



myerson IMPACT

**Our ESG Commitments &
Achievements 2025/26**



Proudly
employee
owned.



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Welcome

Myerson IMPACT is our collective commitment to doing business the right way; with purpose, integrity and genuine care for the world around us. Since Myerson was founded in 1982, involvement with our local community in Altrincham, Cheshire and beyond, has been close to our heart. As an employee-owned firm, this matters deeply to all of us.

Myerson IMPACT brings together the things we're passionate about: supporting our people, giving back to our community, reducing our environmental footprint and leading with transparency and accountability.

This year, we've seen how powerful it can be when every person in our firm plays a part. From taking meaningful steps to reduce our emissions, to strengthening wellbeing and inclusion, to contributing time to local causes, Myerson IMPACT has grown because our people believe in it.

Most importantly, ESG isn't a box-ticking exercise. It's rooted in the values we share as employee-owners and our ambition to build a firm we can be proud of today and in the future.

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“Our dedication to ESG runs through everything we do, and Myerson IMPACT is how we turn that commitment into real, measurable change.”

– Joanne Perritt, Head of ESG at Myerson

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Our ESG Strategy

Environmental, Social and Governance considerations influence everything we do at Myerson. We have always firmly believed that we have a responsibility to support our people and the community in which we operate.

Myerson IMPACT is the framework that shapes how we behave as a responsible and sustainable business, bringing our ESG commitments to life across our employees, our community and our environment.



Our ambition for the planet.

We are aiming to cut our Scope 1 and 2 emissions by 34% by 2027 (from our 2022 baseline), move to 100% renewable energy and reach carbon neutrality by 2030.

Our contribution to society.

We want to make a difference by supporting our local communities and businesses, driving local initiatives that help our area flourish, and giving our time to charities that improve people's lives.

Our approach to how we conduct our business.

We will continue to strengthen how we operate by promoting transparent employee ownership, living our core values, listening to our people, and upholding responsible governance.

Our strategy and activities are driven by our ESG Committee, headed by Joanne Perritt, Partner and Head of Real Estate. The Committee is supported by three dedicated sub-teams:

- The Green Team
- The Fundraising Team
- The Volunteering & Community Team

Around 25 employees are involved in these teams, all of whom are genuinely passionate about making a positive impact across our firm, our community and our environment.



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Environment

How we reduce our impact on the planet.

Our ambition for the planet.

We are aiming to cut our Scope 1 and 2 emissions by 34% by 2027 (from our 2022 baseline), move to 100% renewable energy and reach carbon neutrality by 2030.

How We're Making an Impact

Reducing Energy Consumption

- Opening our refurbished top-floor office space, redesigned with sustainability and energy efficiency in mind.
- Using LED lighting and intelligent light sensors across the building.
- Partnering with waste management and stationery suppliers that operate fully electric delivery fleets.

Reducing Waste & Improving Recycling

- Operating a paperless policy across the firm, including promoting the use of e-signatures.
- Donating old IT equipment to local schools and charities, including Greater Manchester Rape Crisis, to extend product life and support education and community services.
- Recycling and repurposing old office furniture.
- Removing single-use plastics from all meeting rooms.
- Introducing Rocketbooks to reduce the use of paper notebooks.
- Providing reusable water bottles for all employees.
- Diverting our food waste from landfill through anaerobic digestion, generating renewable energy and fertiliser.
- Partnering with waste providers to ensure responsible disposal
- Supporting the Crisp Packet Project, turning used crisp packets into thermal blankets for people experiencing homelessness.
- Collecting rainwater to water office plants.
- Introducing our “responsible procurement” initiative with suppliers.
- Using environmentally friendly toilet rolls, hand towels, tissues and antibacterial wipes.





Sustainable Travel

- Operating a smart working policy with two work-from-home days, significantly reducing business travel.
- Offering four EV charging points onsite to support low-emission travel.
- Expanding our cycle to work scheme, which includes the use of e-bikes.

Air Quality

- Adding more live foliage to improve air quality and create a healthier workspace.

