

2025 REPORT

Our commitment to impact



BELLEVUE
LAW

Positively Different



bellevuelaw.co.uk

Certified



Corporation

Welcome To our 2025 Impact Report





A WORD FROM OUR FOUNDER

Introduction

At a time when the legal sector is experiencing a wellbeing crisis, the role of diversity, equality and inclusion in business more widely is being challenged and environmental commitments are being rolled back, I am proud of Bellevue Law's continued commitment to positive impact.

Since becoming a B Corp just over a year ago, we have maintained our purpose at the heart of everything we do while continuing to grow as a firm. This year has seen us take significant steps with a new vision and plans to build both our team and our impact in coming years. We've been busy taking action to make this a reality, including moving to a larger, more sustainable office in central London, expanding our team, and embedding new policies to support the wellbeing of our people.

We have also deepened our commitment to community and sustainability. From taking part in the London Legal Walk, supporting Rights of Women and making financial contributions to longstanding charity partners Home-Start Wandsworth and Trinity Hospice, to engaging with other B Corps and continuing to track our environmental impact with Zevero, we have maintained our focus on using our legal expertise and business platform for good.

At the same time, we have remained committed to what matters most to our clients. Our client feedback - including our Net Promoter Score of 94/100 - reflects the importance we place on our human, pragmatic approach and our ability to provide expert advice while always keeping our clients' needs front and centre. And, it goes as said that we are proud to have been recognised by Legal 500 in its inaugural list of the UK's leading firms for client satisfaction.

We had much to celebrate at our tenth anniversary party at The Conduit Club in central London!

While we are proud of what we have achieved to date, we know there is still much more to do - and more that we can do better. As we plan for the firm's future, we are ambitious, excited and committed to challenging ourselves, learning, and finding new ways to create a positive impact for our people, our clients, and the wider world.

FLORENCE BROCKLESBY, PRINCIPAL

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Our impact journey over the past year

March 2024

Achieved B Corp Certification

April 2024

Celebrating our 10th Anniversary at The Conduit Club

June 2024

Participation in the London Legal Walk

August 2024

Bellevue Law's founder wins The Fold Women Award for innovation

August 2024

Bellevue Law named among UK's top law firms for client satisfaction by Legal 500

September 2024

Attendance at the B Corp Festival in Oxford, UK

Georgina Calvert-Lee ranked as a Chambers UK DEI Champion

November 2024

Participation in Managing Partners Forum webinar on professional services B Corp certification

2025

December 2024

Sharing news of our latest client feedback survey, with Net Promoter Score of 94/100. We donated £10 to Trinity Hospice for each completed surveys - £1,190 in total

Supporting Homestart Wandsworth Christmas Carol Service

January 2025

Members of our team started volunteering for the Rights Of Women Sexual Harassment at Work helpline, building on Georgina Calvert-Lee's membership of the charity's advisory board and our support for its 50th anniversary fundraising event

Introduced ESG compliant pension options for all employees

February 2025

Participating in Good Business Fortnight as Prompt Payment Champion

Sponsor of March Women - Women in M&A Catalyst Membership enabling a junior woman from a socially mobile background to benefit from membership of the March Women community

Implementation of new Tessaract practice management system to improve client onboarding and offboarding

March 2025

Team away-day focused on wellbeing, high performance and excellence in client service

B Corp Month - participating in a webinar and Platform 9 session encouraging legal businesses to consider B Corp Certification

April 2025

Relocation to Central London and a more environmentally friendly and sustainable office space in Clerkenwell, designed to encourage more in-person collaboration

April 2025

Celebrated the qualification of Anjali Malik, our first trainee, as a solicitor

Our first year as a B Corp



In March 2024 we were delighted to become a B Corp.

We were certified as a B Corp with a verified score of 88.6 points on the B Impact Assessment, compared with the 80 points required to qualify. These comprised 16.6 points for our commitment to good governance; 35.5 points in relation to our treatment of workers; 21.1 points for our community standing; 11.5 points for our environmental approach and 3.7 points for our treatment of and approach to customers.

We are committed to continually improving our social and environmental impact and will update and report on our B Impact Assessment scores in each of our annual impact reports.

In next year's report we will reflect the new B Lab standards for B Corps. These provide greater clarity and consistency, ensuring companies focus on the most impactful business actions. These new standards establish a stronger, more transparent foundation for all businesses committed to building an inclusive, equitable, and regenerative global economy.

This year our score has increased to 92 points, comprising 19.8 points for our commitment to good governance; 36.3 points in relation to our treatment of workers; 19.8 points for our community standing; 12.3 points for our environmental approach and 3.7 points for our treatment of and approach to customers (we will go through a formal re-certification process in 2027, so these figures are self-reported and not verified by the B Labs Standard Team).

We have structured the rest of this report to follow the B Impact Assessment, describing the work we have done, and progress we have made across governance, how we support our people, our role in the community, our environmental impact, and our client relationships.

B Corps are businesses which are certified as demonstrating the highest standards of verified social and environmental performance, public transparency and legal accountability to balance profit and purpose.



Our Governance commitment

The B Corp Impact Assessment provides a clear definition of good governance, focusing on a company's mission, ethical standards, transparency and commitment to social and environmental impact. It also examines how well a business embeds these principles into its decision-making and corporate structure, ensuring long-term accountability.

At Bellevue Law, we have always placed ethical business practices, collaboration and responsible decision-making at the core of how we operate. From the way we support our team to the way we serve our clients, we remain committed to upholding the highest standards of governance in everything we do.

Our Governance actions

RE-EVALUATING OUR PURPOSE, MISSION, AND VALUES

As Bellevue Law has grown, this year we have taken time to step back and reflect on how we want to evolve with a strategic review conducted in late 2024.

