

# ESG Strategy

## THE LAW SOCIETY



**Pragmatica**  
[www.pragmatica.ie](http://www.pragmatica.ie)

# Agenda

- Introduction
- Our Ambition
- The Law Society x SDGs
- Sustainability Promise
- Final Considerations

# The Law Society of Ireland Approach

**ESG at the core of  
the organisation**

Embedding sustainability into current corporate strategy (OD3.1-OD3.8)

**Clear commitment to ESG**

ESG Team in place and action plan aligned with SDGs

**Clear pathway ahead**

Clear ESG priorities, with firm ESG targets

**Considering upcoming  
regulatory requirements**

Ensuring The Law Society is adhering to any associated reporting requirements

**Carbon footprint management**

Carbon Footprint Management structure in place

**The time is now.**

# Our Ambition

The Law Society of Ireland is committed to all aspects of environmental, social and governance (ESG) practices in order to lead the way in the legal profession in Ireland, support our members and students, and implement a culture that prioritises sustainability and responsible practices.

## The goal

**The Law Society of Ireland aims to stay on top of any ESG-related opportunities in accordance with the recommendations of consultancy firm Pragmatica in partnership with the Executive Leadership Team and the ESG Team.**

# Our Ambition

**Assess the Law Society's current ESG performance and identify relevant issues**



**Set specific and measurable goals that align with our vision and mission**



**Engage stakeholders to understand their concerns and gather input**



**Integrate ESG considerations into our core business strategy, policies, and procedures**



**Establish a robust monitoring system to measure and track progress, inc carbon emissions on an monthly basis**



**Foster a culture of sustainability within the legal profession in Ireland**



**Continuously improve and innovate to adapt to emerging reporting standards**



**Develop resources to educate and enable the legal community in Ireland to drive their own sustainability agendas**



**Achieve an independent sustainability certification (for example, the Green Flag)**



# Potential Opportunities

## RESOURCE EFFICIENCY

By optimising costs of our operations through energy efficiency and waste reduction plans

## CARBON REDUCTION

Our Carbon Reduction Plan allow us to reduce key emitter factors such as staff commuting, printed materials etc., contributing to the longevity of the organisation

## RESILIENCE

Our adaptive strategy allows us to incorporate risks and opportunities into the wider organisation's strategy, influencing our investments and modernisation

## ENGAGEMENT

Our focus on the different stakeholder groups will allow us to position the Law Society of Ireland as an avant-garde membership body in Ireland

# **Our Goals X SDGs**



Aligning the United Nation's Sustainable Development Goals with the objectives and practices of the Law Society of Ireland holds paramount importance in fostering a legal framework that not only upholds the rule of law but also promotes sustainable development at its core.

As the educational, representative, and regulatory body of the solicitors' profession in Ireland, the Law Society plays a pivotal role in shaping legal education, professional conduct, and advocacy within the legal community.

By integrating the SDGs into its curriculum and continuing professional development programs, the society can instill a deep understanding of sustainable development principles among current and future legal practitioners.

The alignment of the SDGs with the Law Society serves as a catalyst for advancing social justice, environmental protection, and economic prosperity within the legal landscape of the country.



# The Law Society of Ireland ESG Priorities

## BUILDING A GREENER FUTURE

- Minimise our environmental impact with a strong push for renewable energy and zero waste.
- Maximise the reach of the Legal profession in providing services that decarbonise the economy.



## HELPING SOCIETY THRIVE

- Ensure an inclusive and safe workplace to attract and retain the best talent.
- Elevate relationships with new offerings and opportunities through an ESG lens.



## STRIVE TO LEAD THE LEGAL PROFESSION

- Embed ESG across the business and our supply chain, with the highest ethical standards.
- Ensure full integrity at all times with the highest standards and processes.



