

2026 REPORT

Our commitment to impact

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Corporation

Welcome To our 2026 Impact Report



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The past year has been one of change and growth for Bellevue Law, and we have had several opportunities to reflect on what it means to build a law firm that is both high-performing and genuinely sustainable.

Growth is not an end in itself for us - we are not interested in becoming bigger at the expense of the culture, quality and sense of purpose that define the firm. For us, growth represents an opportunity to scale the positive impact the firm has on its clients, our team and the wider community and environment, deepening our values, not diluting them.

So we are very proud that this impact report shares many examples of how everyone at Bellevue Law has put our values into practice over the past year.

One of the most significant developments during our second year as a **B Corp** has been the launch of our Sustainable and Responsible Legal Advice Pledge. This reflects our belief that, as a law firm, our most significant impact - both environmental and social - comes not from our own operations, but from the work we do, the clients for whom we choose to act, and the way in which we advise and represent them.

We have also continued to invest in our people, welcoming a number of new colleagues to the firm, enhancing our benefits offering for employees and continuing to support collaborative ways of working amongst our hybrid team - we were delighted that in our autumn 2025 team survey, 100% of respondents said that they felt connected to colleagues.

Our commitment to the community has also remained a constant. In the past year we have maintained our commitment to pro bono work for individual clients and through Rights of Women, and provided financial support to longstanding charity partners including Home-Start Wandsworth, Trinity Hospice, and the London Legal Support Trust. We were also proud to support Senior Consultant Alexandra Worden's social mobility-focussed work experience programme.

At the same time, we have stayed focussed on what matters most to our clients. Our consistently strong client feedback, including a Net Promoter Score of +91/100 in our autumn 2025 annual client survey, reflects the importance we place on delivering the highest quality legal advice and providing excellent service. Client satisfaction is the firm's most significant key performance indicator, and we believe that our feedback reflects the positive link between our commitment to purpose and the quality of our advice and service.

Our FY 2024/25 emissions report, prepared by Zevero, shows that we have reduced greenhouse gas emissions per FTE, hitting our target for FY 2029/30 ahead of target. Our move to Fora in Clerkenwell will reduce our Scope 2 emissions materially from FY 2025/26, and we have published our Sustainable and Responsible Legal Advice Pledge to begin addressing the broader impact of our legal work.

While we are proud of what we have achieved, we are conscious that there is more we can do, and areas where we can do better. B Corp has introduced new standards, and we are hoping to recertify as a B Corp on these later this year. Our preparations for this process have included considering how we engage with all of our stakeholders, ensuring the integrity of our ESG claims, creating a formal climate action plan and improving our own equality, diversity and inclusion strategy. We will look forward to sharing our progress and challenges in next year's impact report.

A handwritten signature in black ink, reading 'Florence'.

FLORENCE BROCKLESBY,
Principal

A handwritten signature in black ink, reading 'Kay'.

KAY OSBORNE,
Chief Operating Officer

Our impact journey over the past year

May

Welcomed the workplace law team from Worden Richmond, including Partners Alexandra Worden and Catherine Richmond and Consultant Paula New.

Senior Consultant Jo Martin, Associate Anjali Malik and Paralegal Emily Baker, together with Barrister Annie Davis of Old Square Chambers, advised pro bono in the widely reported *Halstead v JD Wetherspoons* case concerning disability discrimination against an autistic employee.

June

Took part in the London Legal Walk, helping to raise funds for free legal advice services.

Attended Crafty Fest, hosted by Crafty Counsel for in-house legal and governance professionals.

July

Published our annual Impact Report.

Senior Consultant Alexandra Worden ran a week-long work experience programme designed to widen access to legal careers.

September

Welcomed Chloe Grant as a workplace law Associate and Lisa Fletcher as a Marketing & Operations Manager

Associate Anjali Malik hosted an episode of the Employment Lawyers Association Pastoral Shorts series on making and managing mistakes at work.

October

Launched The Bellevue Brief podcast. Season One included episodes on Why Workplace Culture Matters, Why Neurodiversity Matters in the Workplace, Navigating Redundancy Ethically and One Year On: The Worker Protection Act and its Impact (sexual harassment).

Celebrated recognition in the Chambers and Partners and Legal 500 directories.

November

Founder Florence Brocklesby and Senior Consultant Georgina Calvert-Lee (together with in-house lawyer Katie Hill) spoke about the upcoming ban on non-disclosure agreements (NDAs) in discrimination and harassment cases at Crafty Counsel's Disputes Day conference for in-house lawyers.

December

Celebrated strong results in our client and colleague surveys.

Welcomed Lewis Phillips as a Paralegal.

Supported Home-Start Wandsworth's carol service.

2026

January

Received three Legal 500 Client Satisfaction accolades.

February

Welcomed commercial disputes specialist Catherine McBride and data protection lawyer Sally Hall as Senior Consultants.

Launched our Sustainable and Responsible Legal Advice Pledge.

March

Welcomed Gemma Bullmore, Lianne Craig and Rachel O'Connell as Senior Consultants, strengthening our disputes and workplace law capabilities.

April

Welcomed Senior Consultant employment lawyer Natalie Saunders and Paralegal Alannah Smyth.

Our second year as a B Corp



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

Bellevue Law became a certified B Corp in March 2024, with a verified score of **88.6** on the B Impact Assessment which applied at the time, above the **80-point threshold** required for certification.

That score comprised:

- + **16.6** points for Governance
- + **35.5** points for Workers
- + **21.1** points for Community
- + **11.5** points for Environment
- + **3.7** points for Customers

We are committed to continually improving our social and environmental impact and to reporting transparently on our progress each year.