Bellevue Law was founded to offer something different: a genuine alternative to traditional law firms, where lawyers could thrive in a flexible, supportive environment while delivering expert, human and practical legal advice.

For our first decade, we grew organically, driven by a commitment to flexibility, fairness, and high-quality legal work rather than a rigid strategic plan. But as we look ahead, we want to ensure that our purpose, mission and values truly reflect our ambitions for the next decade.

This process was about more than just refining words; it was about articulating our long-term vision in a way that is clear, intentional and actionable. Our new statements reflect our specialism in workplace law and commercial disputes, our commitment to ethical and sustainable business practices and our ambition to scale our business and impact while preserving our values.

Becoming a B Corp has also shaped our thinking. We see certification not as a final achievement but as a framework for ongoing improvement. These updates are designed to ensure that, as we grow, we stay true to our founding ethos: providing meaningful careers, delivering outstanding legal advice and making a positive impact on our clients, our people and the wider world.



Our new purpose, vision, mission and values

OUR PURPOSE

Bellevue Law exists to provide a genuine alternative to traditional law firms, creating positive impact for our team, our clients and wider society and the environment.

OUR VISION

To be the best UK boutique law firm for workplace law and commercial disputes.

OUR MISSION

- + Attracting and retaining excellent lawyers and business operations professionals who share our values by offering high quality work, a healthy work-life balance, a good living, a supportive and friendly culture and fulfilling development opportunities.
- + Offering clients technically excellent, pragmatic and human legal support and fees which represent value.
- + Providing thought leadership on questions of business and workplace purpose, ethics and culture.

VALUES

- + **Quality:** in our technical skills, our client service and our operations.
- + **Ethics:** trusted professionally and for our commitment to responsible and sustainable business.
- + **Culture:** positive, human, empathetic and friendly, with a commitment to flexible working.
- + **Commercial:** focussing on pragmatic, operational solutions.
- + **Growth and reward:** providing fair value to our clients, our team and the firm.

ADOPTING GOALS AND KPIS THAT SUPPORT OUR VALUES

Last year, in our first Impact Report, we committed to setting targets and KPIs for social and environmental performance, monitoring progress at senior management level regularly and publishing the results. We took our first step towards meeting this objective by setting out our ESG goals and Key Performance Indicators (KPIs) for the following 12 months in each impact area in the Impact Report itself, and throughout this year's report we describe how we performed against them.

We also describe the new, ambitious and meaningful ESG goals and KPIs we have set for the coming year. By setting clear KPIs, we will be able to measure our impact across governance, people, community, client service, and environmental responsibility. These metrics will provide transparency, accountability, and a structured framework for continuous improvement. They will also ensure that ESG priorities are embedded into decision-making at every level, reinforcing our commitment to sustainability, fairness, and ethical business practices.

Relocation to Central London

In April 2025, Bellevue Law moved to a new office in Clerkenwell. This location has been chosen for its central position, sustainability credentials, and ability to foster more in-person collaboration.

While flexible working remains fundamental to the firm's culture, the new space will allow team members to connect more easily, host clients and strengthen the firmwide community. The move also aligns with Bellevue Law's commitment to sustainability, as the new office operates on renewable energy and lower-carbon infrastructure, significantly reducing our environmental footprint.



Our Governance goals for 2024

Other governance goals contained in our first Impact Report included incorporating ESG performance into all employed team members' job descriptions and factoring it into senior management compensation, embedding ESG accountability. We have achieved this, in addition to which all employees are asked to reflect on their ESG contributions as part of our annual performance review process, and this will continue to be part of HR processes in future.

Our Governance goals for 2025/26

Bellevue Law is focused on sustainable growth while maintaining its values. The firm's new five-year plan sets out clear ambitions: expanding its presence, deepening its expertise, and reinforcing its role as a purpose-driven law firm.

Over the next five years, Bellevue Law aims to:

- + Build its governance framework to support its evolution.
- + Expand community work, increasing pro bono, financial and volunteering contributions as well as advocacy for ethical business practices.
- + Significantly reduce its carbon footprint intensity and environmental impact, and further engage its suppliers in this process.

SCALING IMPACT FOR OUR PEOPLE AND CLIENTS

Growth at Bellevue Law has never been about expansion for the sake of it. While we have ambitious plans to scale, it is equally important to maintain our human, flexible approach. Bellevue Law's future will be shaped by sustainable growth, continuous improvement, and a commitment to impact. As the firm scales, it remains focused on what matters: its people, its clients, and the wider world.

This means:

- + Continuing to attract and retain a highly talented team by offering high-quality work, a supportive culture, and fulfilling careers alongside our commitment to flexible working.
- + Further enhancing our clients' experience of working with us, including through the introduction of the Tessaract practice management system to improve onboarding, efficiency and billing, and by refreshing our branding, website and client communications.
- + Increasing our team's professional development opportunities and enhancing the technical and practical support available to them.

Continuing on this path, our 2025/26 goals are to:

- + Conduct an ethics-focussed risk assessment.
- + Develop and publish a charter describing our ethical approach to client selection and advising and representing clients.
- + Contribute through our membership of the B Legal Circle group of B Corp law firms, to the development of guidance for the legal sector on working with clients in B Corp's controversial and ineligible industries, and apply this in our own client onboarding.

Our Workers commitment

Flexible and agile working has always been at the heart of Bellevue Law. We offer an alternative to the long-hours, office-based culture traditionally associated with the legal profession, which can be a barrier to those with caring responsibilities, particularly women.

This approach is reflected in our team: 100% of our senior lawyers and two-thirds of our employees work flexibly, and over 90% of our team are women. By creating an environment where talented lawyers have the freedom to work in a way that suits them, we not only support their wellbeing but also strengthen our ability to attract and retain exceptional professionals.