Awareness Campaigns

- Running our “Plastic Free July” campaign.
- Hosting the annual “Great Big Green Week,” with lunchtime litter picking, recycling collections, and a firmwide environmental quiz.
- Organising a second-hand toy donation initiative.
- Running a preloved clothing donation and clothes swap.

Our confidential waste is shredded and recycled to make notebooks.

100% of our waste is now diverted from landfill (compared to <4% of waste being sent to landfill in 2024).

Our crisp packet collection helped contribute to the production of 10 survival blankets for people experiencing homelessness.

In 2025, 1.57 tonnes of food waste were diverted from landfill and recycled through anaerobic digestion, generating up to 1,330 kWh of renewable energy.



Social

How we support our people and our community.

Our contribution to society.

We want to make a difference by supporting our local communities, creating opportunities for future talent, championing diversity and inclusion, and promoting the wellbeing of everyone at Myerson.

How We're Making an Impact

Supporting Our Local Communities

- Prioritising sourcing products and services from local suppliers.
- Donating books to local schools.
- Running seasonal donation campaigns, including Easter egg and advent calendar collections for local foodbanks, alongside toy donations for local charity shops.

Fundraising & Charitable Giving

- Engaging employees to nominate the charities we support as a firm.
- Coordinating our flagship 2025 fundraising event, where colleagues and their families completed the Cheshire Three Peaks Challenge, raising over £7k for Francis House Children's Hospice.
- Hosting our annual Myerson Bake-Off, with colleagues baking to raise money for local causes including Paint Altrincham Blue, Manchester Mind and Trafford Domestic Abuse Services.
- Supporting the annual Paint Altrincham Pink campaign, raising funds for Prevent Breast Cancer.

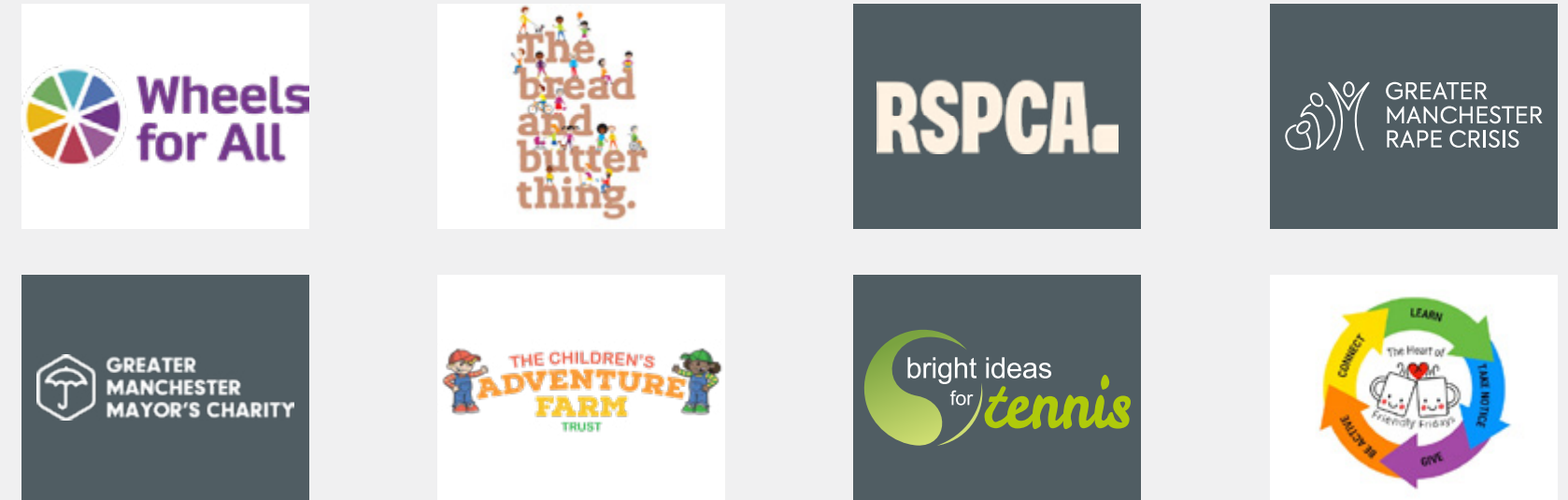




Volunteering

- Providing every employee with an annual volunteering day to support a cause of their choice.
- Identifying and coordinating meaningful volunteering opportunities for employees across our local community.

