

PEOPLE | IDEAS | LONG-TERM THINKING

LONGMORES
SOLICITORS

RESPONSIBLE BUSINESS REPORT

2025 / 2026



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INTRODUCTION

At Longmores, we are proud to reflect on a year of renewal, progress, and continued responsibility. As a firm that has served our community for over 200 years, we recognise that our success depends not only on the quality of legal services we provide but also on how responsibly we operate within society.

Building on the momentum of our 2024/2025 report, this year our environmental, social and governance (ESG) strategy has matured further. The ESG Committee has continued to guide initiatives across our four key workstreams: reducing our environmental impact, enhancing our internal and external social value, improving our governance structures, and developing robust processes to support progress. This was also a landmark year for the firm itself, with a carefully planned leadership succession marking the start of a new era for Longmores.

This report sets out what we have achieved in 2025/2026, what we have learned along the way, and where we intend to go next. It is a record of our collective efforts as colleagues, partners, and members of the wider Hertfordshire community.

WELCOME

Dear clients, colleagues, and friends

This past year has been one of significant change and steady progress for Longmores. In March 2026, after a career spanning 40 years as a solicitor, including 29 at Longmores and the last nine as Joint Senior Partner, Chris Pease retired. We thank Chris wholeheartedly for his dedication to Longmores and his huge contribution to the firm's success; he should be very proud of the firm he leaves behind. Richard Horwood joined Richard Gvero as co-leaders of the firm starting a new era that has been a long time in the planning, and is a mark of the strength of our culture that succession has come from within the firm.

Throughout this period of change, our commitment to responsible business has not wavered. We have remained on a renewable electricity tariff, continued to track our energy use, marked the first year of the Longmores Charitable Fund, extended our package of wellbeing benefits, and formally adopted our updated ESG policy.

ESG sits at the centre of our plans for the future: it is one of the four enabling themes that underpin our firmwide strategy and our 2030 vision – to be the leading firm of choice in our region for clients and colleagues who value trusted relationships, deep expertise, and a culture of integrity, collaboration and excellence.

Our efforts continue to be guided by the United Nations Sustainable Development Goals (UN SDGs), which provide a framework for aligning our activities with global priorities for people and the planet. This report captures our journey so far and points to the future we are determined to build.



> Our commitment to responsible business has not wavered



Yours faithfully,

Richard Gvero, Senior Partner
Richard Horwood, Managing Partner

OUR REPORT STRUCTURE

This report is structured around the three pillars of ESG – environmental, social, and governance – each section outlining the initiatives we have undertaken, the progress we have made, and the next steps we plan to take. Within each section, we reference the UN SDGs most relevant to our activities, reaffirming our commitment to contributing to these global goals while staying rooted in the needs of our local community.

ENVIRONMENTAL

Reducing our environmental impact, meeting the challenges of climate change and working towards a more sustainable future.

SOCIAL

Supporting our people, our clients and our wider community, and promoting a fairer, more inclusive society.

GOVERNANCE

Maintaining the highest standards of ethics, accountability and transparency in everything we do.

The images below represent the UN SDGs Longmores has selected to support as part of our responsible business strategy, and these images will be present at the beginning of each relevant report section.



HIGHLIGHTS

The past year has seen continued progress across all areas of our ESG programme. Environmentally, we have maintained our renewable electricity tariff and strengthened our monitoring of energy consumption across the firm. Socially, the Longmores Charitable Fund has been invested for a year, our colleagues took on the Helping Herts 6 Marathon Challenge, we invested more than £24,600 in training across every practice area, and we introduced new wellbeing benefits including birthday leave and an extended compassionate leave policy. On governance, we completed a landmark leadership succession, formally adopted our updated ESG policy, finalised our ESG risk register, and recorded no cybersecurity incidents or data security breaches.

These achievements demonstrate that ESG and responsible business are an integral part of the way we run our firm through periods of change as well as continuity.

Environmental	Social	Governance
Maintained our renewable electricity tariff	Completed the first year of the Longmores Charitable Fund	Completed a landmark leadership succession from within the firm
Strengthened our monitoring of firmwide energy consumption	Took on the Helping Herts 6 Marathon Challenge	Formally adopted our updated ESG policy
Planned a new boiler at Castle Street, moving heating from oil to gas	Invested over £24,600 in training and introduced birthday leave	Finalised our ESG risk register, with no breaches recorded

ENVIRONMENTAL

Environmental impact





At Longmores we recognise that even as a professional services firm our operations have an environmental footprint, and we are determined to manage and reduce it. Reducing that impact remains a central focus of the ESG Committee. This year we have concentrated on maintaining reliable measurement of our energy use, which is the foundation of any credible reduction strategy.