This, in turn, ensures that our clients receive the highest quality legal advice from a team that is engaged, motivated, and able to perform at their best.

Our Workers actions

GROWTH WITHIN THE TEAM

Bellevue Law continues to grow, with three new lawyers joining over the past year and the arrival of three more announced on 1 May 2025. This expansion reflects both rising demand for our services and our commitment to offering a flexible and ethical alternative to traditional law firms. As we grow, we remain focused on creating a supportive working environment where talented lawyers and business operations professionals can build rewarding and sustainable careers.

This year we have welcomed:

- + May 2024 - PA Cheryl Cohen, who has 16 years of previous experience as a PA in a global law firm.
- + June 2024 - Private client specialist Penelope Samuels, who joined the firm's specialist wills, probate and estate administration team following previous roles at Farrer & Co, Forsters, Taylor Wessing and local firms.

- + June 2024 - Paralegal Marium Madha, who joined us after graduating with a first class law degree from the University of London.
- + October 2024 - Paralegal Emily Baker, who has a PhD in Biochemistry from the University of Oxford, has been awarded Lord Mansfield and Lord Bowen scholarships by Lincoln's Inn and was chief researcher for Protect's recent analysis of the financial impact to the taxpayer of failing to listen to whistleblowers.
- + November 2024 - Senior consultant Jo Martin, who joined from her previous position as equity partner and employment law specialist at top-20 UK law firm Womble Bond Dickinson.
- + February 2025 - Experienced employment lawyer Esther Langdon who joined us from Dentons, where she was Counsel in the firm's People, Reward and Mobility practice.
- + April 2025 - The team from respected boutique employment law firm Worden Richmond - Alexandra Worden, Catherine Richmond and Paula New - transition their practice to Bellevue Law.

In addition, in May 2024, Susanne Hartigan, who joined us in early 2022, stepped into a new role as the firm's first Head of Legal Practice, managing our know-how and supporting our lawyers with technical and strategic support.

OUR 2024 COLLEAGUE SURVEY

As Bellevue Law continues to grow, we remain committed to fostering a supportive, flexible, and fulfilling workplace. Our latest colleague survey provided valuable insights into what our team values most, highlighting our culture of autonomy, collaboration, and high-quality work.

Key findings

Firm Culture and Values

- + 100% of team members surveyed praised Bellevue's culture for its balance of autonomy and collegiality.
- + 95% of colleagues believe the firm behaves in accordance with its values.

"The firm is an incredible place to work. The calibre of the instructions, high-quality senior lawyers, and its flexible, friendly, collegiate culture make it an excellent choice for legal professionals."

"It is such a friendly and supportive business... I know that there is a wonderful team of people around me even if they aren't physically with me, and that means that I never feel alone."

"Our team loves the flexibility, freedom, and supportive culture that empowers them to thrive professionally and personally."

"I feel like the shackles of regular employment have been lifted and I'm free to do what I love and do the best job for my clients, in a way that fits around my family life and personal obligations."

"It's been everything I hoped for and more. Bellevue offers a perfect balance of autonomy and collegiality. I love feeling like my own boss, but within the security and conviviality of a firm."

Communication and Collaboration

- + Internal communication scored 9/10 on average.
- + 95% of respondents felt the firm provides the necessary support and resources to meet their goals.

"How kind and caring everyone is. You feel as though people really care about you as an individual and that we are all working together towards a common goal."

Learning, Development, and Support

- + 100% of respondents felt they had access to appropriate learning and development opportunities.

"The breadth and depth of knowledge and experience and generosity with their time and support. Also, the shared vision and appreciation we have for the firm."

Engagement with Clients and Business Development

- + 95% of respondents recommend Bellevue Law to friends and former colleagues.

B Corp and ESG Awareness

- + Bellevue Law's balance of profit, purpose and people was rated 9/10 on average.



100%

of team members surveyed praised Bellevue's culture for its balance of autonomy and collegiality



95%

of respondents felt the firm provides the necessary support and resources to meet their goals.



100%

of respondents felt they had access to appropriate learning and development opportunities.



9/10

Bellevue Law's balance of profit, purpose and people was rated 9/10 on average.

TENURE AND ATTRITION DATA

Bellevue Law has grown from a solo practice in 2014 to a team of 30 lawyers and business operations professionals today.

We take great care to ensure the people who join us will be happy and thrive at Bellevue Law, and are delighted that of the 38 people who have joined the firm since 2017, 30 (or 79%) are still with us. These include 24 of the 28 lawyers (86%) who have joined us since 2014, and in 2025 two of our consultants celebrate a decade at Bellevue Law.

One person (5% of our team) left us in 2023/24, and 3 people (11% of our team) left in 2024/25. We have been unable to find much data against which we can benchmark these figures, but in June 2024 the Chartered Institute of Personnel in June 2024 cited average UK annual staff turnover of 34%, with sector averages from 25% to 52%, while Thomson Reuters figures from 2023 suggested

long-term law firm average annual associate turnover of between 17-20%.

Nine of our team have been with us since 2020 or earlier, but having experienced significant growth since then, and a third of the team having joined in or after 2024 the average tenure of our team is 3.5 years. Again, we have been unable to find definitive data for benchmarking, but 2023 research by Vestd based on LinkedIn data suggested median law firm employee tenure of 4.5 years.

BUILDING COLLABORATION IN A REMOTE-FIRST TEAM

As a remote-first business, we've always recognised the importance of creating meaningful opportunities for collaboration, both online and in person. This became even more of a focus following feedback in our 2023 colleague survey, which showed a strong appetite for more connection across the team.