Just a few of the volunteering projects we supported in 2025 include...



Local Sponsorships

We actively support our local community through sponsorships including:

- A Taste of Altrincham food & drink festival.
- Radio Alty, helping fund community broadcasting and volunteer training.
- Altrincham Football Club, supporting the club and its fans.
- The Brit Fest 2024, celebrating British music, culture and community.





Developing Talent & Social Mobility

- Offering solicitor apprenticeships that support early-career opportunities and social mobility.
- Running our Trainee Solicitor Programme to provide opportunities for the next generation of talent.
- Delivering our annual Summer Vacation Scheme.
- Attending careers fairs and mock interview days; delivering school talks on apprenticeships and a career in law.
- Partnering with Manchester Young Professionals (MYP), supporting events and providing resources for emerging talent across Manchester.
- Supporting the Manchester Trainee Solicitors Group.



Diversity, Equity & Inclusion

- Publishing our annual Diversity Report.
- Sponsored Manchester Young Professionals' Pride Event 2025.
- Organising inclusive wellbeing workshops such as "Neurodiversity in the Workplace", "Mindfulness for Menopause" and more.
- Celebrating our annual Ramadan "break your fast" social.
- Delivering ED&I training sessions across the firm.
- Introducing family-friendly policies supporting equality and inclusion.

Career Development & Learning

- Promoting from within: 17 internal promotions achieved in 2025.
- Delivering ongoing Learning & Development Pathways tailored for peer groups.
- Committing to continuous professional development across all teams.



The Health & Wellbeing of our People

Delivering a range of wellbeing initiatives through the Myerson *Bee Well* programme, including:

- A £30 monthly contribution for all employees towards a wellbeing subscription of their choice.
- Private healthcare cover for all employees through Bupa.
- Monthly wellbeing initiatives and workshops available to all employees:
 - Self-care September activities.
 - Mindfulness workshops.
 - Workplace massage sessions.
 - Pilates and yoga classes.
 - Sound bath sessions.
 - Walk & Talk meet-ups.
- An annual Parents Lunch to help new parents, including those on maternity or paternity leave, stay connected with colleagues.
- Men's health initiatives: Andy's Man Club; Prostate Cancer Awareness campaigns.
- Menopause in the Workplace sessions and raising awareness of our menopause policy.
- Supporting Conveyancing Wellbeing at Work Week.
- Generous holiday leave, plus an additional day off for each employee's birthday and paid closure over Christmas.

Each employee is given a paid volunteering day annually to contribute to a cause that matters to them.

£13,481 raised in 2025 for local charities.

17 internal promotions in 2025.

£30 monthly contribution towards wellbeing activities for all employees.

38 days (282 hours) of volunteering in 2025, a 33% increase YoY.



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Governance

How we run our business responsibly and transparently.

On 6th September 2024, Myerson became a 100% employee-owned firm, placing our people at the heart of decision-making and financial reward. This move has strengthened our independence and long-term sustainability.

Our approach to governance.

We will continue to uphold transparent, accountable and inclusive governance that empowers our employee-owners, strengthens trust and supports sustainable decision-making across the firm.

How We're Making an Impact

Employee Ownership

- Celebrating Employee Ownership (EO) Day each June to promote awareness and pride in our employee-owned status.
- Announcing our first tax-free bonus in September 2025 for all employees under the Employee Ownership Trust.
- Winning "Employee Ownership Transition of the Year 2025" at the Employee Ownership Association Awards.