# E

## Building a greener future



- In order to reach our short and long-term climate targets, The Law Society of Ireland 'ESG Team' are working to implement an action plan that focus on 3 main areas:
  - **AFFORDABLE AND CLEAN ENERGY**
    - Usage Management
    - Relevant Policies
    - Stakeholders Engagement & Education
    - Infrastructure Upgrades
  - **RESPONSIBLE CONSUMPTION AND PRODUCTION**
    - Waste Management
    - Policies & Processes
    - Supply Chain Management
    - Stakeholders Engagement & Education
  - **CLIMATE ACTION**
    - Carbon Footprint Management
    - Biodiversity
    - Reporting

# Environment



REF	ITEM	DEFINITION
O3	Devise and implement an ESG Strategy	<ul style="list-style-type: none"><li>• Develop an ESG strategy (Q3) and action plan (Q4)</li></ul>
S1.9	Review member communications	<ul style="list-style-type: none"><li>• Digital Personalisation Project - Q1 analysis of Push communications (all emails, letters issuing to the profession); Q3 personalised e-zine strategy</li></ul>
O5	Campus & Property Masterplan	<ul style="list-style-type: none"><li>• To maintain and develop our facilities to enable the Law Society deliver its long-term objectives</li><li>• To have the highest quality facilities for staff, solicitors and students as well as implement a property master plan to enable future growth</li></ul>
S5	Provide effective Practice Supports	<ul style="list-style-type: none"><li>• To assist practitioners run successful practices and navigate a changing regulatory landscape</li></ul>

# S

**Helping  
society  
thrive**

- The Law Society of Ireland is enabling a more diverse and inclusive environment for the sector. Our human capital management aims to attract and retain the best talent
  - **GOOD HEALTH AND WELL-BEING**
    - Stakeholder Engagement & Education
    - Stakeholder Surveys
  - **QUALITY EDUCATION**
    - HR Processes e.g., Hiring and Induction
    - Training Programmes
  - **REDUCED INEQUALITIES**
    - HR Policies
    - Accessibility Overhaul
  - **SUSTAINABLE CITIES AND COMMUNITIES**
    - Community Engagement & Education
    - Charitable Work



# Social



REF	ITEM	DEFINITION
O3	Devise and implement an ESG Strategy	<ul style="list-style-type: none"> <li>• Develop an ESG strategy (Q3) and action plan (Q4)</li> </ul>
L3	Providing Leadership / Future of the legal profession	<ul style="list-style-type: none"> <li>• To provide leadership on the future of legal services and the legal profession in Ireland</li> <li>• To provide key data and trends in the solicitors' profession, opportunities and challenges ahead and how to harness this to the benefit of the profession</li> </ul>
S1	Enabling Solicitors to Thrive / Personalised services for solicitors	<ul style="list-style-type: none"> <li>• To provide tailored and focused support and services to enable solicitors succeed in their practice and career; To strengthen solicitor engagement with the Law Society</li> <li>• To ensure that the services offered are relevant to a diverse and evolving profession</li> <li>• To strengthen and enhance the relationship between solicitors and the Law Society</li> </ul>
S2	Enabling Solicitors to Thrive / Advocate on behalf of the profession	<ul style="list-style-type: none"> <li>• To support and shape a positive operating environment for solicitors</li> <li>• To raise the profile of the profession</li> </ul>
S3	Enabling Solicitors to Thrive / Provide enhanced career supports for solicitors	<ul style="list-style-type: none"> <li>• To enhance and expand Law Society professional and personal supports which will be targeted to enable solicitor success</li> </ul>



# Social



REF	ITEM	DEFINITION
E1	Education and Learning Excellence / Deliver PPC Courses for solicitors	<ul style="list-style-type: none"><li>• To ensure that those who qualify as solicitors have the required skills and knowledge to meet the high standards expected to practice</li><li>• To meet the requirements of the Solicitors' Acts and Regulations and do so while innovating and continually improving</li></ul>
E3	Education and Learning Excellence / Optimise the education and student experience	<ul style="list-style-type: none"><li>• To position the Law Society as the undisputed premier provider of legal education</li></ul>
E4	Education and Learning Excellence / The Law Society Access Strategy	<ul style="list-style-type: none"><li>• To ensure the widest possible access to qualification as a solicitor and to identify and develop new routes to qualification</li><li>• To develop a comprehensive framework for solicitor education and the routes to qualification</li></ul>
E5	Education and Learning Excellence / Expanded public legal education programme	<ul style="list-style-type: none"><li>• To reach the widest possible audience of those interested in the law in Ireland and beyond</li></ul>
O5	Campus & Property Masterplan	<ul style="list-style-type: none"><li>• To maintain and develop our facilities to enable the Law Society deliver its long-term objectives</li><li>• To have the highest quality facilities for staff, solicitors and students as well as implement a property master plan to enable future growth</li></ul>