In response, we introduced a more structured approach to both training and social engagement. In 2024, we hosted in-person training days covering a range of topics including whistleblowing, LinkedIn and wellbeing, each followed by a social lunch. Meanwhile, our new Head of Legal Practice, Susanne Hartigan, introduced a regular rhythm of six-weekly virtual employment team meetings, with rotating days to suit varied working patterns.

Collaboration on Microsoft Teams also increased, with our 'Hive Mind' channel becoming a go-to space for support, idea-sharing, and even the occasional light-hearted conversation. These small moments have helped to replicate the informal communications and relationships of in-person office life.

We've also prioritised regular (but optional) in-person meetups. Alongside our summer and Christmas parties, we now host casual socials each

half term, alternating between central and south London locations.

Looking ahead, our move to a central London office in April 2025 will open up more collaboration opportunities, with better transport links and flexible meeting spaces.

We're also working to formalise our buddy system, helping consultants feel supported during absences or when they simply need a sounding board. Many informal pairings already exist, and we're building on these to ensure every team member has someone to turn to.

Ultimately, our goal is to strike the right balance, offering opportunities to connect without ever compromising the flexibility that defines how we work.



Susanne Hartigan: A returner's story and a new chapter at Bellevue Law

When Susanne Hartigan stepped away from law in 2017 after the birth of her daughter, she wasn't sure she'd return. *"I'd worked in a large international practice and a boutique employment law firm previously. Law can be a demanding profession which can be tricky to juggle with other commitments, so I wanted to take a step back and prioritise my family."*

Susanne joined Bellevue Law in early 2022, advising on employment settlement agreements through the firm's Next Steps service. *"I wanted to ease in gently. Florence was so supportive. She told me there was no pressure. The flexibility was incredible. I could do interesting work and manage it around my family."*

In 2024 Susanne took on a new position as Bellevue Law's Head of Legal Practice, a role that draws on both her technical expertise and enjoyment of supporting others. *"I was thrilled to be offered this new role," she says. "It combines everything I've done before including training, compliance, and mentoring. It's a great fit."*

In her new position, Susanne supports Bellevue Law's senior consultants with technical queries, runs regular training on legal developments, and mentors the firm's

trainee. She's also leading compliance and operational projects, including managing the firm's knowledge management resource. *"It's varied and collaborative, which I love. And the team is brilliant - clever, kind, and very down to earth."*

For Susanne, Bellevue Law's model is unique. *"It's the combination of trust, flexibility and support. Florence treats us like grown-ups. There's no micromanaging, just trust that we'll get the work done well."*

Susanne is clear that Bellevue Law stands apart. *"At Bellevue flexibility is real and it works. I feel valued, and I know I'm contributing. I wouldn't be doing what I do now without Bellevue Law."*



“

It's the combination of trust, flexibility and support. Florence treats us like grown-ups. There's no micromanaging, just trust that we'll get the work done well... At Bellevue flexibility is real and it works. I feel valued, and I know I'm contributing. I wouldn't be doing what I do now without Bellevue Law.

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Finding flexibility and purpose in employment law

After more than a decade in private practice, including time as Head of Employment at a large London practice, Susie Al-Qassab joined Bellevue Law to focus on what she finds most rewarding: using her legal skills to help people facing difficult and often life-changing challenges at work.

"I had a traditional law firm role with all the usual pressures - long hours, high targets, and management responsibilities. I enjoyed the work, but I wanted more balance and a greater sense of control over my time," she says. "With two teenagers at home, it was important for me to be more present and to practise law in a way that works for my family, without sacrificing the quality of work or commitment to my clients."

Bellevue Law's model offered exactly that. *"There's real flexibility here. I choose the hours I work, the cases I take on, and even how I structure my fees. But it's not isolating. There's a strong sense of team, regular collaboration, and excellent operational support, which means I can focus on doing the legal work I care about."*

That freedom has allowed Susie to take on the kind of matters that reflect her personal values. *"I've always been passionate about equality and fairness, and at Bellevue Law I've had the freedom to pursue cases that speak to that."*

Two of my current matters involve serious issues of race discrimination and whistleblowing in the NHS, both raising important questions of systemic bias."

Thanks to Bellevue Law's flexible structure, Susie has been able to offer bespoke fee arrangements in both cases.

"That flexibility means I can support individuals who wouldn't otherwise be able to access high-quality legal advice. For me, that's incredibly meaningful."

Asked what sets Bellevue Law apart, Susie is clear: *"It's the balance. You're trusted to do your job well, you're part of a supportive team, and you have the freedom to build a practice that aligns with your values. Bellevue Law really stands out in the sector as doing something very special and impactful."*



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Our Workers goals for 2024

Our first Impact Report set out key goals to enhance support for our team, including implementing socially and environmentally responsible pension options, expanding medical insurance coverage, and monitoring and benchmarking tenure and attrition data.

We have successfully introduced ESG-compliant pension options, allowing our employed team to align their retirement savings with their environmental and social values. The majority of the firm's pension spend has now been transferred to ESG-compliant investments. We have also benchmarked and monitored tenure and attrition, with the data included in this report.

However, securing a more comprehensive medical insurance plan has proved difficult given the size of our employed team. This remains an ongoing priority for 2025, and we hope it will become feasible as our team grows.

Our Workers goals for 2025/26

Continuing on this path, our 2025/26 goals are to:

- + Improve our employee benefits, including continuing to seek to implement improved private medical insurance for our employees as we grow and providing critical illness and death in service benefits.
- + Establish a work experience programme with a social mobility focus, providing a structured programme, ongoing paid work and access to mentoring, careers advice and a supportive network.
- + Launch our first apprenticeship to support a trainee solicitor through the SQE-process alongside providing qualifying work experience.



Our Community commitment

Bellevue Law is dedicated to being a responsible business within the communities we serve. We actively seek opportunities to use our legal expertise to support those in need, drive positive change in the legal sector, and advocate for broader social impact.

