



Care in Action

**Our community and
environmental impact**

2025/26

People Driven. Legal Excellence.





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Welcome

We are thrilled to be publishing our community and environmental report, after concluding our remarkable 150th year celebrations in 2025.

We are always striving to improve our ethical impact and sustainability credentials as a business not only for the benefit of our environment but also for the communities we serve. This report is Care in Action.

In 2026 we will continue to demonstrate a commitment to reducing our environmental impact, promoting social responsibility through fair treatment and community involvement, creating social value and ensuring transparent, ethical governance practices at all times.

We will continue to dedicate our time and resources to ensuring that we always operate responsibly and make a positive impact on our clients, our business partners and our people.

This year we have been delighted to support local charity The Mary Stevens Hospice through several internal charitable activities, not least our annual football tournament that is held in June each year.



Nyree Applegarth

Partner
Head of the Environmental and Charity Committees



Our aims

Higgs LLP is committed to reducing the impact of its operations and services on the environment, and operating as sustainably as possible.

We care about our impact on the planet, the environment and the local community and think that it's important that as a business, we encourage our people, our clients, contactors, business partners and suppliers to replicate our values.



A desire to educate and empower our people to work and live sustainably and reduce our impact on the environment, in line with our values in 'Our Future.'





Environmental responsibility

Higgs 150 flower bed at our office in Brierley Hill

In 2025, Higgs LLP proudly celebrated its 150th anniversary.

One of the Green Committee's contributions was to plant a 'Higgs 150' garden at the front of our office, proudly displaying this achievement for clients, staff and visitors to the firm and providing a small haven in the business park for local insects.



Litter picking

Throughout 2025 volunteers from across the firm continue to keep the areas around the office tidy by regularly organising litter picking hours

Our volunteers undertake a monthly litter pick across the Waterfront Business Park, tidying up rubbish and ensuring it is properly disposed of – not just dumped.

We are proud that it is not just the Green Committee but members from all across the firm who get stuck into this.

Midlands Sustainability Awards

We were nominated for not one but two awards at The Business Desk's Midlands Sustainability Awards this year.

Nyree Applegarth was nominated for Sustainability Leader, whilst the firm as a whole was nominated for its excellence in Employee Engagement and Workplace Wellbeing. It was wonderful to be recognised.



Shortlisted
2025

Reducing our Carbon Footprint

Higgs is committed to reducing the impact of its operations on the environment.

In 2022 we instructed 'SaveMoneyCutCarbon' to assess our carbon usage and give their recommendations for ways in which we could reduce our carbon footprint and progress to net zero.

We recycle everything we can, try to re-purpose it or offer it to a third party.

Since we received the report we have switched to purchasing our electricity from a 100% renewable source and upgraded the lighting in the office to use LED bulbs.

We are keen to understand how those changes have impacted on our carbon use and we will be commissioning a new report in 2026. We will then work on a carbon reduction plan.





Championing green initiatives



The Higgs LLP Green Committee organised a wreath-making session in December 2025 to kick off the festive season in an environmentally friendly way. It was a lot of fun to try something different, and it was even better to catch up with colleagues outside the usual work environment.



Seed Pencils

In celebration of our 150th anniversary, we successfully implemented a significant sustainability initiative earlier this year by planting a special '150 flower bed' outside our office. This effort demonstrates our ongoing commitment to environmental stewardship. As part of this initiative, we introduced the 'Sprout' seed pencil, an innovative eco-friendly product that replaces the traditional eraser with a water-soluble seed pod.

This unique feature allows users to plant the pencil after its use. Each seed pod contains Forget-Me-Not seeds, serving as a meaningful tribute to our anniversary.

The flowers can be cultivated in various settings, whether in pots or gardens, and thrive in full sun or partial shade across different soil types. This encourages our community to engage in green practices.