In 2025/26, our self-assessed score increased to **92.0**, comprising:

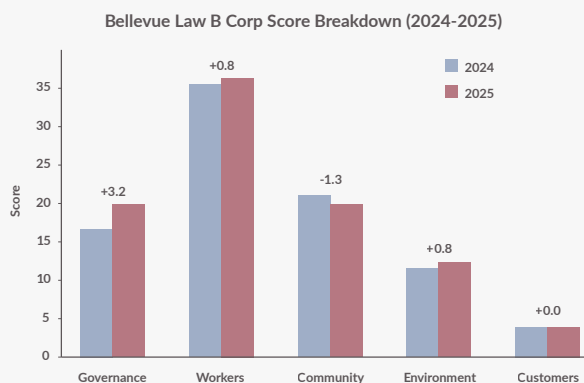
- + **19.8** points for Governance
- + **36.3** points for Workers
- + **19.8** points for Community
- + **12.3** points for Environment
- + **3.7** points for Customers

These updated figures are self-reported as our original B Corp certification is valid for three years.

We have structured the rest of this report around the B Impact Assessment framework on which we certified, setting out the progress we have made in governance, how we support our people, our role in the community, our environmental impact, and our relationships with clients.

However, B Corp has now introduced new standards for certification, replacing the points-based system with one which requires minimum standards across seven impact areas: Purpose and Stakeholder Governance, Fair Work, Justice, Equity, Diversity and Inclusion, Human Rights, Climate Action, Environmental Stewardship and Circularity and Government and Collective Action.

We are preparing to apply for recertification on these new standards during 2026, so next year's report will share our progress across these expanded pillars.



Our purpose, mission and values

OUR PURPOSE

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

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.

OUR 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.

Our Governance commitment

Good governance, as defined by the B Corp Impact Assessment, goes beyond policy and process. It looks at whether a business has genuinely built its mission, ethical standards and commitment to social and environmental impact into the way it operates, from its decision-making to its corporate structure, and whether those commitments hold over time.

Our Governance actions

At Bellevue Law, this is how we have always worked. Ethical practice, collaboration and considered decision-making shape how we support our team and how we serve our clients. As we grow the business and prepare for re-certification as a B Corp, we have been looking to further improve our governance so that it remains fit for purpose in an evolving firm, but the underlying commitment to ethical business remains unchanged.

SUSTAINABLE AND RESPONSIBLE LEGAL ADVICE PLEDGE

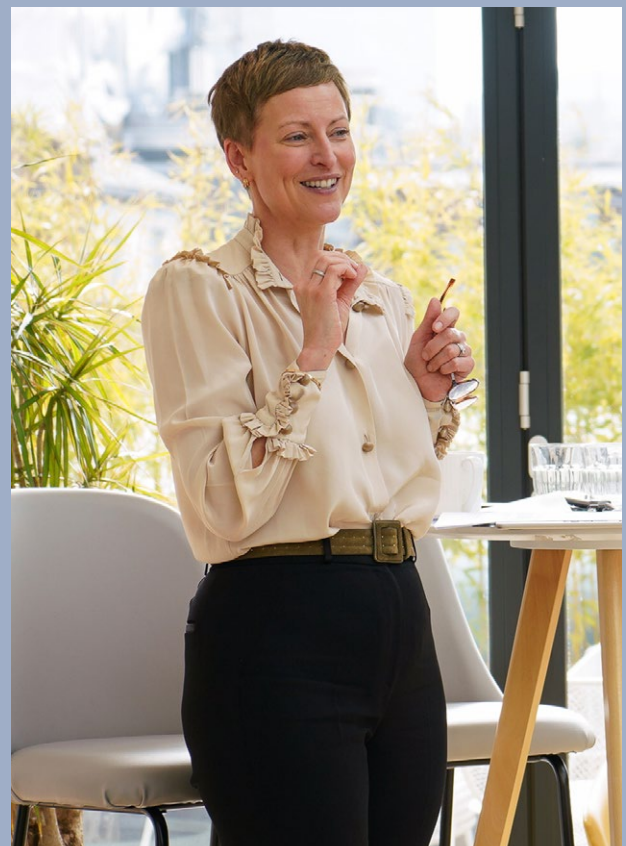
In our previous Impact Report, we set ourselves an ambitious Governance goal: to develop and publish a charter describing our ethical approach to client selection and advising and representing clients.

We have achieved this by publishing our Sustainable and Responsible Legal Advice pledge. It governs not only which clients Bellevue Law will work with (and the sectors from which we will decline instructions), but how that work is delivered, ensuring that responsibility runs throughout the full lifecycle of client engagement.

The firm is committed to working sustainably (meeting present needs without compromising the future) and responsibly (ensuring legal advice contributes to positive social and environmental outcomes).

Recognising that the greatest environmental and social impact of legal practice often arises from the matters lawyers advise on ("advised emissions" or "advised

impact"), Bellevue Law has adopted a clear policy of declining instructions from corporate clients in sectors defined by B Lab as "controversial" or "ineligible" (such as fossil fuel producers, gambling and tobacco), as well as on matters likely to have a significant negative environmental or social impact. In practice, this means that we have declined to pitch for work on a number of occasions. The policy applies to corporate clients only, and we regularly advise individuals working across all sectors.



Alongside delivering high-quality legal advice, where appropriate Bellevue Law will advise clients on how they can adopt more sustainable and responsible practices, reflecting its view that these approaches usually align with clients' long-term interests. Finally, the firm welcomes the opportunity to work with clients who share its values, and provides discounted offerings to charities, non-profits and certain purpose-driven businesses.