Alongside our pro bono work, we contribute to charitable initiatives and encourage our team to take part in volunteering and fundraising efforts. By combining professional expertise with a strong sense of purpose, we aim to make a meaningful difference both within our industry and in the wider community.

Our Community action

PRO BONO CASE STUDY 1: SUPPORTING WORKPLACE EQUALITY

As part of our commitment to pro bono legal support, our founder Florence Brocklesby advised a disabled client who had been dismissed after her employer introduced a mandatory return-to-office policy. She had worked in a customer service role for a large bank, handling client queries remotely since joining the company after the pandemic. While her disability did not affect her ability to do her job, it made commuting impossible.

After her employer refused to make adjustments and required full-time office attendance, she faced disciplinary proceedings and was dismissed. We provided the client with pro bono legal advice and representation, guiding her through the early stages of the Employment Tribunal process and ACAS early conciliation. We also negotiated on her behalf, securing a settlement and enabling her to move on.

PRO BONO CASE STUDY 2: EMPLOYMENT TRIBUNAL SUPPORT

Senior consultant Jo Martin, together with trainee solicitor Anjali Malik and paralegal Mariam Madha and Emily Baker, are advising a young autistic man in an Employment Tribunal claim against his employer, a large hospitality business. Our client was accused of breaching a workplace policy of which he hadn't been aware and in respect of which he hadn't been trained. The disciplinary process did not include any reasonable adjustments and was conducted in a harassing fashion, resulting in a lengthy absence due to anxiety and stress. The case goes to hearing in May 2025.

These cases reflect our ongoing commitment to use our legal expertise to support disadvantaged clients to navigate technically challenging litigation.

CHARITABLE DONATIONS

We commit to giving 2% of pre-tax profits to good causes. This year donations included:

- + Home-Start: we have sponsored the carol service since 2018 and this year also supported the auction at their Summer Ball, with donations totalling £1,350.
- + Trinity Hospice: we donate £10 for every completed client survey. This year our donation totalled £1,190.
- + The firm donated £500 to the London Legal Support Trust as part of our London Legal Walk fundraising.

SUPPORTING WOMEN'S WORKPLACE RIGHTS WITH RIGHTS OF WOMEN

At Bellevue Law, we are proud to support Rights of Women (RoW), a charity that provides free legal advice and advocates for women's legal rights across England and Wales. Our work with RoW is an important part of our community commitment, ensuring women can access the legal support they need to challenge workplace injustice.

Legal advice and volunteering

A team from Bellevue Law volunteers on RoW's Sexual Harassment at Work telephone helpline, providing free expert advice to women seeking to enforce their workplace rights. The service helps women navigate both workplace sexual harassment and victimisation for challenging it, giving them the tools to advocate for themselves and secure fair outcomes via grievance processes, negotiation and Employment Tribunal claims.

Leadership and advocacy

Senior Consultant Georgina Calvert-Lee sits on RoW's Advisory Board, bringing her deep expertise in employment law and equality to the organisation.

Celebrating 50 Years of Impact

2025 marks RoW's 50th anniversary, and Bellevue Law's founder, Florence Brocklesby, has been part of the committee organising the anniversary fundraising dinner at Inner Temple Hall.

Bringing together legal professionals and campaigners to celebrate five decades of empowering women through legal advice and advocacy, the dinner featured a keynote speech by Barbara Mills, KC, Chair of the Bar, and reflected on RoW's significant contributions to legal reforms and women's access to justice.

Our work with Rights of Women demonstrates Bellevue Law's commitment to standing up for women's workplace rights and using our legal expertise to support those who need it most.



ADVOCATING AS A B CORP

Since achieving B Corp certification in March 2024, we have actively engaged in promoting responsible business practices within the professional services sector.

In September 2024, we attended the B Corp Festival in Oxford, the largest-ever gathering of members of the UK's community of over 2,000 B Corps. This event, themed "Louder Than Words", focused on harnessing the power of businesses as a force for good, featuring diverse sessions and discussions aimed at tackling pressing social and environmental issues.

Our founder, Florence Brocklesby, has also participated in a number of events aimed at encouraging fellow professional services firms to consider B Corp certification. In November 2024 Florence took part in a Managing Partners' Forum event titled "Professional Firm as B Corp – Balancing Purpose, People, and Profit", together with Tim Nash, Chief Executive of Edwin Coe, and Martin Bunch, Managing Partner of Bates Wells. They shared insights into the journey towards certification and the integration of social and environmental performance standards into a law firm's operations.

In March 2025, to mark B Corp month, we participated in a webinar called "Curious About B Corp - A Conversation for the Legal and Professional Services" to share experiences of the benefits and challenges of certification and practical insights into the journey. And Florence also moderated a session on the Platform 9 platform on B Corp certification in the legal sector.

Through these engagements, Bellevue Law continues to advocate for the B Corp movement, encouraging more firms to balance purpose, people, and profit in their business models.



TAKING PART IN GOOD BUSINESS FORTNIGHT

Bellevue Law was the first law firm accredited by the Good Business Charter (GBC) in 2020. Established by Richer Sounds founder Julian Richer, the GBC provides a simple and accessible framework for businesses of all sizes to adopt meaningful, responsible practices.

In February 2025, we were delighted to support GBC's Good Business Fortnight, a national campaign celebrating businesses that prioritise fairness, sustainability, and accountability.

As part of the fortnight, Bellevue Law championed Timely Tuesday, an initiative promoting prompt and fair payment practices. With 50,000 small businesses failing each year due to late payments, we highlighted on social media how fair payment policies strengthen supply chains, improve

business resilience, and reduce financial stress for small business owners. Our founder, Florence Brocklesby, contributed to the conversation by writing a blog for the GBC's website on why timely payments should be a core part of any company's ESG commitments.

