

maples **teesdale**

B Corp Year One Impact Report

Small changes,
big impact

DECEMBER 2025



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Introduction

A year of purpose and progress

2025 has been a big year for Maples Teesdale. Marking 150 years of the Maples Teesdale name, our ability to evolve and adapt to the changing needs and priorities of the real estate industry is what has kept us thriving.

Built on a foundation of dedication, hard work, collaboration and an unwavering commitment to our clients, from our humble beginnings, we have become the UK's leading commercial real estate law specialists.

2025 also marks the year we embarked on our B Corp journey; an important milestone for us as we joined a global community of businesses committed to meeting high standards of social and environmental impact.

Whilst on this journey, we've demonstrated that purpose and profit aren't opposing forces. We've grown whilst strengthening our commitment to the people who make our firm what it is.

This report marks the completion of our first year as a certified B Corp. In it, we will delve into the five categories assessed for certification, share what we've learned and achieved over our first year, and outline what we plan to focus on in 2026.

The metrics and achievements tell an important story, but they're more than numbers, they represent real change and real impact.

From our ESG committee's meetings, which ensure a constant commitment and focus, to our founding membership in Neurodiversity in Business, our renewable energy commitment, and our support for green leases, every initiative reflects our core belief: small changes have a big impact.

Our values in action:

- Over 50% of our managers are female
- 100% of our employees are paid above the local living wage
- 100% of our employees received a monetary bonus this year

As we go into 2026, we're not resting on our laurels; we've set lofty targets for ourselves, including further embedding B Corp principles into our company strategy, achieving 75% employee participation in community activities, and bringing our commitment to social and environmental impact to life for our clients.

Thank you to every member of the Maples Teesdale team who has embraced this journey with enthusiasm and dedication. Together we have built a successful law firm, and a business that makes a genuine difference.



Paul Burke
Managing Partner
Maples Teesdale

CHAPTER ONE

Governance: leading with purpose

Mission, ethics, transparency, and accountability

At Maples Teesdale, our culture and values form the foundation of who we are. Whilst we have a strong heritage, we're a modern law firm and have worked hard to create a positive and inclusive work environment where teamwork, innovation, and professional growth are prioritised.

Our core values



HONESTY



RESPECT



INTEGRITY

Our culture is built on professionalism and excellence. We are committed to creating a happy work environment that encourages development, collaboration, and diversity. We believe in social responsibility; giving back to our community and supporting social causes that align with our values. We want to make a difference to our clients, our team, and the environment.

Our mission

We are driven by our passion for real estate law and our unwavering commitment to our clients. We are dedicated to being the go-to law firm for commercial real estate advice, providing exceptional legal services that empower our clients to navigate the complex landscape of commercial real estate with confidence and success.



Governance in action: what we've achieved

- ✓ We established a **dedicated ESG committee** that meets regularly
- ✓ **>50%** of our managers are female
- ✓ **53%** of our employees are female
- ✓ **32%** of Partners at our firm are female and **12%** are LGBTQ+
- ✓ **50%** of Lawyers (4+ PQE) are female
- ✓ **75%** of Lawyers (below 4 PQE) are female and **30%** are Black, Asian and Minority Ethnic
- ✓ **70%** of Trainees are female and **42%** are Black, Asian and Minority Ethnic
- ✓ **100%** of Paralegals are female and **66.6%** are Black, Asian and Minority Ethnic
- ✓ **100%** of formal flexible working requests have been accepted
- ✓ We are signatories of the **Bettter Business Act**

Structured oversight and accountability

We established a dedicated ESG committee. Chaired by Partner Anastasia Klein, it includes representatives from across the firm, partners, lawyers, and support staff. This committee meets regularly and oversees our ESG strategy, ensuring accountability across all business operations. The committee has real authority and achieves tangible outcomes.

Leadership diversity

More than 50% of our company managers are female. We recognise that diverse perspectives lead to better decisions, and we've created mechanisms to identify and engage traditionally underrepresented stakeholder groups or demographics.

- Our EDI group hosts a cultural awareness programme with lunch and learns, looking at faith.
- We provided unconscious bias training open to everyone
- We celebrate key cultural events that are reflective of our company culture, such as Black History Month, B Corp month, International Women's Day, Pride, Movember, and Veganuary.
- In January, June and November we partnered with Diversity Talks Real Estate, a non-profit organisation with a mission to further diversity and inclusion in the built environment, to hold a Female Leaders and Real Estate (FlaRE) drinks event. This provided the opportunity to network and learn.

We've strengthened our position as an employer of choice by combining meaningful work with a culture prioritising support, flexibility, and long-term career development.