The firm also supports industry initiatives such as the Greener Litigation Pledge and operates a digital-first model to reduce its operational footprint.

Last year's report also described our ambition to contribute to the development of sector-wide guidance on working with clients in B Corp's controversial and ineligible industries through our membership of the B Legal Circle. In March 2025 we participated in a discussion about how B Corp values of transparency

and ESG disclosure could be integrated into client onboarding processes, including a talk from B Lab's Director of Impact. And we will be speaking about our Sustainable and Responsible Legal Advice Pledge at a meeting of the B Legal Circle later this year. It has also attracted attention in the legal sector press and we will be speaking about it at Legal Geek Growth and LegalTechTalk in June 2026.

Finally, our 2025/26 goals included conducting an ethics-focussed risk assessment. Earlier this year we undertook a wide-ranging risk assessment, which included identifying and putting in place measures to mitigate ethical risks including potential breaches of regulatory obligations, overly high financial targets, overwork and workplace stress, weaknesses in governance resources and processes and misalignment of our values and work.



Looking ahead: our priorities for 2026/27

As Bellevue Law continues to grow and we prepare to apply for re-certification on B Corp's new standards - including the new Purpose and Stakeholder Governance requirements - we intend to review and enhance our Governance processes by:

- + Conducting a review of our key stakeholders, mapping them, considering our potential positive and negative impacts on them and ensuring we have suitable mechanisms for engaging with them.
- + Reviewing and updating our client complaints procedure and adopting a new grievance procedure for other stakeholders.
- + Reviewing and enhancing our internal Governance procedures and Purpose, ESG and Stakeholder oversight processes.

Our Workers commitment

Bellevue Law was founded with a commitment to flexible working at its heart. And we believe that offering our team an alternative to traditional law firm culture is not only the right thing to do, but a key driver of the firm's commercial success, enabling us to recruit and retain exceptionally talented lawyers and business operations professionals who share our values.

So it has been a priority to maintain our supportive and collaborative culture while we are scaling the business and implementing the systems and processes necessary to support its growth.

Our Workers goals for 2025/26 included improving our employee benefits, and establishing a work experience programme with a social mobility focus, and our progress towards these objectives is described below.

While unfortunately we weren't able to achieve our aim of rolling out our first solicitor apprenticeship, we are planning to continue providing training contracts for future solicitors, and to hire an apprentice into our business operations team, this year.

Our Workers actions

SUPPORTING OUR PEOPLE IN MORE MEANINGFUL WAYS

As Bellevue Law has grown, we have thought carefully about what fair work looks like in practice. We know that building a sustainable career is not only about good work and flexibility; it is also about fair reward and security.

That is why, in 2025, we strengthened our employee benefits package in a more considered and structured way. The aim was not to add perks for the sake of it, but to provide benefits that genuinely matter in people's lives: market-tested support for health and wellbeing and protection when life is uncertain.

Our enhanced package now includes life assurance, income protection, Bupa medical insurance and Bupa dental insurance, alongside our existing employee assistance programme, enhanced equal parental leave policy, medical cash plan, pension provision and free independent mortgage advice.

GROWTH WITHIN THE TEAM

This past year has been one of our strongest for hiring. Thirteen people joined Bellevue Law since our previous report: ten lawyers and three members of our business operations team. That growth indicates that the appetite for a genuinely flexible, ethical alternative to traditional law firms is real.

As the team grows, what we are building stays the same. A working environment where lawyers and operations professionals can develop their careers without sacrificing the things that make work worth doing.

In the past 12 months we have welcomed:

- + **April 2025** - The team from respected boutique employment law firm Worden Richmond - Alexandra Worden, Catherine Richmond and Paula New - who transitioned their practice to Bellevue Law.
- + **September 2025** - Chloe Grant, an Associate in our workplace law team and Lisa Fletcher, who joined us in the new role of Marketing & Operations Manager.
- + **December 2025** - Paralegal Lewis Phillips.
- + **February 2026** - Commercial disputes specialist Catherine McBride and data protection lawyer Sally Hall.
- + **March 2026** - Gemma Bullmore and Lianne Craig, Senior Consultants in our commercial disputes team and employment lawyer Rachel O'Connell.
- + **April 2026** - Employment lawyer Natalie Saunders and Paralegal Alannah Smyth.

OUR 2025 COLLEAGUE SURVEY

At Bellevue Law, it has been a priority for us to protect and safeguard our culture and values while we grow. Our autumn 2025 colleague survey provided invaluable insights into what matters most to our team: autonomy, collaboration, and delivering exceptional work.

Key Findings

Firm Culture and Values

- + 100% feel connected to colleagues
- + 94% believe the firm acts in line with its values
- + 90% agree we communicate well with clients
- + 85% say they understand the firm's purpose, values and strategy
- + 100% would recommend Bellevue Law to friends or former colleagues
- + 90% appreciate our balance of profit, purpose and people

What our team says

"I love the culture! Even though the firm has grown significantly since I joined, I actually think the culture has got better.

Aspects which appeal most – collegiate and supportive atmosphere despite being mainly remote."

"Yes, I believe Bellevue Law fosters a genuinely supportive environment, where high standards are matched by empathy and understanding. The team is not only hardworking but also kind and approachable, and I truly enjoy being part of it."

"I do enjoy the culture – the support available, the flexibility, the thought and care that goes into improving the firm for everyone who works within it, the warmth and friendliness between colleagues."