# G

## Strive to Lead the Legal Profession



- The Law Society of Ireland will continue to maintain strict levels of governance oversight through policies, personnel, and programmes. These are embedded into the different “E” and “S” goals of our action plan and would consist of initiatives around - but not limited to - the following areas:
  - Corporate governance
  - Culture based on ethics
  - Data privacy
  - Security and cybersecurity
  - Managing a responsible supply chain



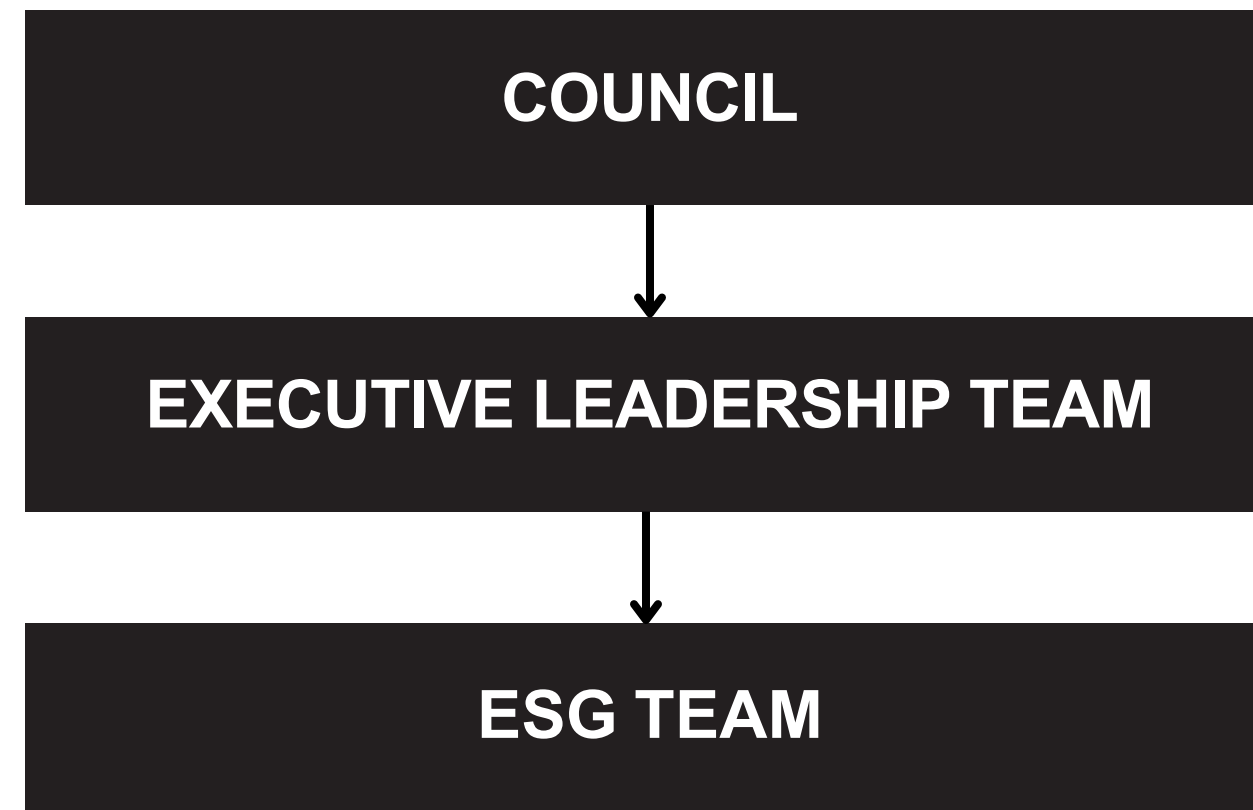
# Governance



REF	ITEM	DEFINITIONS
O3	Devise and implement an ESG Strategy	<ul style="list-style-type: none"><li>• Develop an ESG strategy (Q3) and action plan (Q4)</li></ul>
V1	An Influential Voice / The Legal Insights Initiative	<ul style="list-style-type: none"><li>• To help shape the legal system and better represent solicitors</li><li>• To strengthen the reputation and relationships with key stakeholders and become a more visible, active contributor on legal and policy issues</li></ul>
V2	An Influential Voice / The Law Society Expert Panel	<ul style="list-style-type: none"><li>• To promote, demonstrate and increase public understanding of the value and contribution of the profession</li><li>• To raise the profile of the solicitors' profession and the Law Society</li></ul>
L1	Providing Leadership / Centre for Justice & Law Reform	<ul style="list-style-type: none"><li>• To promote, demonstrate and increase public understanding of the value and contribution of the profession</li><li>• To raise the profile of the solicitors' profession and the Law Society</li></ul>
L2	Providing Leadership / Legislation & Regulation Advisory Service	<ul style="list-style-type: none"><li>• To demonstrate the expertise and value of the solicitors' profession by providing legal knowledge and information to policy makers and civil society groups</li><li>• To support and shape good public policy making by providing the relevant legal knowledge and expertise to Government, the Oireachtas and State Agencies</li></ul>
R1	Promoting Effective Regulation / Deliver an effective Financial Regulation Programme	<ul style="list-style-type: none"><li>• To protect &amp; support the public interest &amp; the solicitors' profession by ensuring effective regulation, and financial and practice regulation, of practicing solicitors</li><li>• To effectively regulate to meet the Law Society's statutory obligations</li><li>• To support the Law Society in the appropriate and effective implementation of its regulatory functions</li></ul>
O2	Comprehensive governance system	<ul style="list-style-type: none"><li>• To ensure robust risk management; clear strategic direction, regulatory compliance and internal control systems</li><li>• To provide confidence to all stakeholders that the organisation operates in a proper, consistent and effective way in line with leading governance practices and all relevant legislation</li></ul>