Transparency and engagement

We report the results of stakeholder engagement on social and environmental performance directly to the Partners of the firm, ensuring that ESG considerations are central to our strategic decision-making. We measure the material, social, and environmental outcomes produced by our performance on our KPIs over time, giving us clear visibility into our impact and progress.

Ethical foundation

Every newly hired team member receives instruction on our code of ethics, and we instruct managers on the code on an ongoing basis. We communicate changes to the code whenever it's updated, ensuring everyone understands their responsibilities.

Mechanisms are in place for continuous monitoring of our anti-corruption programme, with the Partners reviewing the results of internal and external reviews and ensuring that required changes are implemented appropriately and promptly.

Training and development

Specific, formal training relating to social or environmental performance principles and practices is integrated into new employee and new manager training. This ensures that B Corp principles are embedded throughout the organisation.

Beyond compliance: our commitment to systemic change

As signatories to the Better Business Act, we're part of a business-led campaign with a mission to change the law, ensuring every company in the UK aligns the interests of its shareholders with those of society and the environment. The Better Business Act is for companies that have chosen to be part of the coalition for a cleaner, greener, fairer future for all.

Looking forward: our governance goals

As we move into our second year as a B Corp, we're committed to raising the bar even higher. Our governance goals for the coming year include:



Reviewing our company's purpose and values annually to ensure they remain relevant and inspiring



Requiring 100% of employees to complete annual ethics and anti-corruption training



Embedding B Corp principles into all company strategy documents, making purpose inseparable from planning

CHAPTER TWO

Workers: investing in our people

Wellbeing, fair pay, and growth

At the centre of our firm is our people; Maples Teesdale has been built on a culture of professionalism and excellence. We treat our people as they should be treated, like human beings! We admire hard work, and we're committed to creating a happy work environment that encourages development, collaboration, and diversity. This is why, without exception, our people are highly experienced, attentive, and great to work with.

This year, we've invested significantly in ensuring that our people feel valued, supported, and empowered to grow:

- 100%** of employees are paid above the local living wage
- 100%** of full-time and part-time employees received a monetary bonus in the last fiscal year
- 94%** retention-rate
- 15%** of employees have been internally promoted within the last 12 months
- >75%** of full-time and part-time workers received skills-based training to advance core job responsibilities in the last 12 months
- 20+** wellbeing and diversity & inclusion initiatives delivered annually



We want a thriving and happy workforce, that's why we prioritise creating a supportive work environment, where a work-life balance is not just possible but encouraged, where there is opportunity for development and where our people can flourish.

Respecting life beyond work

We recognise that our people have different priorities, lives, families, and interests beyond the office. That's why we offer 25 days' annual leave plus bank holidays, with additional leave for length of service. Discretionary sabbaticals are available to staff who want extended time away. We've implemented flexible hybrid working arrangements that allow our people to work in ways that suit their lives and working styles.

Between June and August, we introduced summer Fridays, encouraging all employees to log off at 4pm to make the most of the longer summer days. This simple initiative had a profound impact on morale and work-life balance.

“When people feel trusted and supported, they do their best work.”

Health and wellbeing: supporting the whole person

We've built a comprehensive health and wellbeing programme that goes well beyond basic benefits:



We offer a private medical scheme for all employees, ensuring health concerns are addressed promptly and thoroughly.



While in the office, we offer weekly fresh fruit and breakfast provisions. We have an onsite quiet room providing space for rest and reflection, which will be getting a refresh this year to ensure it is designed for comfort and calm.



Comprehensive mental health support includes onsite qualified mental health first aiders, confidential counselling services, and 24/7 GP consultations (online or by phone). Mental health is health, and we treat it with the same priority.



Fitness and wellness support encompasses personalised nutrition and fitness plans, health checks, eye tests, second medical opinions, and annual flu vaccinations.

Other perks and support



Enhanced maternity pay, support for IVF journeys, and support for baby loss demonstrate our commitment to supporting our people through life's most significant moments.



We've introduced bring your dog to work days, recognising that for many people, pets are family members.