"Bellevue is caring and fair to its employees and its clients. I am proud to work for Bellevue Law."

"The people that work there have no ego issues. They genuinely support. They are also excellent lawyers and can do work they believe in. I am always recommending it – I just think people can't believe that what I am saying is true."

"I genuinely love working at Bellevue Law. It's such a supportive place, where high standards go hand in hand with kindness and understanding. Everyone is hardworking and approachable, and there's a genuine team spirit. I feel valued and inspired every day – it's just a brilliant team to be part of."

"Although most of the team works remotely, it never feels that way. Everyone is incredibly responsive and engaged. There's a real sense of connection and collaboration, and you always feel supported, no matter where people are based."

"Florence is an outstanding leader. Kay is an outstanding COO. You both make a formidable team. It's a great place to work."

"It is a pleasure to work for Bellevue Law."

"Just to say that I can't quite believe my luck! I think this is really quite a rare and special place. I mean that. Thank you."



100%

feel connected to colleagues



100%

would recommend Bellevue Law to friends or former colleagues



94%

believe the firm acts in line with its values



90%

appreciate our balance of profit, purpose and people

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. The new space provides greater opportunity for in-person collaboration, client meetings, and team connection, reinforcing our commitment to flexible ways of working.

The move has already strengthened collaboration and cohesion, which is particularly valuable within our consultancy-led model. We have seen an increase in office attendance among Consultants, alongside enhanced use of meeting spaces to support both internal and external engagement.

The improved facilities have enabled us to host external speakers and deliver in-person sessions, strengthening knowledge sharing and team development.

We have also observed clear learning and development benefits through informal, in-person knowledge sharing, especially for our more junior team members; the ability to 'learn by osmosis' remains an important part of how lawyers develop their skills.

Moving to Fora Clerkenwell reflects Bellevue Law's long-term vision: a modern, purpose-driven law firm that prioritises flexibility, collaboration, and sustainability.





BUILDING COLLABORATION IN A REMOTE-FIRST TEAM

Alongside our investment in physical workspace, we continue to operate as a remote-first business, recognising the importance of creating structured opportunities for connection and knowledge-sharing across the team.

Our Head of Legal Practice, Susanne Hartigan, has introduced a regular programme of six-weekly virtual employment team meetings, scheduled on rotating days to accommodate varied working patterns.

Engagement on Microsoft Teams has also grown, with our 'Hive Mind' channel becoming a central space for support, knowledge-sharing and informal

interaction. These day-to-day exchanges help to strengthen relationships and maintain a sense of connectivity across a distributed team.

And we have formalised our buddy and cover systems enabling our Consultants to have greater access to peer support, particularly during periods of absence or when additional input is needed.

We have also prioritised regular (but optional) in-person meetups, hosting informal socials each half term alongside our summer and Christmas events.

Overall, our approach remains focussed on striking the right balance: enabling meaningful connection while maintaining the flexibility and freedom that underpins our model.

Esther Langdon: building a sustainable legal career through flexibility and autonomy

After more than two decades in large international law firms, I reached a point where the traditional model no longer worked for me. I have a 12-year-old son, and the hours and intensity of City practice meant I wasn't as present as I wanted to be.

Joining Bellevue offered a different way of working. At its core, it's a consultancy model. I'm self-employed, I choose the work I take on, and I manage my own time. That shift was daunting at first, particularly moving away from the certainty of a salaried role. But in practice, it's been far more sustainable.

The flexibility was the initial draw, but the culture is what makes it work. There's a genuine emphasis on trust, integrity, and supporting each other. Even though we're all running our own practices, there's a strong sense of collaboration. If you need a second opinion, there's always someone willing to help. And everyone in the firm shares a core belief that you can do high-quality legal work without the traditional constraints.

The model also changes how I work with clients. I have more freedom to decide where to spend my time and how to structure my fees in a way that best supports the particular client and case. This in turn allows me to focus on a thoughtful and holistic approach.

Importantly, it's allowed me to build a practice that reflects my interests and values. I work across both employer and employee matters, which keeps the work varied and strengthens my perspective as a lawyer.

Most of all, it's given me control. I can shape my own practice, support my clients on my terms, and still be present for my family. The flexibility has been life-changing.



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Chloe Grant: finding purpose and balance in a values-led firm

Before joining Bellevue, I trained and worked in large law firms. While I had great experiences and worked with excellent mentors, I reached a point where I started to think about how to shape a fulfilling legal career to align with my values and interests. I was looking for work that felt meaningful, where I could make a difference, contribute to thought leadership in my field, and work more often with employee clients (as well as employers).

Bellevue stood out immediately. The focus on working with individuals and purpose-driven businesses, the firm's B Corp status, and the draw of working for an organisation founded and led by women, really appealed. Meeting Florence and the team confirmed it. Everyone was genuinely warm, open, and collaborative, and the wealth of diverse expertise within the team struck me from the outset as extremely impressive.

Since joining, the culture has proved to be exactly what I'd hoped for. It's inclusive, supportive, and non-hierarchical. There's a clear commitment to excellence embedded at all levels of the business – but always balanced against the importance of flexibility and staff wellbeing. People want each other to do well, without the pressure of inflated targets or competition. My work-life balance has improved significantly, without compromising on the quality or variety of the work. The business development and thought leadership opportunities I've enjoyed since being

here (including articles, press commentary and podcast appearances) have been outstanding too, particularly for someone at my stage in my career.

