmental, Social and Governance Initiative, but were also Highly Commended by Legal Business and Modern Law Awards for Boutique Law Firm of the Year. As well as that, we received our B Corp Certification in August 2023 which means that we are now part of a growing cohort of businesses across the world that are taking their ESG goals seriously.

For us, it's always been about how we can create impact. That is why we continue to contribute to 1% for the Planet, believing that every business should give back what they can, we've established policies such as a family and flexible working policy so we can give our staff the space and time they need to do their work efficiently, and why we continue to pursue work with clients that have a social purpose.

But don't just take our word for it. Our clients and partners regularly comment about our CSR work. We recently supported Borneo Orangutan Survival UK on #GivingTuesday and received the following client comment on LinkedIn:

"Another reason why I love to work together with London Law Collective. Great to see caring for so many good causes alongside the excellent legal expertise 🌟 #GivingTuesday #impactwork"

This Impact Report is the second we have published and gives an update on the work we have done over the past two years and our commitments for the future.

Despite the increasing political polarisation around CSR, we are committed to our long-term responsibilities. We believe that business can and should be a force for good and will continue to work together to ensure that the impact we have on the world around us is as beneficial for all as possible.

Joanna Farquharson, CEO & Co-Founder





Our vision

A standout law firm that delivers exceptional legal advice and respects the world around us.

Our mission

To support start-ups and high growth businesses through our consistently excellent legal advice, an empowering culture, and a commitment to social and environmental responsibility.

Our values

- **We are collaborators** – we accelerate the potential of high-growth start-ups.
- **We are experts** – we empower cutting-edge businesses with excellent, clear legal advice and solutions.
- **We are considered** – we communicate clearly and think carefully about our work and the people we work with.
- **We are supportive** – we build meaningful relationships, are trusting and generous.
- **We are responsible** – we play a positive role in the world around us.





Our impact aims:

- Develop strategic goals aligned with the UN's Sustainable Development Goals.
- Work with consultants and suppliers to respect social and environmental aspirations.
- Review and report on our social and environmental impact.

Our commitments:

- Create a culture of inclusivity and diversity with values lived by the team.
- Work by a code of ethics and an environmental action plan.
- Give staff time off to volunteer and provide encouragement to do pro-bono work.
- Look after the world around us.
- Build an open-minded culture and work environment.

Our focus:

- Concentrate on three UNSDGs: promoting inclusive and decent work practices, tackling the climate crisis, and building better institutions at all levels.
- Work with clients that have a social change purpose.
- Develop an organisational culture that embeds social impact within our practice.





Section 01

Our Impact

Our Impact



B Impact Score of

94.3

against an average sector score of 50.9
(higher than most UK law firms)

£58K

overall donations to 1% for the Planet since August 2021
(90% monetary, 10% in kind)

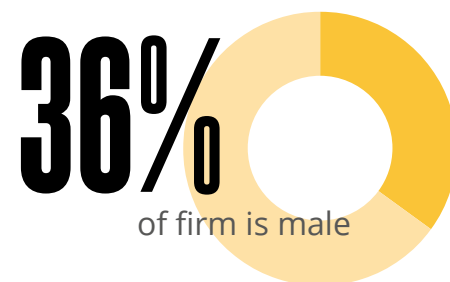
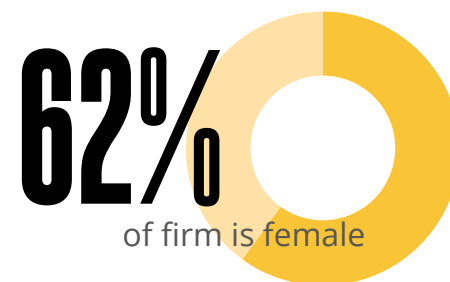
£20.6K

(in kind and monetary)
donated to 1% for the Planet in 2023/24.

11

organisations supported on pro and lo-bono basis

GENDER



SRA Equality and diversity questionnaire 2025

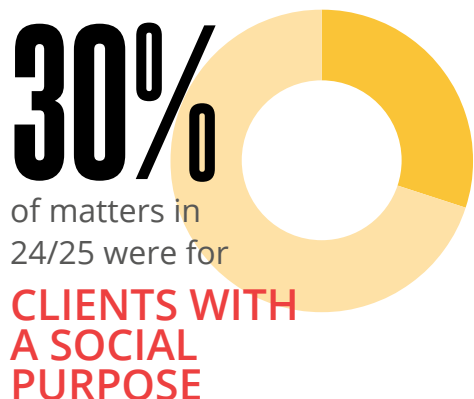
Donations in 2024/2025 to:

GOODGYM
BORNEO ORANGUTAN SURVIVAL UK
THE CHILDHOOD TRUST
ENVIRONMENTAL INVESTIGATION AGENCY UK
CITY OF TREES
ACCESS TO JUSTICE FOUNDATION
LUMINARY BAKERY



contents

Our Impact



"The judges were impressed by this firm positioning itself as a socially conscious law firm since its inception and the multi-faceted approach adopted by this firm and the substantial number of volunteers engaged in achieving their ESG goals. The firm's principled and authentic approach shone out. Whether engaging with environmental issues, the living wage, or B-Corp status – this small firm is truly having an outsized ESG impact."