We also joined events with other business leaders and policymakers, including a speech by Deputy Prime Minister Angela Rayner, who spoke about the link between fair working conditions, innovation, and business success. These conversations reinforced the importance of responsible business behaviour that is not just ethical but commercially beneficial, supporting recruitment, retention, and long-term growth.

We look forward to continuing to support this movement in the years ahead.



Supporting Women Breaking Barriers in M&A

In 2024, Bellevue Law was proud to support a Catalyst membership for March Women, a dynamic community of women working in and around mergers and acquisitions. Founded by M&A lawyer Laura Brunnen, March Women exists to connect and elevate women across the dealmaking ecosystem, from lawyers and investors to tax advisors and founders.

The Catalyst programme offers fully funded memberships to women from socially mobile backgrounds who are at the early stages of their M&A careers. With annual membership fees priced at £1,500, cost can be a barrier to entry, particularly for those working in smaller firms or without financial support. The programme opens doors to invaluable networking, business development opportunities and peer support that might otherwise be out of reach.

Bellevue Law's sponsorship enabled one Catalyst member to access the full March Women network and participate in events, roundtables, and development opportunities designed to help her grow her connections and confidence in the industry. In Laura's words, *"This is about giving women the tools, contacts and encouragement they need to build deal flow and influence... because influence in M&A doesn't just come from being at the table, but from bringing the deal to it."*

Founder Florence Brocklesby also spoke at a March Women event in 2023, sharing insights into how evolving regulatory frameworks can help protect women in the workplace, and how employment lawyers can play a role in improving cultures across the financial and legal sectors.

For Bellevue Law, the partnership reflects a long-standing commitment to equality, access, and using legal expertise to support positive systemic change, both within the profession and beyond it.

“

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MARCH WOMEN®

Laura Brunnen
Founder, March Women

Listening, learning and leading: Anjali Malik on mental health and community in the legal profession

Anjali Malik originally joined Bellevue Law on a three-month paralegal contract in 2022. Two years on, she's recently qualified as a solicitor, working across the firm's employment and commercial disputes teams. Alongside her client work, she's also taken on a role on the Employment Lawyers Association (ELA) Pastoral Care Committee, helping to support mental health and wellbeing across the profession.

"I've always been interested in pastoral care and mental health at work," Anjali explains. "In law especially, the statistics are stark. Long hours, high pressure, and too little support are widespread. When I learned about the committee, I wanted to be part of something that tried to change that."

The application process was blind, and Anjali admits she assumed she had little chance of being selected. *"I was a trainee surrounded by lawyers ten years or more ahead of me in their careers. But I got a place, and I've really valued being part of it. I think they appreciated the perspective I could bring as someone more junior."*

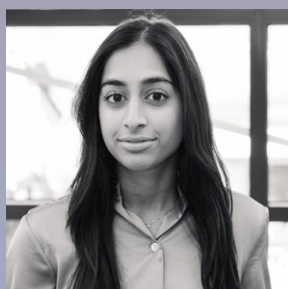
Since joining the committee, Anjali has contributed to resources and events focused on making the profession healthier and more human. She helped organise sessions on positive psychology coaching, and participated in roundtables on mistakes in the workplace, where senior lawyers shared their own stories. *"That session really stuck with me. It helped to*

hear that even the most experienced lawyers make mistakes and still have those moments of self-doubt."

The committee has also looked at wider issues such as stress, menopause and digital wellbeing. As part of Bellevue Law's recent firm-wide development day focussing on wellbeing, Anjali created a quiz to highlight the reality of lawyer working habits.

Through her work on the committee, she's gained something else too. *"At Bellevue Law, I've only known a really supportive culture. Speaking to lawyers from other firms, some with very different environments, has been eye-opening. It's made me more thoughtful, more empathetic, and I think, a better lawyer."*

Anjali sees her role on the committee as an ongoing commitment. *"It's a flexible role but it keeps me thinking about what the profession needs and how I can play a small part in making it better."*



“

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Our Community goals for 2024

In our 2024 Impact Report, we set out the goals of participating in the London Legal Walk in aid of access to justice charity the London Legal Support Trust (LLST), and donating 2% of pre-tax profit to good causes.

The London Legal Walk is a key fundraiser for the LLST, which provides much-needed funding to law centres across the capital. A team from Bellevue Law was delighted to take part in the sponsored 10 km walk around London in June 2024, taking in the Royal Courts of Justice, the River Thames and Hyde Park alongside friends from our marketing agency TBD.

As described above, we also made donations amounting to over 2% of pre-tax profit (based on estimated accounts at the time of publication) to good causes, including Home-Start Wandsworth, Trinity Hospice and the LLST as well as local schools and sports clubs.



Our Community goals for 2025/26

Continuing on this path, our 2025/26 goals are to:

- + Continue to give at least 2% of post-tax profit to good causes.
- + Take part in the London Legal Walk once again.
- + Create a volunteering programme to encourage greater take-up of our employees' paid day off for volunteering.
- + Establish a matched funding programme for employee fundraising.



Our Client commitment

At Bellevue Law, we believe that the value we provide extends beyond legal advice. We are committed to delivering services that are ethical, transparent, and client-focused, ensuring that our pricing, marketing, and regulatory compliance reflect the highest professional standards. Regular client feedback plays a key role in maintaining these standards, allowing us to continuously improve and uphold the quality of service that defines our firm. More than anything, we believe that listening to our clients is central to the impact we make.