One moment that really brought the firm's values to life was early on, when a young woman approached us with a serious workplace harassment issue but couldn't afford legal fees. With Florence's support, I could offer to represent her on a pro bono basis. It meant I could focus entirely on achieving the best outcome for this client, without worrying about cost. That felt like a genuine reflection of the firm's approach to access to justice and doing the right thing.

What I value most is the balance. I have the independence to run my own matters and develop my interests, alongside the support of colleagues with more than 20 years' experience when needed. It's a way of working that feels both responsible and sustainable - and I can't believe my luck.



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Looking ahead: our priorities for 2026/27

After a period of rapid growth and change, our focus this year is on consolidation:

- + Based on feedback from our team survey, we will be updating our Practice Manual, intranet and video bank to ensure all processes are well-documented and relevant information is easily accessible.
- + As workplace law specialists, we are well-placed to update our internal policies to reflect the changes coming into force as a result of the Employment Rights Act 2025, and will also be adding new policies covering wellbeing, neurodiversity, menopause and domestic abuse.
- + Alongside this, we plan to introduce our first apprenticeship programme within our business operations team.
- + And we will build upon our Justice, Equality, Diversity and Inclusion commitments in preparation for recertifying as a B Corp.



Our Community commitment

Bellevue Law is committed to making a positive contribution beyond its client work. We use our legal expertise to support access to justice, contribute to charitable causes and encourage our people to take part in volunteering, fundraising and wider community engagement. Our approach combines pro bono work, financial support and practical involvement in causes that align with our values.

Our Community goals for 2025/26 included continuing to give at least 2% of post-tax profit to charities and good causes, participating once more in the London Legal Walk in support of free legal advice charities, creating a team volunteering programme and establishing a matched funding programme for employee fundraising.

Our Community actions

Bellevue's commitment to community impact is reflected in both its pro bono work and its approach to volunteering.

The firm has a strong and growing pro bono practice. In the past year, six of our team completed at least 25 hours of pro bono work, qualifying for inclusion in the Pro Bono Recognition List of England & Wales. And lawyers are encouraged to take on matters that are meaningful to

them, with full support from the firm, even where cases are complex or long-running. While there is a natural focus on issues such as discrimination and women's rights, there are no restrictions on the types of work undertaken. The emphasis is on access to justice and making a tangible difference.

Alongside this, employees are given an annual volunteering day, with flexibility to support causes that matter to them personally.

We were also delighted to assist Senior Consultant Alexandra Worden when she created a social mobility-focussed work experience programme in the summer of 2025. We are planning to build on Alexandra's project by offering a programme including placements in our London office in 2026.



Pro Bono Case Study: supporting a neurodivergent worker to secure justice

At Bellevue Law, we believe legal expertise should be used not only to resolve disputes, but to create fairer systems and improve outcomes for people who might otherwise struggle to access justice. One recent pro bono employment case reflected that commitment clearly. The mother of Brandon Halstead, an autistic kitchen porter at Wetherspoons, was looking for legal advice for Brandon. Senior Consultant Jo Martin could see how poorly Brandon had been treated by Wetherspoons after having made a genuine mistake, contrary to a policy he had not been trained in, and felt compelled to get involved.

Brandon faced disciplinary action after this minor workplace misunderstanding, which involved a staff discount worth less than £20. When concerns were raised, Brandon's employer failed to take adequate account of his neurodivergence or the support he needed to engage with the process fairly, and ratcheted up the disciplinary process he was subjected to, despite Brandon's immediate apology and explanation that he had not been aware of the applicable rule, and that he struggled to work with the Wetherspoons employee app due to his autism.

The impact on him was profound. The experience caused significant distress and withdrawal, and his mother became an essential advocate throughout the process, helping him navigate the situation and communicate his needs.

The firm backed Jo working without charge for Brandon because the case aligned with Bellevue's values, not for any financial return. That support made it possible for Brandon to pursue the matter fully, including through a final Tribunal hearing and remedies stage, with barrister Annie Davis of Old Square Chambers, also acting pro bono at Tribunal.

The tribunal found in the claimant's favour. He was awarded approximately £25,000, and the judgment explicitly recognised the credibility of his evidence, despite the barrister for Wetherspoons having tried to argue that Brandon's answers had been evasive due to his lack of a clear memory of the time in question (during which time he was severely impacted by stress). Just as importantly, the case highlighted the need for employers to understand neurodivergence properly, make reasonable adjustments, and avoid rigid or disproportionate responses in workplace disputes.

For Bellevue Law, this matter exemplified what purpose-driven legal practice looks like in action: using legal skill to uphold dignity, expand access to justice, support vulnerable individuals, and contribute to wider learning about fairness in the workplace.



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Alexandra Worden: creating opportunity

Offering work experience to students who struggle to access it was something I'd wanted to do for a long time. Every time I tried to open a door for my own children, I thought about those whose parents aren't able to do the same for them. In the summer of 2025, I finally took the plunge, running a pilot work experience programme with a cohort of 12 students. The programme was my way of trying to widen access, even in a small way. Work experience is so valuable and should be available to all, but the gap between need and available placements is huge meaning many students are unable to secure work experience despite best efforts. I wanted to experiment with a different approach, offering a highly structured programme to a larger cohort as a means of widening access and hopefully delivering a richer experience.

Half my first cohort came through existing networks, the other half were from local state schools, with a focus on students from underrepresented backgrounds including those eligible for free school meals, first-generation university applicants, and refugees.

Running the programme as a cohort experience rather than as a traditional one-to-one placement not only meant we could reach more students, it also helped us create a more supportive environment. Work experience can be intimidating and potentially a little dry, but I hoped that doing it among a peer group would lessen the feeling of being under scrutiny and make it more fun.