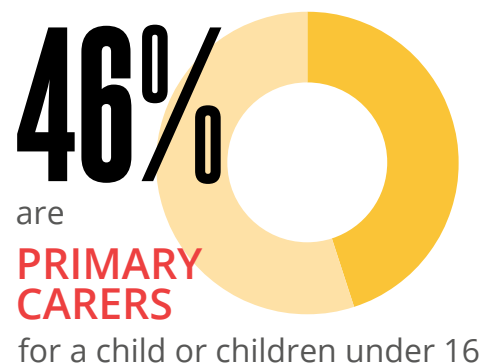
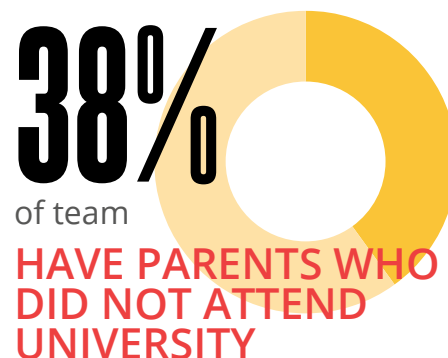
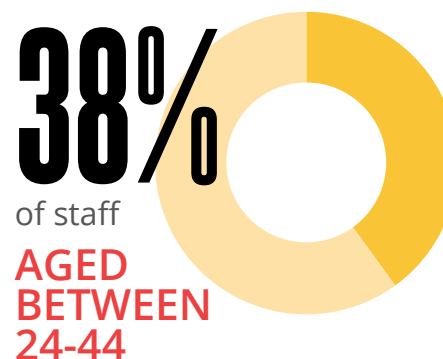
People in Law Award Judges

Awards won
**LEGAL BUSINESS
AWARDS 2025**
Highly Commended:
Boutique Law Firm of
the Year

**PEOPLE IN LAW
AWARDS 2025**

Winner
Best Environmental, Social
and Governance Initiative

**MODERN LAW
AWARDS 2025**
Highly Commended
Boutique Law Firm of
the Year



*SRA Equality and diversity
questionnaire 2025*

**Staff who hold
TRUSTEESHIPS
with charities
or do long-term
voluntary work:**

Joanna Farquharson: *Chair,
West London Welcome (Refugee
charity) and Governor of Bute
House School*

David Farquharson: *Trustee
of Sunny Hill Foundation (UK
charity)*

Tim Herbert: *regular presenter
on Torbay Hospital Radio and a
trustee of the Torbay Coast and
Countryside Trust*

Lizzie Frost, *Trustee of
Derwenlas Community Centre*

Mike Hornsey, *peer mentor
with LawCare, volunteer with
The Listening Place and Pilgrims
Hospice*

Our Impact

Staff
ENGAGEMENT RATING

8.4

high levels of meaning, purpose,
and personal growth at work

*Based on Happiness at Work Index Survey,
January 2025*

5

staff work on the basis of
HYBRID WORKING
(five days over two weeks)

Other members of staff (employed or
consultant) are remote.

40%

**OF SUPPLIERS
ARE LOCAL**

(22 of 55 suppliers are
based in London)

25

**IMPACT SOCIAL
POSTS**

on LinkedIn and
Instagram

Environmental Impact

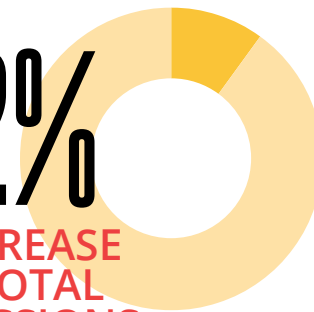
25

**GREEN SMALL
BUSINESS ACTION
PLAN SCORE**

Above average for
businesses in the sector

12%

**DECREASE
IN TOTAL
EMISSIONS
SINCE BASELINE
RECORDED**



Green Small Business dashboard (2023-24)

Staff
HAPPINESS RATING

8.5

0.7 higher than the global
benchmark average

*Based on Happiness at Work Index Survey,
January 2025*

Active policies:

**ENVIRONMENTAL
ACTION PLAN**

**CODE OF ETHICS
AND BUSINESS
CONDUCT**

**SUPPLIER CODE OF
CONDUCT**



Section 02

Our Impact Work



Decent Work and Economic Growth

(UNSDG 8)

We are committed to taking our responsibilities as a socially conscious law firm seriously for the long-term. Our impact aims include: supporting staff and suppliers to do more, using our knowledge and skills to help others to do more than alone, creating a culture of inclusivity and diversity, and looking after the world around us. Using a definition from the Social Purpose Institute, 30% of matters in 24/25 were for clients with a social purpose.