T	Technology	<ul style="list-style-type: none"><li>• T2 / Develop a five-year IT roadmap, T3 / Using tech to enable digital ways of working, T6 / Develop an IT Governance Framework, T7 / Develop a data and knowledge framework</li></ul>

# Corporate Governance

The Law Society of Ireland is firmly committed to the ongoing improvement of its corporate governance framework, increasing, strengthening and consolidating best practices in this area



# **The Law Society of Ireland Sustainability Promise**

# Sustainability Promise

At the Law Society of Ireland, we pledge to prioritise sustainability while educating, developing, and supporting our trainees, solicitors, staff and wider stakeholder groups to create a positive impact on our environment, community, and future generations.

# Sustainability Promise

Our promise is to:

## **1. Minimise Our Environmental Footprint**

We are committed to reducing energy consumption, conserving water, and minimising waste through innovative practices and technologies. We will continuously strive to enhance our sustainability efforts to protect and preserve our natural resources.

## **2. Foster Social Responsibility**

We value DEI within our various stakeholder groups and throughout our community. We will continue to create a welcoming and inclusive environment for all, support local initiatives, and actively contribute to the well-being of our community.

# Sustainability Promise

## **3. Uphold Ethical Governance**

We adhere to the highest standards of integrity, honesty, and transparency in all aspects of our business. We will continue to ensure ethical governance practices, and accountability in our decision-making processes.

## **4. Engage and Educate**

We will engage with our various stakeholders to raise awareness and foster a culture of sustainability. Through education, collaboration, and empowerment, we will inspire positive change and collective action.

## **5. Measure and Improve**

We will establish clear goals, targets, and metrics to track our sustainability performance and measure progress. We will continuously seek out opportunities for improvement, innovation, and best practices to advance our sustainability journey.

**At the Law Society of Ireland, sustainability is not just a commitment; it's our promise to future generations.**

**Together, we will create a more sustainable and resilient future for all.**

# Final Considerations



# Final Considerations

- Approve strategy and action plan
- Present final Action List to the ESG Team
- Sustainability Officer leading ESG Team
- Assign owners per action
- Define timelines and KPIs per action
- Creation of comms strategy including website and social channels
- Communicate plan with various stakeholder groups
- Implement monthly carbon measurement tool and maintain continuous measurement of carbon emissions
- Obtain recognised sustainability certification