Over the course of the week:

- + We visited three different law firms and one set of Barrister's Chambers. Just getting across the threshold of a workplace is impactful for work experience students: as one participant fed back "I really enjoyed visiting different firms to see the space people work in".

- + We attended hearings at the Old Bailey and the Royal Courts of Justice which brought the law to life, helped participants understand the concept of open justice, and gave them the confidence to go back to sit in on trials by themselves. "Attending courts was incredibly useful because I had wanted to do that for a long time but was scared to do so."

- + We worked through practical case studies giving participants the opportunity to have a go at doing some legal work themselves. "The case study was really interesting and unlike anything I had done before; I think that was one of the best ways I learnt about actual tasks that lawyers do - trying it out showed me I do have an interest in this line of work".

- + I brought in speakers from across the profession to share their experience with participants including solicitors and barristers, lawyers working in-house and in private practice, and lawyers of varying levels of seniority from paralegals, trainee solicitors, future pupil barristers, and apprentices to law firm partners and Kings' Counsel as well as lawyers working in legal tech. This helped participants understand the full range of routes into law and the breadth of the profession. Among other things, participants really enjoyed the opportunity to practice their networking skills with lawyers at the beginning of their legal careers.

For some participants, the placement included their first ever trip to London or their first ever train journey, and many had never previously been into a professional workplace so I was careful to pair confident with less confident students which was maturing for them all.

What mattered to me most was that by the end of the placement, all participants had a much clearer sense of what a career in law involves. For some, the experience increased their interest in pursuing a career in law; while for others it helped them realise that the law is not for them. Both outcomes are equally valuable.

For me, this pilot programme showed that with a bit of structure and intent, it's possible to create something practical that genuinely improves access.

Florence Brocklesby, Founder: "Getting the first step on the legal career ladder can be challenging, especially for young people without family connections in law. Alex has done an extraordinary job of providing opportunities to learn about different routes to qualification, insights into the bar and law firms and discussions with experienced legal professionals."

FEEDBACK FROM PARTICIPANTS

"This experience was great for people like me, who do not have the personal connections required to get some experience. A large portion of work experience placements nowadays have eligibility criteria that I never qualified for, which unfortunately cut me off from many of these placements. I had been struggling to find any opportunity to gain even a fraction of the insight into the working realms of law that I gained during this week, so these past five days have been a wonderful experience."

"I was inspired by how the solicitors we met cared for their clients and were determined to work really hard to help them and keep the legal system moving smoothly and justly."

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Supporting good causes

CHARITABLE DONATIONS

The firm met its goal of donating over 2% of post-tax profits to good causes this year, including:

- + Home-Start Wandsworth: we have sponsored the charity's carol service since 2018, and continued our support despite our relocation to central London.
- + Trinity Hospice: we donate £10 for every completed client survey.
- + London Legal Support Trust: the firm donated £500 as part of our London Legal Walk fundraising.

We also established a matched giving programme to support our team's personal fundraising efforts.

And last year, our client Christmas gifts were a little bit different. We sourced Christmas baubles painted by people from India's Dalit community, via the charity Dalit Goods Co. We also sent Gift for Marvelous Mothers cards which donated money to women in Africa and South Asia. We donated these via Transform Trade, an organisation which fights for a world where everybody benefits from trade. Our clients loved the idea, and some even made their own donations.



SUPPORTING WOMEN'S WORKPLACE RIGHTS WITH RIGHTS OF WOMEN

At Bellevue Law, we are proud to support Rights of Women (RoW), which provides free legal advice and advocates for women's legal rights across England and Wales. It is a charity whose work we believe in.

Our team volunteers on RoW's Sexual Harassment at Work telephone helpline, giving free expert advice to women seeking to enforce their rights at work. The helpline supports women dealing with workplace sexual harassment and those facing victimisation for speaking up about it. Through that advice, women get practical help to pursue grievances, negotiate outcomes and bring Employment Tribunal claims.

And for the second year running, the firm took a table at RoW's annual fundraising dinner at Inner Temple Hall.

OUR NEW VOLUNTEERING PROGRAMME: CREATING MORE SPACE TO CONTRIBUTE

We know that community impact is often most powerful when it is personal. One member of our team, for example, gives their time to a para-sports club; others support charities, schools and community organisations in different ways.

And our employees are all entitled to a paid day of leave to volunteer for charities or other good causes. Building on this, in last year's Impact Report we committed to planning a structured firmwide volunteering day, not only to increase participation, but also to create a shared experience of giving back together.

In a really busy year for the firm, this has taken a bit longer than we had hoped to organise, but we are now promoting volunteering opportunities for our team (including Consultants) with Little Village baby banks in sorting donations and creating special baby essential packs for London-based families in need. We will report back on this new initiative in next year's Impact Report.



Looking ahead: our priorities for 2026/27

- + Continue to give at least 2% of post-tax profits to charitable causes, maintaining our long-term commitment to financial contribution.
- + Increase participation in volunteering across the firm, supported by a more structured and accessible programme.
- + Build on our social mobility initiatives, including developing a repeatable work experience programme and launching our first apprenticeship.

Our Client commitment

Client satisfaction is Bellevue Law's most important key performance indicator. So as we grow, we remain focussed on maintaining the high standards of advice and service on which our business is built.

Our Client goals for 2025/26 included maintaining a score of 9/10 or above for "likely to recommend" in our annual client survey, identifying and increasing the number of purpose driven organisations who instruct us, implementing a new practice management system to improve our onboarding and offboarding processes and updating our client engagement documents. Below we share our progress.