WE DO THIS BY:

- **Providing expertise and advice** to start-ups and innovators at Imperial Enterprise Lab, Oxford Saïd Business School, London Business School and University of Manchester's Global Graduates Programme.
- **Giving staff time to volunteer** for social causes from suicide prevention charity The Listening Place, hospice care charity Pilgrims Hospice, Torbay Hospital Radio, Odiham Cricket Club, Derwenlas Community Centre and refugee charity, West London Welcome.
- **Providing pro and lo-bono work** for organisations such as Torbay Hospital Radio and West London Welcome.
- **Provide 30 minute advice surgeries** for charities free of charge.
- **Offer flexible working and policies** such as 14 weeks full paid maternity leave, adoption and shared parental leave pay, and diversity training.
- **Supporting employee wellbeing** with policies such as, breastfeeding policy, transgender policy and menopause policy, team yoga and socials every week. We regularly check-in with staff to manage workload and wellbeing and undertake an annual staff happiness engagement survey.
- **Offering hybrid working** allowing our employees to work 50% of their work time at the office over a two-week period, and one week per year from anywhere in the world they want.
- **Providing private healthcare and insurance** to all employees along with life assurance that is worth three times an individual's salary. We have pensions with an ethical investment option (Nest).
- **Publishing short video interviews** with our staff on our social media channels.
- **Providing a real Living Wage** ensuring that all our employees receive a real Living Wage in line with the guidelines of the Living Wage Foundation.



← Director
Tim Herbert
volunteering as
a DJ for Torbay
Hospital Radio



OUR FUTURE COMMITMENTS:

- We will give staff time to volunteer for important causes.
- We will give time for staff to provide pro and lo-bono advice.
- We will work with businesses that have a social purpose.
- We will provide legal support and advice to startups with social purposes.



CASE STUDY

Manchester Global Graduates Programme

← Jo Farquharson, CEO with students from the University of Manchester's Global Graduates Programme.

Every year, we are pleased to welcome a group of motivated and engaged students from the University of Manchester's Global Graduates Programme. This initiative supports the next generation of talent as they explore their career options and build their professional networks.

During their visit, students from a variety of backgrounds and disciplines—including Geography,

Computer Science, Law, and Optometry—gain valuable insights into the realities of working in the legal and business sectors, as well as life in London. Our team shares firsthand experiences of supporting businesses at every stage, from start-ups to established organisations, and discusses the diverse career paths that have brought us together.





Tackling the Climate Crisis

(UNSDG 13)

The climate crisis is impacting our local and international environment in a way not seen before. That is why we not only offer support to charities such as Torbay Coast & Countryside Trust, City of Trees, Environmental Investigation Agency and Borneo Orangutan Survival (UK), but also provide expert legal advice to many innovative clients that are developing new technologies to help deal with the climate crisis such as Key ESG, LØCI, Inlyte Energy, Ponterra, Iolight, Kostume Fashion, and Dodona Analytics.

WE DO THIS BY:

- **Being a certified member of Green Small Business** that allows us to track and report our environmental impact, improve our efficiency and reduce costs.
- **Regularly monitoring and recording** of our waste production.
- **Providing advice to our team** to help them reduce their environmental impact whilst working at home.
- **Using an active Environmental Action Plan** that monitors, reviews and provides advice on areas such as energy consumption in the office, recycling, waste disposal, green travel, purchasing of sustainable goods and services, providing green advice to clients and ethical company administration.
- **Being members of 1% for the Planet** and giving support to environmental organisations.

PONTERRA



CASE STUDY

Ponterra

We have advised Ponterra, our long-standing client focused on global nature restoration projects, across a range of corporate legal matters. Ponterra is a commercial developer and operator of biodiversity-rich reforestation projects with a mission to restore nature at scale. They develop the highest-quality carbon projects that not only reverse climate change but also bring back biodiversity and uplift rural communities. Ponterra's flagship project in Panama is fully financed by Microsoft and Rubicon Carbon and will restore 10,000 hectares of degraded agricultural land by planting over 75 native tree species in partnership with smallholder farmers.

www.ponterra.eco



OUR FUTURE COMMITMENTS:

- We will continue to support environmental charities with pro-bono and voluntary work.
- We will continue to be members of 1% for the Planet.
- We will continue to encourage our staff and suppliers to live and work in a more environmentally friendly way.
- We will monitor our environmental impact using our environmental action plan.