Social responsibility





Partnerships with the local community

Cookley School garden

In December 2023, we were pleased to partner with Cookley Primary School to develop raised-bed planters for students across all year groups. This initiative has successfully transformed the garden into a flourishing space, enhancing the educational experience for students while yielding an impressive variety of fruits and vegetables.

Recently, the school reached out to us once again, seeking our assistance in acquiring spring bulbs to further enhance their garden. We are delighted to support this important project. Through our collaboration, we are not only cultivating plants but also nurturing the students' enthusiasm for gardening and promoting sustainability principles.

Beacon Centre for the Blind

This year marks a significant milestone as both Higgs and the Beacon Centre for the Blind celebrate 50 years of service and dedication.

To celebrate this special anniversary, we are proud to have sponsored a time capsule. This was an initiative from the Beacon Centre.

On 23 September, the time capsule was successfully buried during a commemorative ceremony. We are thrilled to share that Higgs LLP will also be featured on a plaque, which will remain in place for the next 75 years, symbolising our enduring commitment to charitable causes and the special connection between our two organisations.





Our support for The Mary Stevens Hospice

Every year, Higgs LLP chooses a charity to support that year through fundraising activity and donations. In 2025 we supported **The Mary Stevens Hospice** who offer patients with incurable or life-limiting illnesses the opportunity to enjoy their lives to the fullest, however long that life may be.

The charity has a strong presence within our local community and is also close to many of our people's hearts because they have relied on The Mary Stevens Hospice for care of a loved one.

Last year the firm raised over **£27,000** for the charity and other local causes which will go a long way to ensuring they can continue to provide the high level of much needed care to patients.



Bereavement Garden

Volunteers from Higgs spent a day out of the office at Mary Stevens Hospice, our firm Charity of the Year. We were able to transform the existing overgrown borders at the charity's headquarters into a 'Bereavement Garden', with a postbox for grieving children and families to 'send thoughts, prayers and wishes' to their loved ones who are in hospice care or have sadly recently passed away there.

Mary Stevens Hospice does amazing and valuable work for our local community and so we were honoured to volunteer there and assist with a Green project.



Our support for Mary Stevens Hospice



During the summer, nearly 1,000 participants took part in our annual football tournament, with a record 72 teams competing. While the event provides an opportunity to strengthen relationships with colleagues, clients and partners, its primary purpose is to support charitable causes.

In November, we hosted a charity quiz night at the Black Country Living Museum, raising £2,500 in support of The Mary Stevens Hospice. This contribution will help the hospice continue its vital work in the community. Begbies Traynor were the overall winners of the event, with CK Chartered Accountants finishing as runners-up.





Team fundraising

Annual charity bowling tournament for SIA

This year we hosted our third charity bowling event at Hollywood Bowl in Birmingham, all in aid of the **Spinal Injuries Association** which raised over £9,000 for the charity.

Each team was joined by a member of the Spinal Injuries Association, offering participants a chance to learn first-hand what life is truly like as a survivor, all while supporting a worthy cause.

Mount Snowdon hike

Our Personal Injury and Clinical Negligence team successfully climbed Mount Snowdon, raising funds for the **University Hospitals Birmingham Charity**. Climbing 3,248 feet to the summit, the team truly demonstrated determination, teamwork, and a shared commitment to supporting a fantastic cause.





Diversity and inclusion

As signatories to **The Law Society's Diversity and Inclusion Charter**, Higgs LLP is committed to developing a diverse business by engaging with the widest pool of talent and promoting equality of opportunity for everyone.

Our mission is to ensure that everyone is empowered to be the best version of themselves and to have a voice which can be shared, heard and respected. Our partners and directors, management boards and colleague resource groups share insights, champion change and challenge both conscious and unconscious bias. This year we have welcomed many special guests to the office who spoke about their challenges and successes.



Working with industry bodies to promote equality and inclusion

Higgs LLP partners with Birmingham Black Lawyers to launch a new mentoring programme called Higgs Inside Track - aimed at providing mentoring support.

We are key participators in the Birmingham Law Society D&I scheme, in conjunction with the University of Law so that we can listen to our people and strengthen our networks and build a culture where everyone feels they belong.