Wellbeing in action

This year's wellbeing and diversity & inclusion initiatives included:

JANUARY: Blue Monday lunch to lift staff spirits and promote wellbeing during what's statistically the most challenging time of year

FEBRUARY: Rock decorating contest, a creative outlet that brought unexpected joy and friendly competition

MARCH: 'Planning for the future' seminar on the importance of cementing your wishes in a Will

APRIL: Easter egg hunt for the team as well as a children's Easter party with eggs and prizes

MAY: Oral Health Month, we shared a few handy giveaways, tips, facts and reminders on how to help keep your teeth in tip-top shape

MAY: We held a travel quiz to win a trip to Brighton

JUNE: We focussed on sun safety by providing sunscreen in the office for everyone to use

JUNE-AUGUST: Summer Fridays, allowing everyone to log off at 4pm

JUNE: Maples Teesdale classic album club celebrating LGBTQ+ artists, combining music appreciation with cultural celebration

JUNE/JULY: Summer Photo Competition with the winner of the best photo being rewarded with a wine hamper

JULY: Summer sports day in Regent's Park, fostering teamwork and healthy competition

SEPTEMBER: Know Your Numbers - a team from AXA came into the office to offer a 15-minute assessment checking key health markers, including height, weight, BMI, blood pressure and heart rate, blood glucose, and cholesterol. It also included a discussion on lifestyle (nutrition, exercise, alcohol consumption), sleep and stress

SEPTEMBER: Team-building away day to Lille to celebrate our 150th anniversary, a milestone that deserved proper celebration

OCTOBER: Aromatherapy workshop, introducing stress-reduction techniques

NOVEMBER: Diwali celebration, honouring cultural diversity

NOVEMBER: We took part in Movember to raise money for men's health

QUARTERLY: Massage therapist visits, providing physical relief and relaxation

Neurodiversity and inclusion

We're a founding member of Neurodiversity in Business (NIB), an industry forum that seeks to improve the participation of the neurodivergent in the workplace. NIB's mission is to develop a more inclusive workplace through better hiring processes and modifications to the workplace to better support differing needs. We have an in-house neurodiversity mentor to ensure we are getting it right.

Looking forward: our people goals

As we move into year two, we're committed to building on this foundation.

Our aims for 2026 include:



Increasing our retention rate by continuing to invest in the factors that make Maples Teesdale an employer of choice



Reviewing our benefits package annually to ensure we're competitive and offer equity in compensation



Redesign our wellbeing room to increase staff use and create an even better space for rest and reflection.

CHAPTER THREE

Community: extending our impact

Strengthening relationships with local communities

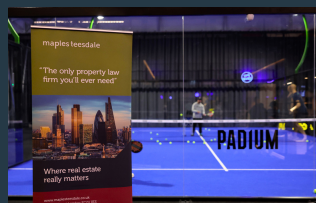
We have a responsibility to give back to the community. This year, we've actively worked to strengthen our relationships with the communities we serve, recognising that our success is interconnected with the wellbeing of those around us.

Corporate social responsibility

Every employee is provided with a dedicated Corporate Social Responsibility (CSR) day each year to volunteer, support local initiatives, or contribute to causes of their choice. Our employees participated in several activities in the past year, working across local charities or at industry initiatives.

Our activities included:

October 2024: We held the Maples Teesdale Padel tournament, raising money for the East End Community Foundation.



September 2025: Aberdeen Real Estate 5K, our team donned their trainers again and joined fellow runners in Edinburgh to raise funds for the British Heart Foundation and Children First.



August 2025: For the second year running, we participated in EY Foundation's Real Estate Smart Futures Programme, supporting and nurturing three young people from disadvantaged backgrounds to gain valuable skills and work experience in the real estate sector. As well as an introduction to recruitment and marketing, litigation, corporate, planning, and commercial property, the students were mentored for six months by some of our team.

June 2025: We participated in the CBRE Great Property Ride, raising money for the Alzheimer's Society. Riders can choose from cycling 41km, 71km, or 123km around Sandown Park racecourse.

June 2025: London Legal Walk, raising money for the London Legal Support Trust, which fund raises for over 100 charities offering free and pro bono legal advice to the poorest and most vulnerable in society

April 2025: Members of the team took part in the Legal 5k run at Regent's Park, raising funds for Skylarks, an autism charity.

September 2024: We did a volunteering day at Mudchute Farm.



December 2024: We supported the East End Community Foundation winter appeal, providing essential care packages for vulnerable older people in East London.



Extending our values through our supply chain

We revised our supplier code of conduct, which outlines the ethical and professional standards expected of all suppliers and vendors engaged with our firm.

40% of our suppliers currently meet our ethical sourcing standards, and we're actively working with others to raise theirs.

**Looking forward:
our community goals**

For year two, we're raising our ambitions:



We're committing to ensuring 100% of our suppliers sign and comply with our supplier code of conduct



We're aiming to achieve 75% employee participation in at least one community or team activity



We will take part in at least three charity events annually

Community engagement has always been important to us, but we know we can do more.

CHAPTER FOUR

Environment: reducing our footprint and advancing circular practices

Waste has become a huge problem for our planet, and we're committed to doing what we can to conserve natural resources, save energy, and lessen the amount of waste sent to landfill.