A significant part of our work involves representing employees, many of whom come to us at the most difficult moments in their careers. We regularly help clients obtain resolution after experiencing discrimination, harassment, bullying or unfair treatment, including those who have been penalised for whistleblowing. These cases often have profound professional and personal implications, and we approach them with care, empathy, and a commitment to achieving the best possible outcome.

This approach is reflected in the feedback we receive. Many of our clients have spoken about how they felt supported and reassured throughout the process, with one noting that Bellevue Law provided *"expert guidance and peace of mind at a challenging time,"* while another described our service as *"kind, patient, and incredibly knowledgeable."* Ensuring that our clients feel heard and empowered is a key part of what we do, and we remain committed to providing legal support that is both highly effective and deeply human.

Our Client actions

UNDERSTANDING CLIENT SATISFACTION

As 2024 came to a close, we shared feedback from our clients, who praised Bellevue Law team for the team's expertise, empathy, and professionalism in our annual client survey.

Since we began surveying clients seven years ago, using an external agency, we have consistently scored 9/10 or above on how likely they were to recommend us.

In 2024, our average scores were:

- + Recommend to a friend or colleague: 9.4/10
- + Value for money: 8.2/10
- + Communication on fees: 8.9/10

For the first time, this year, we also measured our Net Promoter Score (NPS®), which tracks client loyalty and satisfaction. In a sector in which an NPS® of 40/100 is considered high, we are incredibly proud of our NPS® of 94/100.

For each completed survey, Bellevue Law donated £10 to Trinity Hospice, resulting in a total donation of £1,190.

Here are some of the things our clients said this year.

"Florence and her team are simply outstanding. Kind, patient, incredibly knowledgeable. You feel in safe hands. I wouldn't hesitate to recommend them."

"Bellevue Law has provided me with incredible support and expertise over the years. They've been a trusted partner in navigating complex employment issues, providing me with not only legal guidance but peace of mind."

"Their diligence, attention to detail and professionalism in dealing with these has been exceptional, each being firmly broken down and risks mitigated. We have been, and continue to be, in very safe hands."

"Having worked with many law firms over the years, I can thoroughly recommend Bellevue Law. The service I received was outstanding from beginning to end, with all aspects of the process being conducted with care, attention to detail and an engaging, reassuring approach."

"Bellevue Law has provided excellent legal support with professionalism, efficiency and client focused approach. Their clear communication and expert advice made a complex case much smoother to achieving the best outcome."

"Great experience with the "Next Steps" service after being laid off—not the easiest of times. The lawyer I worked with was collaborative, efficient, and reassuring every step of the way, and I am extremely pleased with the outcome."

RECOGNISED FOR OUTSTANDING CLIENT SATISFACTION

Bellevue Law was also recognised by the Legal 500 as a Leading Firm in Client Satisfaction, placing the firm among the top 10 per cent of all UK law firms surveyed for client service. This recognition reflected Bellevue Law's commitment to delivering expert, human, and pragmatic legal support.

For the first time, the Legal 500 surveyed clients on key service areas, including lawyer and team quality, value for work done, efficiency, and commercial knowledge. The rankings also incorporated a law firm-specific Net Promoter Score (NPS®) Customer Experience matrix, providing an independent assessment of client satisfaction.



We are proud to have been recognised once more in the 2025 Chambers UK and Legal 500 directories.

Chambers UK

The firm is noted for advising and representing senior female professionals from a range of industries in unfair dismissal and sex discrimination claims.

- + *"They are approachable and always provide practical and well thought through commercial advice."*
- + *"They are highly responsive, with a commitment to delivering exceptional quality of service on time."*
- + *"I felt very confident in my claim because of the expertise shown by Bellevue Law."*



Punching above their weight while driving ethical change.

Legal 500



Legal 500

Highly regarded for its involvement in matters involving senior female professionals with sex discrimination, whistleblowing and sexual harassment claims.

- + *"I had an excellent experience with Bellevue Law. They are professional, smart and effective at getting desired outcomes. They operate with integrity."*
- + *"It's like having an in-house employment lawyer who lives and breathes your business, understands the character and culture of the team and delivers advice accordingly."*
- + *"Superb senior experienced lawyers who not only have the technical nous but the emotional intelligence to match it."*
- + *"Considered and astute. Fun to work with."*

Recognised for Championing Equality: Georgina Calvert-Lee

In 2024, Bellevue Law's Senior Consultant Georgina Calvert-Lee was named in the Chambers UK Spotlight Table for DEI Champions. This list recognises lawyers who go above and beyond in supporting vulnerable and marginalised individuals, particularly through legal advice that carries a strong element of public interest or advocacy.

Georgina's inclusion reflects her exceptional commitment to legal work that advances equality and access to justice. She has supported several campaigns over recent years, including working pro bono with ForThe100, a coalition of families seeking to establish a statutory duty of care for universities in the wake of student suicides. Georgina helped draft proposed statutory language and advised on the language needed to strengthen protection for vulnerable students.

She also provides ongoing pro bono support to Can't Buy My Silence, advising on their campaign to prohibit the misuse of NDAs in cases of sexual misconduct and discrimination. Her work includes advising founder Zelda Perkins and directly supporting individuals who have been silenced by NDAs.

Alongside this, Georgina continues to advise the 1752 Group, a research and advocacy organisation focused on sexual violence in universities. She co-authored sector-

wide guidance on handling complaints fairly and is now exploring opportunities for strategic litigation to improve investigative processes in higher education.

Her caseload also includes direct pro bono support for individuals who have experienced discrimination, harassment, or abuse, often involving complex issues of race, disability, or power imbalance in university settings.

Reflecting on the recognition, Georgina says: "Lawyers have a duty to think about justice in a broader sense. To step back and ask whether the law is working for everyone, and if not, what we can do to change that. It's not just about helping individuals, although that's vital. It's also about thinking structurally. Looking at the way systems operate and finding ways to challenge inequality and improve outcomes. I've always been drawn to the parts of law that touch on people's dignity, their safety, and their sense of belonging. It's incredibly rewarding when that work leads to wider change or encourages others to speak up."