Our Client actions

UNDERSTANDING CLIENT SATISFACTION

As 2025 came to a close, we celebrated some outstanding client feedback.

We are proud that since we began surveying clients annually eight years ago, we have consistently scored over 9/10 on average when we ask how likely clients are to recommend us. And we are delighted to have maintained this level of positive feedback through our recent expansion.

Headline results from our autumn 2025 client survey:

- + Recommend to a friend or colleague: 9.6/10 (up from 9.4 last year)
- + Value for money: 9/10 (up from 8.2 last year)
- + Communication on fees: 9.3/10 (up from 8.9 last year)

We also measure 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 91/100 in 2025.

For each completed survey, Bellevue Law donated £10 to Trinity Hospice.



Recognised for outstanding client satisfaction.

In 2026, we were also pleased to be awarded client satisfaction accolades by the Legal 500 directory in three out of four categories: Lawyer and Team Quality, Billing and Efficiency and Net Promoter Score (NPS®). Performance is assessed over a four-year period and accolades are awarded to the top 30% performing firms nationally (subject to market size and data validity).

Chambers and Partners

- + *"They are amazing in terms of understanding what clients need and want and balancing it with what the law actually says."*
- + *"They provided above and beyond service over a long period on our complex matter."*
- + *"Their strengths are listening to the client, analysing the information and providing a winning strategy."*
- + *"Bellevue has the ability to balance business needs with a legal solution."*
- + *"Bellevue delivers great communication and friendly service, the firm is efficient and thorough."*
- + *"Bellevue Law shows a very high level of understanding of the business and commercial goals of the client."*

Legal 500

- + *"City-quality lawyers with small firm, personal service. Keen to understand your business to enable them to offer practical solutions."*
- + *"Friendly, approachable and no-nonsense. Good, clear advice delivered quickly."*

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

In Chambers UK 2026, the firm achieved a new firmwide ranking for Dispute Resolution: Specialist Firms, alongside a promotion for Founder Florence Brocklesby and continued recognition for our employment practice and Senior Consultants Susie Al-Qassab, Leigh Edgar, Catherine Richmond and Alexandra Worden in the Employment: Senior Executive rankings, while Georgina Calvert-Lee was once again recognised as a DEI Champion.

In Legal 500 2026, we were delighted with the promotion of our Employer practice, and new recognition as a Leading Associate for Senior Consultant Esther Langdon, alongside continued recognition in the Senior Executives category. Founder Florence Brocklesby and Senior Consultants Rachel Clementson, Leigh Edgar, Ann Robson, Ellie Gilbert, Catherine Richmond and Alexandra Worden were recognised as key lawyers in our Employer practice, and Florence, Leigh, Ann and Ellie were also recognised as key lawyers, alongside Senior Consultants Susie Al-Qassab, Georgina Calvert-Lee and Victoria Misselbrook, in the Senior Executive category.

Legal500 CLIENT SATISFACTION ACCOLADE	Legal500 CLIENT SATISFACTION ACCOLADE	Legal500 CLIENT SATISFACTION ACCOLADE
		
Billing & efficiency	NPS®	Lawyer & team quality

“

Bellevue has the ability to balance business needs with a legal solution.

”

PURPOSE-DRIVEN CLIENTS

We welcome the opportunity to work with clients who share our values, and were delighted to increase the number of purpose-driven clients who instructed us in FY 2025/26 by over 100%.

CLIENT ONBOARDING AND PRACTICE MANAGEMENT SYSTEM

In February 2025 we rolled out our new practice management system, Tessaract. Tessaract has enabled us to automate and speed up many of our processes, allowing lawyers to onboard clients swiftly - opening new files, creating engagement documents and initiating client verification checks instantly - and obtain financial information about matters and generate bills in real time.

We have also undertaken a thorough review and update of our engagement letters and terms of

business to ensure they provide clients with the information they need about our work together as clearly and helpfully as possible.

SUPPORTING CLIENTS TO GET THE MOST FROM OUR RELATIONSHIP

Following a team away day with a focus on wellbeing and high performance, we introduced an information sheet for new individual clients. This provides pointers, based on our collective hundreds of years of experience, as to how clients can work efficiently and cost-effectively with us, sets expectations about communications and encourages clients to let us know if they need any particular support. We are now sharing this information with individual clients at onboarding, and it is also available on our website.

Looking ahead: our priorities for 2026/27

- + Maintain our consistently high client satisfaction scores, (including) achieving 9/10+ for likelihood to recommend.
- + Continue to increase the number of purpose-driven organisations we support.



Our Environment commitment

Our environmental footprint is something we take seriously, and we try to report on it honestly: sharing what has improved, what has not, and what we are doing about it.

