



## **CORPORATE SOCIAL RESPONSIBILITY**

As an employer in the West Midlands we recognise the importance of creating a positive social impact by supporting the community and people where we work and live and actively caring for the environment in which we operate. WH Law is committed to continuous ethical behavior and sustainable economic development in addition to assisting the workforce to improve their quality of life along with that of their families, the local community and society as a whole.

### **Our Clients**

We will serve our clients with honesty, integrity and professionalism. We will provide our services with care, skill, competence and diligence consistent with the best interests of our clients and the wellbeing of our workforce.

### **Standards of Practice**

We are committed to providing our services in a manner consistent with established and accepted standards of the profession and with the laws and regulations which govern our practice. We will avoid conduct that would be considered unethical or unprofessional.

### **Our Employees**

We recognise that our employees are one of our most vital resources and their importance is imperative in making WH Law LLP sustainable and successful. We are committed to creating a working environment where people can flourish and find the freedom to fulfill their potential. Our ambition is guided by the aim of delivering a competitive and fair employment environment and to providing the opportunity for employees to develop and advance, subject to personal performance and business objectives. We invest in the development of our employees' skills and capabilities through training and support.

We are committed to offering equal opportunities to all people without discrimination as to race, sex, nationality, ethnic or national origin, language, age, marital status, sexual orientation, religion or disability. The Company does not tolerate harassment in the workplace in any form

and remunerates fairly with respect to skills, performance, competitors and local market conditions.

We encourage an open and honest culture in all its dealings with employees. Channels of communication have been established to allow employees to voice their views and concerns and the Firm briefs all employees and/or their representatives on all relevant matters on an ongoing basis.

### **Health & Safety**

We are committed to ensuring the health and safety of our staff and clients and we have rigorous procedures in place to monitor and maintain the highest standards in the workplace. We aim to prevent accidents and promote good health and safety by developing a health and safety culture within the company.

In addition to protecting individuals from accidents and industrial processes that cause ill health, we are also proactive in the management of wellbeing and reducing workplace stress.

### **Environment**

We are committed to continuous improvement in the environmental performance, the prevention of pollution and to improving efficiency in the use of resources including energy, water, packaging and other raw materials.

### **The Wider Community**

We are committed to being a responsible corporate citizen through the support for projects across a range of organisations and charities. We aim to support the creation of prosperous, educated, sustainable and healthy communities. With a focus on enterprise, health and welfare and the environment, we are involved in developing target programmes for local communities - often involving commercial sponsorship and employee engagement through our ongoing association in the Black Country Alliance Committee's, Birmingham Diversity and Equality, Pro Bono work, and support for local charities such as Acorns.

Serving society is at the core of our philosophy. This is a commitment focused on the needs of our clients, employees and the communities in which we live and work.

We serve society by:

- operating from day to day in an environmentally and socially responsible way, for example, by minimising material use and recycling where cost effective and appropriate;
- aiming to support and strengthen local communities, for example: respecting the diversity of communities in which we operate and being sensitive to local needs; through various pro bono activities; by actively promoting and participating in the Alliance for the Black Country and Future Alliance, engaging in Pro Bono work through local initiatives, and support for local charities such as Acorns Children's Hospice;
- providing legal services according to the highest ethical and professional standards;
- promoting the advancement of and participation in cultural life;
- continuing to improve ourselves as global citizens.

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