1

Renewable electricity tariff

The firm remains on a renewable electricity tariff, meaning the electricity we use continues to be matched by renewable generation. Our electricity consumption for the year to date stands at 39,049 kWh.

2

Energy consumption baseline

Our oil consumption for the year to date totals 9,326 litres, reflecting the heating requirements of our Grade II listed offices at Castle Street. These figures give us a clear baseline against which to measure future reductions.

3

Boiler replacement at Castle Street

A new boiler forms part of the wider refurbishment at Castle Street. Work was placed on hold after additional asbestos was found in the boiler basement; investigations are now complete and installation is planned for October, moving our heating from oil to natural gas.

4

Towards a Net Zero roadmap

Our priority remains the development of a longer-term Net Zero roadmap, built on continued measurement across Scopes 1, 2 and 3 and on reduced consumption through improvements to our premises.

ENVIRONMENTAL

Environmental impact





This year we have focused on maintaining reliable measurement of our energy use, which is the foundation of any credible reduction strategy. Our electricity consumption for the year to date stands at 39,049 kWh, and the firm remains on a renewable electricity tariff, so the electricity we use continues to be matched by renewable generation. Our oil consumption for the year to date totals 9,326 litres, reflecting the heating requirements of our Grade II listed offices at Castle Street. Together these figures give us a clear baseline against which to measure future reductions.

Scope	Activity	GHG emissions 2024 (tCO2e)	GHG emissions 2025 (tCO2e)	GHG emissions 2026 (tCO2e)	Year-on-year change (%)
Scope 1	Oil	28.36	40.23	14.18	-65%
Scope 2	Electricity (Location-based)	61.33	50.02	39.97	-20%
Scope 2	Electricity (Market-based)	0.00	0.00	0.00	0%
Total emissions	Location-based	89.69	90.25	54.14	-40%
Total emissions	Market-based	28.36	40.23	14.18	-65%

Looking ahead, our priority remains the development of a longer-term Net Zero roadmap. Continued carbon measurement across Scope 1 (direct emissions), Scope 2 (energy use) and Scope 3 (supply chain and other indirect emissions), combined with reduced consumption through improvements to our premises, will ensure that future environmental commitments are credible and achievable. The installation of a new boiler at Castle Street, moving our heating from oil to natural gas, will be the first significant step.

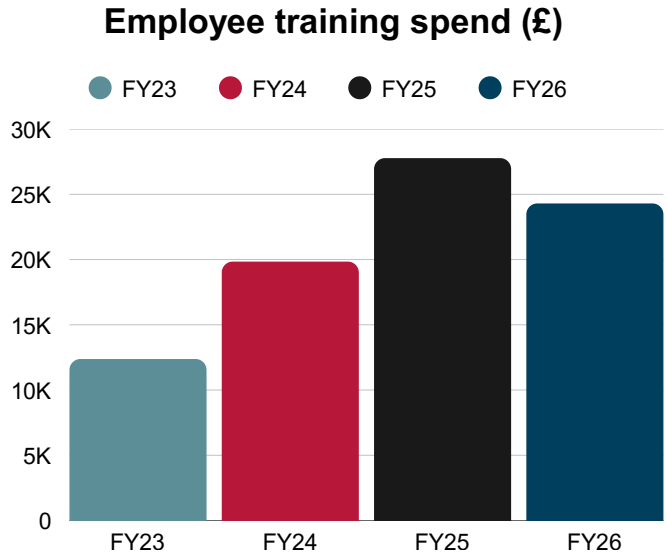
SOCIAL

Employee engagement, diversity and inclusion

At Longmores, people are at the heart of our purpose. This means supporting our colleagues, engaging positively with our community, and using our skills as lawyers to make a difference.

Inside the firm, we strengthened the benefits that support our colleagues' wellbeing. In January 2025 our compassionate leave policy was extended to accommodate all relationships, not just immediate relations, and in June 2025 we introduced birthday leave, giving every colleague an additional day off to celebrate.

Our popular monthly chair massage sessions continue, with ten firm-funded slots each month offering colleagues relaxation time during the working day, and our wellness allowance was increased in 2025 following a staff survey. A recruitment incentive of £3,000 was also introduced in June 2025, recognising the role our own people play in helping the firm grow.