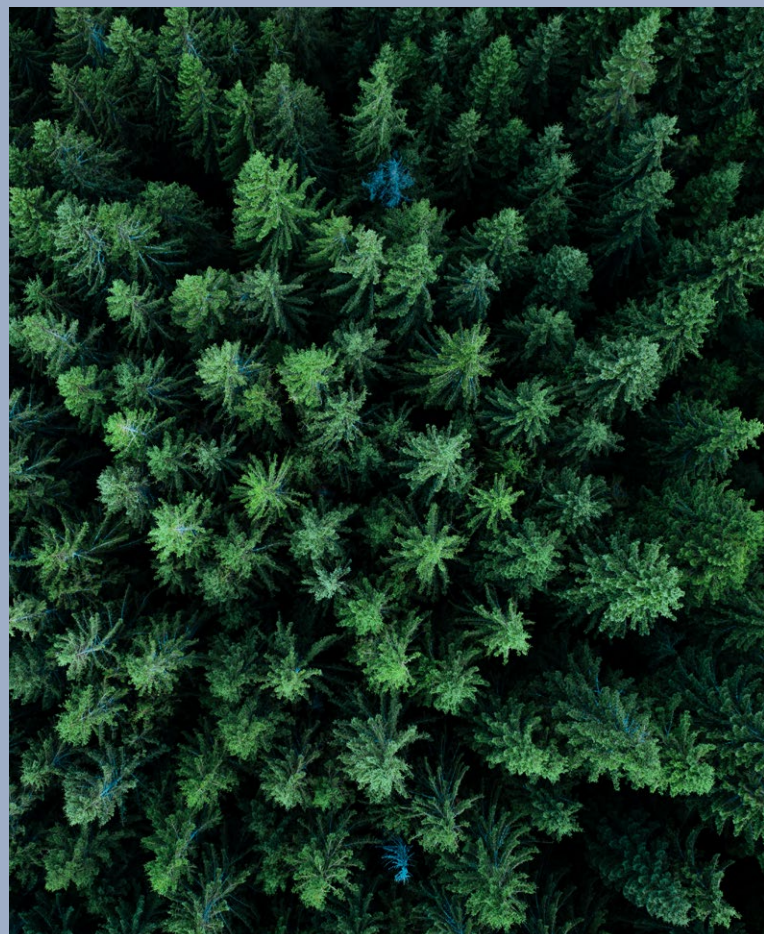
Our Environment actions

With the support of independent consultancy Zevero, we have continued to monitor our emissions and identify ways to reduce them. The GHG Protocol guidance was followed in Zevero's preparation of the FY 2024/25 report.

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

- + Total location-based emissions for FY 2025 were 60 tCO₂e, a 21% increase from 49 tCO₂e in FY 2024.
- + As the firm grew by 29% over the same period, so on an FTE basis emissions actually fell from 2.89 tCO₂e to 2.22 tCO₂e per FTE, achieving our goal of reducing GHG emissions per FTE by 50% (from 2022 levels) ahead of the 2030 target.
- + Our emissions comprised:
 - o Scope 1 (direct emissions, from refrigerant leakage in our air conditioning unit): 0.0017 tCO₂e
 - o Scope 2 (indirect emissions from purchased electricity): 0.5 tCO₂e on a location basis, and 0.2 tCO₂e on a market basis, the lower market-based figure reflecting our renewable electricity tariff
 - o Scope 3 (value chain emissions): 59 tCO₂e, representing 99% of all emissions
- + Purchased Goods and Services account for 79% of total emissions. The top ten suppliers represent 59% of those emissions, meaning our footprint is concentrated within a relatively small number of vendor relationships (because these figures are spend-based, they reflect sector-average emission factors rather than actual supplier performance).
- + Employee commuting accounted for 19% of total emissions. The most common modes were rail and bus.
- + Business travel accounted for less than 1% of total emissions, with most travel done by rail, including the London Underground.

We continued to offer a cash incentive to remote team members to switch to a green home energy supplier, as part of our goal to have 90% of our team on green energy contracts by 2030.



As the Law Society recognises in its Impact of Climate Change on Solicitors, the largest source of greenhouse gas emissions associated with legal practice is usually not a firm's own operations but the matters its lawyers advise on. These "advised emissions" sit outside the scope of traditional carbon accounting, which only captures what a firm directly uses, purchases or generates.

For a law firm serious about its environmental responsibilities, this matters. It is why we published our Sustainable and Responsible Legal

Advice Pledge this year. The Pledge sets out both which clients we will work with and how we deliver that work. We have a clear policy of declining instructions from corporate clients in sectors that B Lab defines as "controversial" or "ineligible," and from matters we believe are otherwise likely to cause material negative environmental or social harm. This is not theoretical: we have turned down work on this basis on a number of occasions.



Looking ahead: our priorities for 2026/27

- + Publish a formal Climate Action Plan setting out how we intend to maintain the goal we have already achieved of reducing GHG emissions per FTE by 50% by 2030, based on our recalculated FY 2021/22 baseline of 5.28 tCO₂e per FTE.
- + Continue to work towards our aim of having 50% of suppliers by spend measuring their GHG emissions by 2027; this figure was 42% based on 2024/25 emissions data. Wherever possible, we will continue to use fellow B Corps and ethical businesses: for example, we use First Mile for waste and recycling management and rent our office from Fora. We will also engage with key suppliers with whom we have relationships to discuss whether they would consider measuring and setting reduction targets for their own GHG emissions, and share information about how we do this as a small business ourselves.
- + Continue offering a one-off cash incentive to remote team members to switch to a green home energy supplier, with a target of 90% of our team on green energy contracts by 2030.

What's coming next

Bellevue Law's ambition is not simply to grow, but to grow well: in a way that remains aligned with our values, supports our people, delivers excellent outcomes for clients, and contributes positively to the wider world.

Over the coming year, as we apply to recertify on B Corp's new standards, we will continue to strengthen our purpose and stakeholder governance, including building on the exceptional levels of trust and satisfaction reflected in our client feedback, support our people with fair work and a commitment to justice, equality, diversity and inclusion, expand our community impact, including a

commitment to human rights and responsible governance and collective affairs practices and maintain our commitment to climate action and environmental stewardship and circularity.

Being a B Corp helps us measure that progress, but our commitment to impact goes beyond certification. It is part of how we want to do business and fundamental to our success.



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