In numbers:

100% of the energy used in our office comes from renewable sources

100% of employees are provided with reusable travel mugs, reusable water bottles, and recycled notepads

30 laptops were recycled in 2025

Operational excellence in sustainability

We've implemented practical measures that reduce waste without creating inefficiency:



Motion-sensitive lighting ensures electrical equipment and lights are off when not in use, eliminating passive energy consumption.



Timed washroom taps reduce water waste whilst maintaining hygiene standards.



Heating is turned off or down outside office hours, ensuring we're not heating an empty office.



We introduced a firmwide recycling system, minimising waste and adopting sensible recycling policies for paper and food consumption.



A paperless drive reduces unnecessary printing, saving trees whilst also improving efficiency and document management.



We have plans to retrofit our office space which started with recycling our filing cabinets and providing them free of charge to local businesses in need.

Driving change in the industry

We're recognised in the Legal 500 Green Guide, which highlights leading law firms for their commitment to sustainability and climate-conscious practices.

We're a signatory of the British Property Federation's Net Zero Pledge, committing our firm to support the real estate sector's transition to net zero carbon.

We also advised on the UK Green Building Council's "net zero whole life carbon roadmap" for the built environment.

As real estate lawyers, we have a unique opportunity to influence the built environment's journey to net zero.



Partnership and measurement

We've partnered with Zerobees, a B Corp-certified boutique sustainability agency dedicated to accelerating sustainability and carbon reduction across SMEs and supply chains, to enhance our sustainability practices. Through this collaboration, we've undertaken carbon assessments and developed actionable strategies to reduce our environmental impact, aligning with our commitment to environmental stewardship.



Looking forward: our environmental goals

Year two will see us push further. We will:



Reduce paper usage per employee by 5%



Continue to deliver ESG training and explore further learning opportunities, ensuring that environmental awareness grows throughout the organisation



Run three staff workshops or internal communications per year on sustainability best practices, keeping environmental considerations front-of-mind

CHAPTER FIVE

Customers: creating positive impact through our services

We conduct regular client feedback surveys to ensure we're responsive to client needs and seeking to continuously improve our services. Our goal is to enable positive change, whilst upholding our own high standards:

- 13 key clients interviewed as part of our client listening programme
- 100% of clients have access to our digital portals for case updates

Feedback transparency

Customer satisfaction results are shared both internally and publicly.

Taking our own advice

We make all users aware of information collected, the length of time it's preserved, how it's used, and whether and how it's shared with other entities (public or private).

Our email list-building and email marketing strategies are GDPR compliant.

Embedding sustainability into client service

We provide legal support on green leases, helping clients embed sustainability standards into their property agreements.

We advise on ESG-focused legal services, supporting businesses to align with environmental, social and governance commitments.

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ESG is a fast-moving area of law, and each business has its own targets and levels of comfort around sustainability. As we advise businesses across all stages of the real estate lifecycle, from planning and construction to letting and financing, our goal is to enable positive change and ensure our clients' legal documents reflect their unique sustainability objectives.

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Looking forward: our customer goals

Next year, we plan to:



Follow up with 100% of our clients to close the loop on feedback received



Track the number of ESG or green lease projects delivered annually, giving us visibility into our impact on sustainable development



Develop our responsible business initiatives to provide advice to not only our landlord clients, but their tenants, to build collaboration



Embed ESG reporting and responsible business initiatives into our key and growth client reviews

LOOKING AHEAD

Our commitment to continuous improvement

We've spent this year building a strong foundation that we will continue to build upon as we embark on our second year.

Transparency, accountability, and collaboration are central to the standards set as part of our B Corp certification. We're proud to be working towards a more inclusive, equitable, and regenerative economy, and are committed to supporting our clients to do the same.

Over the next twelve months, we will be working to ensure that B Corp principles are embedded into our strategy documents, employee training and firm culture.

We will continue to prioritise our employees' happiness and wellbeing, creating a positive working environment where our employees can thrive and our clients benefit from their dedication and expert knowledge.

We will also look outward, ensuring the standards we've set for ourselves are met by our suppliers. We will better support the communities we're passionate about, aiming for 75% of our employees to have volunteered some of their time to giving back.

We will also continue to work to reduce the impact we leave behind, with higher targets for recycling and minimising energy use.

Finally, we will continue to seek and respond to feedback, constantly reviewing how we can improve our offering and support our customers.

Small changes, big impact

Thank you to our clients, our people, and our community partners for coming with us on this journey.



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B Corp certified | Legal 500 Leading Firm | 150 Years of Excellence

www.maplesteesdale.co.uk

"Very commercial in its advice. Maples Teesdale is the leading niche commercial property firm focused on the UK property industry, technically excellent and commercial." Legal 500



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