Career development remained a priority, with the firm investing more than £24,600 in training during the year, spread across every practice area and our business support teams. The firm supported colleagues through Chartered Institute of Legal Executives (CILEX) Foundation and Advanced courses and Legal Secretary qualifications, and offered two opportunities for aspiring solicitors: a training contract and a solicitor apprenticeship.

Internal promotions and new roles were celebrated across solicitors, Marketing, secretaries and Business Support teams. In line with Solicitors Regulation Authority (SRA) guidelines, we publish our diversity data every two years, and our 2025 report remains current.

SOCIAL

Employee engagement, diversity and inclusion

One of the central pillars of our employee engagement programme is our social committee, who organise regular events giving every colleague the chance to contribute ideas and to connect outside of the workplace.

Our social committee had another energetic year, organising events that build connections across teams and help maintain Longmores' friendly, collaborative culture – from a pantomime trip in January and a cheese and wine evening in February, through pottery painting, dog walks, a summer party, a zoo trip and white-water rafting, to Oktoberfest, Christmas at Kew Gardens, and the firmwide Christmas party in December.

> *Longmores' friendly, collaborative culture.*

Theatre Trip



Christmas Party



Wear It Pink



SOCIAL

Human rights, community and client relations



The Longmores Charitable Fund, invested with Hertfordshire Community Foundation (HCF), reached its first year of maturity in September 2026. We will now meet with HCF to review the income the fund has generated and to hear their recommendations on the local charities and causes most in need of support and most closely aligned to our objectives. Where several charities are suggested, the ESG Committee will be consulted to ensure everybody is satisfied with where the money is allocated.

Our relationship with HCF has deepened in other ways too: Charlotte Hastings is now an ambassador for the Foundation, and in June 2025 Longmores sponsored the HCF professional advisors' event, bringing together professionals who work with private clients involved or interested in philanthropy.

Fundraising and sponsorship remained a priority throughout the year. In May 2025, five colleagues from across our solicitors, legal support and business support teams took part in the Helping Herts 6 Marathon Challenge, with Longmores donating £1,220 towards the 12 local charities Helping Herts supports for children and young people. We continued as patron of Hertford Museum and sponsored their Jailbreak fundraiser in October 2025, which raised over £6,000 towards free children's activities and learning programmes. We also sponsored the Hertfordshire Festival of Music in June 2025, which brings professional performances by leading artists to the county, supports emerging musicians with Hertfordshire connections, and develops educational and participatory projects.

Alongside these commitments, the firm made further donations during the year, including to Cancer Research UK, the Hertfordshire Community Foundation Winter Appeal, and Save the Children through Christmas Jumper Day.

Looking forward, we will oversee the allocation of the Longmores Charitable Fund's first grants, continue to expand volunteering and pro bono opportunities, and build on the wellbeing and career development initiatives introduced this year.

Hertfordshire Community Foundation
Funding Local Causes

SOCIAL

Human rights, community and client relations

Our community and pro bono work continues, through the University of Hertfordshire Law Clinic, our affiliation with Carers in Hertfordshire, and free public seminars run by our own teams.

University of Hertfordshire Law Clinic: our solicitors advise people who need free help, mentoring students through preparation, the client appointment and the debrief. Our solicitors supported two careers' fairs: one at the University of Hertfordshire in January, the other at a local school in February, in both cases sharing information about the different routes into a career in the legal sector.

Carers in Hertfordshire: in November 2025 one of our employment solicitors delivered a free webinar on employment rights for unpaid carers through the charity, of which our Head of Inheritance Disputes is also a trustee.

Keep It in the Family: our Private Client team delivered two free seminars in April and October 2025, attended by 84 people, providing an overview of inheritance matters and protecting assets for retirement and the next generation.

Trustee and volunteering roles: our solicitors held trustee positions within the community, and 10 colleagues held formal volunteering positions.

GOVERNANCE

Leadership and succession

Good governance underpins everything we do at Longmores. It is how we ensure that our clients' interests are protected, our firm operates responsibly, and our people can work in a secure and transparent environment.

The defining governance milestone of the year was the successful implementation of our leadership succession plan. Following Chris Pease's retirement, Richard Horwood stepped into the new Managing Partner role, leading the firm alongside Richard Gvero as Senior Partner. Richard Horwood has served on the firm's management committee for the past eight years, and this transition demonstrates the strength of our internal talent and governance processes.