The firm is a sponsor of the Multicultural Business and Community Champion Awards and we also sponsored an allyship cinema event with Birmingham Law Society.

The firm's Lawyers across all ages are active committee members of The Colmore Collective – a professional services networking group for those at the early stages of their career, and the Wolves Collective which is a business and community networking group in Wolverhampton amongst others.



Diversity and Inclusion

Our Proud Together network

Proud Together is a network that was formed as a sub-committee to the Inclusion Group in 2023. The purpose of this group is to progress diversity and inclusion with a specific focus on the LGBTQ+ community, as well as holding educational and social events for the wider firm.

For example, to commemorate LGBTQ+ History Month, we have previously had a showing of the film 'Pride' at our offices, which explored the rights of the LGBTQ+ community in Britain during the 80's. We organised a walking group at Birmingham Pride which is now an annual event, and is always well attended and enjoyed by colleagues across the firm.

The group has also held social events for members, to provide a space where colleagues can socialise and be the most authentic version of themselves.





Higgs as an employer

Real Living Wage

As a firm we have committed ourselves to the Real Living Wage, which is the only UK wage that is based on the cost of living. This is to ensure our wage meets are employees everyday needs.

Cornerstone Employer

Higgs is a Cornerstone Employer and engages with local schools, colleges, and universities. We aim to inspire the next generation through careers fairs, our vacation scheme, and career guidance sessions.



Investors In People Gold award

Higgs has been awarded Investors in People Gold. This is a huge milestone for us in our 150th year, and one that only a quarter of organisations that are assessed globally achieve.

We improved in **8 of the 9 assessment areas** and outperformed the Legal Activities sector across the board. We were rated **High Performing** in Managing Performance, Building Capability and Creating Sustainable Success. This is a real reflection of the culture we have built together.





Our Employee Resource Groups

The work in maintaining and growing our ESG initiatives is done by our various committees who meet regularly to strategically plan future initiatives.



Green
Committee



Inclusion
Group



Social
Committee



Charity
Committee



Wellness
Team



Family
Friendly Group



Menopause
Resource
Group



Proud
Together

Governance

We understand the risks of our business with an overarching firmwide risk register together with bespoke risk registers for each department. The partners, strategy and management boards work to understand and mitigate those risks through the introduction of processes, training, supervision, review and monitoring.

We welcome external audit and feedback and have held ISO 9001 accreditation since 1997.

Our Real Estate team holds the Law Society CQS accreditation and the Clinical Negligence team is SQM (Specialist Quality Mark) accredited.

Governance forms the backbone of Higgs' ethical practices. We uphold the highest standards of integrity and transparency in our operations, with regular audits and assessments to ensure compliance with industry regulations and guidelines. Maintaining a robust governance framework ensures we build trust with clients and business partners.

The firm is authorised and regulated by the Solicitors Regulation Authority (SRA). The SRA Standards and Regulations are the guiding principles and codes of conduct that set the benchmark for a compliant law firm and sit at the heart of all our decision making.

We have dedicated officers who ensure we are meeting our regulatory obligations.



Matt Dudley, Partner
Compliance Officer for Legal Practice



Steve Chaplin, Finance Director
Compliance Officer for Finance and Administration



Beverley Scriven, Head of Standards & Ethics
Money Laundering Reporting Officer



Looking ahead: our future plans

How does our work link to 'Our Future'?

- We will create a challenging and inspiring environment where creativity and original thinking are encouraged
- We will play people in their best positions and give them freedom and autonomy to make their most effective personal contribution
- We recognise the importance of things outside Higgs that matter to our people
- We will listen to our clients, understand and respond to their needs
- We will constantly innovate, seeking out new and better ways of delivering our services
- We aspire to do things better than before, and better than others
- We will seek best of brand suppliers with common values who can add value to our business
- We will conduct ourselves with integrity at all times, even if it costs us, or is difficult.





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