Our Values & The Myerson Promise

- Updating our Core Values to reflect our new employee-ownership structure.
- Ensuring our Core Values and the Myerson Promise guide how we recruit, develop, reward and promote our people.
- Applying these principles in how we serve clients, collaborate internally and engage with our community and suppliers.



Employee Voice, Engagement & Feedback

- Launching a new Employee Engagement Committee, providing a platform for two-way communication and cultural development.
- Delivering firmwide Townhall meetings every six months to share updates from our leadership and Trustees.
- Operating a virtual suggestion box to encourage regular, open, honest feedback.
- Conducting our annual Employee Engagement Survey, including questions on ESG awareness and employee priorities.
- Using survey insights to inform initiatives, improve the work environment and guide organisational decisions.

Trustees & Governance Structure

- Maintaining a clear governance framework overseen by Trustees acting on behalf of the Employee Ownership Trust.
- Strengthening our ESG governance through our ESG Committee and its dedicated sub-teams, namely the Green Team, the Fundraising Team, and the Volunteering & Community Team.

We won “Employee Ownership Transition of the Year 2025” at the Employee Ownership Association Awards.

In June 25, we celebrated “Employee Ownership Day” for the first time.

Myerson’s Employee Engagement Committee

The Employee Engagement Committee is a cross-firm body comprising volunteer employees from all departments, functions and levels of seniority. The Committee provides an inclusive forum for employee feedback and supports the continuous development of Myerson’s culture, ensuring the firm remains a positive, people-focused place to work. Its remit includes reviewing people initiatives, contributing to policy development and helping to maintain alignment between employees, leadership and the firm’s strategic direction. Some of the Committee’s priority projects in 2025:

- Contributing to discussions on Myerson’s culture and identifying the core cultural elements to preserve for the future.
- Reviewing the annual Employee Engagement Survey and advising on key priorities for the People & Culture team.
- Providing input into the development of the firm’s 10-Year Vision.
- Supporting the review and refresh of the firm’s Core Values.
- Informing the redesign of the Performance Review process.
- Generating proposals for Learning & Development initiatives.
- Contributing ideas to support employee wellbeing.
- Advising on updates to family leave policies, resulting in the harmonisation of Shared Parental Leave and Adoption Leave benefits with Maternity Leave.
- Providing input into and participating in the firm’s first Employee Ownership (EO) Day Conference.

“For me, employee ownership means that we are all collectively invested in the firm’s success. We care about the people we work with, we hold ourselves accountable, and we each have a meaningful stake in the firm and its ambitions. The Employee Engagement Committee plays a vital role in this. It provides a platform for employees to share ideas, contribute to continuous improvement, and help ensure the firm protects its core culture and remains a great place to work. The Committee acts as a key link between the Board, the Trustees and all employees, championing ideas and supporting the free flow of feedback for the benefit of everyone.”

– Carly Traverse, Senior Associate, Residential Property and EEC member.

“For me, working for an Employee-Owned company ensures that employee engagement is at the heart of business decisions, motivating employees to continue to work hard to help the business grow.”

– Vicki Fagan, Senior Associate, Employment and ESG Committee member.

“It was really special to celebrate our first EO Day together. Becoming employee-owned was a big moment for Myerson, and it’s something I’m incredibly proud to be part of. Days like this remind us how far we’ve come – and how much we can achieve together as we keep building the firm’s future.”

– James Birch, Talent Manager and Employee Trustee.



About Myerson

We are an independent law firm delivering the highest quality service to businesses and individuals across the UK and internationally. Recognised as a Top 200 UK Law Firm, Myerson is driven by determination and enthusiasm to support our people.

Find out more about our core values [here](#).



In September 2024, Myerson proudly became the first law firm in Manchester to transition to 100% employee-ownership. With over 160 employees and 27 partners, we are one of the largest employee-owned organisations in the UK and a significant force within the legal industry. This milestone unites us as one team, giving every employee a shared stake in our success. By empowering our people, we strengthen the collaborative culture at the heart of Myerson, attract top talent, and ensure our firm's future is shaped by those who make it exceptional.

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