It was accompanied by a series of further internal promotions: Tracey Dargan, Head of Divorce and Family Law, joined the management committee; Alastair Liddiard became Head of the Private Client team; Rachael Spalton took on leadership of the wider property team alongside Commercial Property; Karen Fletcher continued to build the Residential Property team; Inheritance Disputes became its own team, headed up by partner, Lauren Mackenzie; and Rebecca Bushell was promoted to Practice Manager. Together, the new leadership will focus on sustainable growth, workplace culture and operational excellence, with technology, artificial intelligence and ESG at the centre of their plans.



There are no new accreditations to report this year. The firm continues to maintain its existing accreditations and their renewal processes, which are set out in the Our Accreditations section of this report.

GOVERNANCE

Business ethics

Longmores' approach to governance is rooted in integrity, transparency, and accountability. Our business ethics define how we operate as a firm, how we make decisions, manage risks, and interact with clients, colleagues, and our community.

Our updated ESG policy has been formally adopted this year, embedding our environmental, social and governance commitments into firm policy. ESG is now formally recognised as one of the four enabling themes that underpin the five pillars of the firm's strategy and its 2030 vision.

The ESG Committee continues to play a vital role in maintaining and promoting these standards. Made up of representatives from across the firm, it meets quarterly to review progress and raise new issues, supporting the Management Committee to maintain policies on transparency, equality, anti-money laundering, anti-bribery and ethical technology use.

We maintain a structured programme of training to uphold professional and ethical standards, including an annual mandatory session on anti-money laundering, cyber security and data privacy and protection. Firmwide policies are reviewed regularly to reflect legislative updates and client expectations.

Governance is not only about policies and registers, it is also about culture. At Longmores, we continue to embed our values into our daily operations: people first; better together; clear and honest; and professional pride.

These values guide our ethical decision-making and ensure that governance is a lived practice.

GOVERNANCE

Business resilience and data security

Strong governance also means ensuring that Longmores remains resilient, able to adapt to change, manage risk effectively, and sustain operations in challenging circumstances. The ESG risk register has now been finalised. It forms part of our ESG governance framework and is included within our documented risk management processes, assigning risk owners, mitigation measures and review cycles across environmental impact, technology adoption, financial stability, regulation and reputational issues.

Customer privacy and data security remain critical to our business. We are pleased to report that no cybersecurity incidents or data security breaches were recorded this year. Longmores has held Cyber Essentials Plus certification since 2019, a government-backed standard verified annually by an independent auditor, and our data security procedures continue to defend against the most common forms of cyber attack.

Business resilience also depends on our people and our infrastructure. The planned refurbishment of our Grade II listed building in Hertford aims to improve energy efficiency and working conditions, supporting both environmental and operational goals, while continued investment in technology ensures that we can maintain service quality under all circumstances.







OUR VISION FOR THE FUTURE

With new leadership in place and ESG embedded in our firmwide strategy, we enter the coming year with clear priorities. In 2026/2027, we will:

- Allocate the first profit from the Longmores Charitable Fund, working with Hertfordshire Community Foundation to direct support where it is needed most.
- Advance our Net Zero roadmap, building on our energy consumption baseline and renewable electricity tariff.
- Embed the ESG risk register within our wider risk management framework.
- Consider expanding volunteering, pro bono work, and community sponsorships, connecting our legal expertise with community needs.
- Publish transparent metrics in future reports, enabling us to measure and share our progress with clients, colleagues, and the wider community.

We believe that by combining ambition with accountability, Longmores can continue to be a positive force for people, the planet, and our profession.







OUR ACCREDITATIONS

At Longmores, we maintain a number of accreditations that reflect our dedication to exceptional legal services. These cover different parts of our business, demonstrating how we embed excellence in every aspect of our work, from client care and quality management to cyber security. There are no new accreditations to report this year; the firm continues to maintain the following accreditations and their renewal processes.

What clients say about us

As part of our work at Longmores, we actively encourage clients to provide us with feedback on our work. Below is a short overview of how we are rated online by our clients.

Trusted by people

Clients rate us highly for our service and support.

Consistently positive feedback

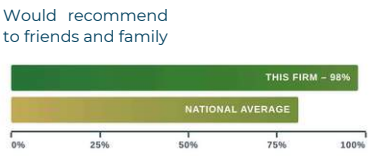
High levels of client satisfaction across all areas of our work.

Recommended across platforms

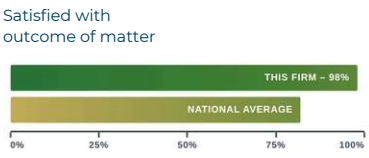
Positive feedback from clients on multiple channels.