CASE STUDY

Modern Milkman



We advise Modern Milkman on general corporate workstreams, including both equity and debt financing matters. Modern Milkman delivers milk and other products to households across the country. They aim to create a waste-free future, in which collecting, washing and reusing packaging is the norm. They combine a traditional milk round with modern technology, working with independent dairies and suppliers to create convenience with a conscience at the push of a button. <https://themodernmilkman.co.uk/>



Peace, Justice and Strong Institutions

(UNSDG 16)

One of our core values is to be supportive, build meaningful relationships, and contribute positively to the world around us. As lawyers, we are committed to upholding the rule of law and ensuring the proper administration of justice. We believe in providing access to justice for all, building effective and accountable institutions at every level, and offering legal advice to those in need. We encourage all our staff to take proactive accountability, being mindful of the impact their actions have on the world around them.

WE DO THIS BY:

- **Supporting organisations** such as Torbay Hospital Radio, and West London Welcome, a community centre that supports refugees, asylum seekers and migrants from across the world.
- **Volunteering with The Listening Place**, a mental health charity that provides support to people who are dealing with issues of suicide, LawCare, that provides peer to peer support to lawyers, Derwenlas Community Centre, and Refugee Network International, that provides vital food and suppliers to homeless refugees in London.
- **Donating to charities** such as GoodGym, Borneo Orangutan Survival UK, The Childhood Trust, City of Trees and Environmental Investigation Agency UK.

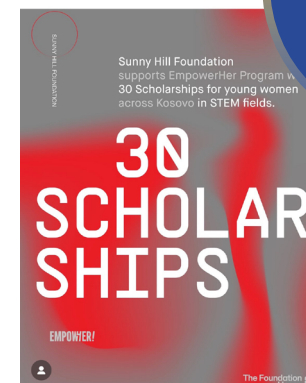


OUR FUTURE COMMITMENTS:

- We will continue to provide our staff with time to volunteer for causes of social justice.
- We will continue to support people in need across the world, including refugees and migrants.

CASE STUDY

Sunny Hill Foundation



Sunny Hill Foundation, founded by global music artist Dua Lipa, is a charity dedicated to supporting Kosovan society through arts and culture initiatives. Its annual event, the Sunny Hill Festival in Pristina, has featured major artists including Fatboy Slim, Shawn Mendes, and Stormzy. The Foundation also empowers emerging songwriters and musicians via industry collaborations and scholarships for young women in STEM, and supports local community organisations. As part of its work in the music sector, London Law Collective co-founder David Farquharson serves on the Foundation's Board, providing commercial and charity law advice.





Shockingly nearly 12,000 people sleep rough in London every night. Food, hygiene, digital and clothing poverty are just some of the things that rough sleepers, the homeless and marginalised communities suffer daily. For many, just getting their hands on the essentials needed to survive is a daily struggle.

That's where Refuge Network International come in. Their mission is simple, to bring communities together to effect change and leverage corporate power to empower communities. Working with partners, volunteers and supporters they strive to improve the lives of those who need help, directly. They do that by providing lifesaving meals to people on the streets, providing essential items such as toiletries, clothing and bags and providing support to refugees, migrants and the homeless.

That's also why the London Law Collective team volunteered with Refuge Network International to deliver a lunch service at an outdoor soup kitchen and hand out food parcels to rough sleepers in Central London. This was a very rewarding day for the team but also allowed us to see first-hand the impact we can have together on the lives of people who need it.



↑ Volunteering with Refuge Network International at an outdoor soup kitchen in central London



CASE STUDY

Refuge Network International



With thanks to:

Lynsey Braddock, *Legal Operations Executive*

Emma Carter, *Senior Consultant*

Fehime Cekic, *Paralegal*
Lisa Charles, *Compliance Consultant*

Sarah Chiapinni, *Senior Consultant*

Oliver Downie, *Senior Consultant*

Joanna Farquharson, *CEO and Co-Founder*

David Farquharson, *Co-Founder*

Adrian Good, *Senior Consultant*

Lizzie Frost, *Senior Counsel*

Tim Herbert, *Director*

David Hornby, *CFO*

Mike Hornsey, *Senior Consultant*

Julia Montero, *Senior Consultant*

Nick Pritchett, *Senior Consultant*

Louise Walker, *Senior Consultant*

Teresa Wilcocks, *Senior Associate*

Francesca Yardley, *Senior Consultant*

Georgie Blears, *Consultant*

Miki Lentin, *Communications Consultant*

Our dogs, Lyra, Santi & Ollie

LONDON LAW COLLECTIVE

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