“

Lawyers have a duty to think about justice in a broader sense. To step back and ask whether the law is working for everyone, and if not, what we can do to change that. It's not just about helping individuals, although that's vital. It's also about thinking structurally. Looking at the way systems operate and finding ways to challenge inequality and improve outcomes.

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Our Client goals for 2025/26

Expanding on this, our goals for 2025/26 are to:

- + Maintain a score of 9/10 or above for “likely to recommend” in our annual client survey.
 - + Identify and increase the number of purpose-driven organisations who instruct us for employment law and dispute resolution work.
- Continue to improve our onboarding and offboarding processes, building on the implementation of Tesseract with updated client engagement documents and legal design.



Our Environment commitment

Measuring and reducing our environmental impact is a key part of our commitment to responsible business. We believe in transparency and continuous improvement, ensuring that we not only track our progress but also set clear goals for further reduction.

Our Environment action

With the support of independent consultancy Zevero, we have continued to monitor our emissions and identify ways to reduce them year after year. The GHG Protocol guidance was followed in Zevero's preparation of the FY24 report.

You can read the full report on our website, but in summary:

- + The total emissions for Bellevue Law's location-based emissions during FY2024 were 49 tCO₂e.
- + Overall this represented a 50% increase in emissions from FY2023 as a result of the significant growth of the business and revenue during this period. Despite this growth, total emissions were slightly down versus FY2022, when they totalled 50 tCO₂e.
- + When we view these emissions on an FTE basis, emissions per FTE increased by 19% from 2.43 tCO₂e in FY2023, to 2.89 tCO₂e. This compares to 5.28 tCO₂e per FTE in 2022 (a 45% decrease in emissions).

- + Our emissions comprised:
 - o Scope 1 (direct emissions) – 0.002 tCO₂e
 - o Scope 2 (indirect emissions) – 0.44 tCO₂e
 - o Scope 3 (emissions relating to our value chain, primarily purchased goods and services) – 48.69 tCO₂e, representing 99% of all emissions
- + Purchased Goods and Services account for 77% of total emissions, and our top ten suppliers represent 57% of all Purchased Goods & Services, and 44% of Scope 3 emissions. These include: Pension Provider (5.63%), Marketing Agency (5.17%) and Law Firm (2.29%).
- + There was an 8% increase in emissions derived from commuting - with the main modes of transport being local buses and rail - due to growth in our team and increased office attendance. Business travel contributed less than 1% of total emissions with no flights being taken in FY24.
- + We also saw a 34% increase in fuel and energy usage at our office. Our move to a new office in 2025 will result in market-based emissions reducing to zero through its use of a 100% REGO certified renewable electricity tariff.
- + Most of our team worked remotely during this time, and of these 18% had a renewable electricity tariff at home.

Our Move to Fora in Clerkenwell

In April 2025, Bellevue Law moved to a new office in Clerkenwell, marking an important step in our continued growth and commitment to sustainability. While flexible working remains central to our culture, the new space will provide more opportunities for in-person collaboration, client meetings, and team connection.

One of the key reasons for the move was sustainability. Our previous office provided limited data on energy usage and environmental impact, making it difficult to track and reduce our footprint. Our new workspace, operated by Fora, meets much higher environmental standards, including 100% renewable electricity, food composting, and a lower-carbon infrastructure.

This will be transformational for reducing our Scope 1 and 2 emissions and better aligning our working environment with our B Corp commitments.

Moving to Fora Clerkenwell reflects Bellevue Law's long-term vision: a modern, purpose-driven law firm that prioritises flexibility, collaboration, and sustainability. We look forward to making a positive impact in our new home.



Our Environment goals 2024

In our first Impact Report, we committed to reducing greenhouse gas emissions per team member by 50% from 2022 levels by 2030, setting a target of 2.45t CO₂e per FTE. For our FY 2024 emissions report, updated methodology resulted in our 2021/22 emissions being recalculated slightly upwards, leading to a revised target for 2030 of 2.64t CO₂e per FTE. While our emissions intensity rose slightly in FY2024, it remains close to the 2030 target.

As almost all our emissions fall under Scope 3 (from our supply chain), we also set a goal for 50% of our suppliers to measure their emissions by 2027. For FY 2023/24, we have tracked the practices of our top ten suppliers, who together represent 57% of purchased goods and services and 44% of emissions. Our analysis shows that five of these suppliers, representing 48% of the emissions from the top ten, measured and published their data.

We also aimed to reach market-based net zero emissions by 2025, a goal we will achieve in May 2025 when we move to an office powered by renewable energy.

However, encouraging home-based staff to switch to renewable energy contracts has proved more challenging, with uptake at 18% in 2024/25, considerably short of our 90% target. This remains a focus for future progress.

Our Environment goals 2025/26

This year we are setting new, more ambitious, targets, these are to:

- + To focus on reducing supply chain emissions by conducting an audit of our suppliers to understand which are setting targets with a view to having 50% of suppliers by spend measuring their emissions by 2027 as well as working primarily with suppliers who share our commitment to responsible business.
- + Continue working towards reducing greenhouse gas emissions per FTE by 50% by 2030 based on the (recalculated) FY22 baseline. This would result in a target of 2.64 tCO₂e per FTE.
- + Offer team members who work remotely a one-off cash incentive to switch their home energy to a green supplier with the aim of 90% of our team having green energy contracts at home by 2030.
- + Begin developing a model to measure and understand the environmental and social impact of our legal advice - both positive and negative - referred to as “serviced emissions” or “serviced impact”.



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