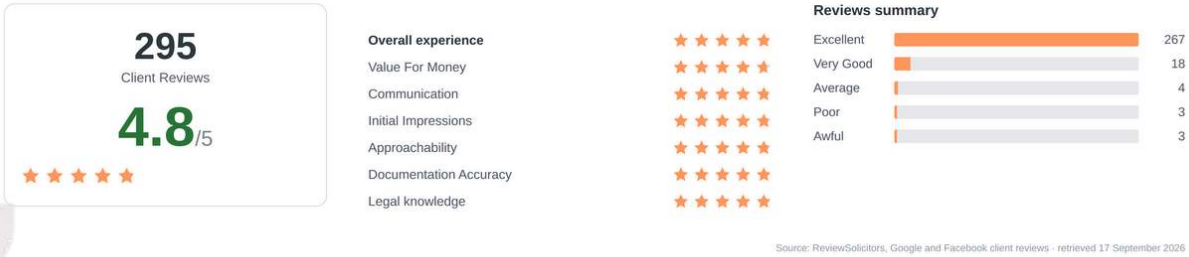
ReviewSolicitors



Google



Facebook



Source: ReviewSolicitors, Google and Facebook client reviews · retrieved 17 September 2026

GLOSSARY

This glossary provides concise definitions of key terms and concepts related to sustainability and the legal profession, offering a clear understanding for readers navigating these topics in the context of the report.

Term	Definition
ESG	Environmental, social and governance: the three pillars used to measure the sustainability and societal impact of an organisation.
UN SDGs	United Nations Sustainable Development Goals, a series of 17 goals that aim to develop peace and prosperity for people and the planet.
Scope 1, 2 and 3 emissions	Categories of carbon emissions covering, direct emissions such as fuel burned on site, purchased energy, and indirect emissions arising in the supply chain.
Net Zero	Reducing greenhouse gas emissions as far as possible, with any remaining emissions balanced by removals.
SRA	Solicitors Regulation Authority, the regulator of solicitors and law firms in England and Wales.
HCF	Hertfordshire Community Foundation, a charity that connects local giving with local need.
Pro bono	Legal work undertaken free of charge for the public good.
LawNet ISO9001	An international quality management standard held by Longmores demonstrating commitment to quality, client care, and continuous improvement.
Lexcel	The Law Society's legal practice quality mark for excellence in practice management and client care.
LPC (Legal Practice Course)	The previous postgraduate qualification route for solicitors in England and Wales, now being phased out in favour of the SQE.
Location-Based Emissions	Emissions calculated using the average carbon intensity of the national or regional electricity grid, reflecting where energy is consumed.

GLOSSARY

Term	Definition
Market-Based Emissions	Emissions calculated using data specific to the type of electricity purchased by the firm, such as renewable or green tariffs.
Net Zero	The point at which the greenhouse gases emitted by the firm are balanced by those removed from the atmosphere through reduction and verified offsetting.
SBTi (Science Based Targets initiative)	A global standard providing guidance and validation for organisations setting carbon reduction targets aligned with climate science and the Paris Agreement.
Scope 1 Emissions	Direct emissions from sources owned or controlled by the firm, such as heating fuel use or company vehicles.
Scope 2 Emissions	Indirect emissions from the generation of purchased energy, such as electricity used in the office.
Scope 3 Emissions	All other indirect emissions in the value chain, including business travel, waste, and supplier activities.
SQE (Solicitors Qualifying Examination)	The new route to qualification as a solicitor in England and Wales, replacing the traditional LPC pathway.
tCO_2e (Tonnes of Carbon Dioxide Equivalent)	The unit used to measure greenhouse gas emissions, combining all gases into a single standard based on their global warming potential.
UN Sustainable Development Goals (UN SDGs)	A set of 17 global goals created by the United Nations to promote sustainable development. Longmores aligns its ESG work particularly with Goals 8, 13, and 16.
Zero Carbon	A state where no carbon dioxide emissions are produced from energy use because all energy consumed comes from renewable sources.

LONGMORES
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ACKNOWLEDGEMENTS

We extend our thanks to every member of the ESG Committee and to all colleagues who have contributed ideas, time, and energy to this year's initiatives. We pay particular tribute to Chris Pease, whose leadership over many years helped establish responsible business as a cornerstone of Longmores' culture.

We also thank our community partners, including Hertfordshire Community Foundation, Helping Herts, the University of Hertfordshire, Hertfordshire Festival of Music, Hertford Museum and Carers in Hertfordshire, for their collaboration and shared commitment to building a better future.

Together, we are proving that responsible business is not just about compliance – it is about culture, impact, and legacy.



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