

# Be a better business

Driving your purpose & impact





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# Introduction

It can be hard to know where to start when thinking about embedding purpose into your organisation.

However – we’ve done it ourselves – and as the first UK law firm to be a B Corp, we are proof that finding the right mix of purpose and profitability is achievable.

Our team of expert lawyers can walk you through small and efficient steps to ensure your goals are achieved and that embedding purpose & impact into your business aligns directly with your strategy.

And by rooting these changes into the heart and soul of your business, we can help you to create a ripple effect of positive impact throughout your organisation.



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# ESG

If you are focusing on ESG, we are here to help. We understand your priorities because we share them. ESG is in our DNA.

## **The world of business is changing.**

The market is increasingly demanding accountability and transparency from organisations around their environmental, social and governance commitments. If you are focusing on ESG, we are here to help.

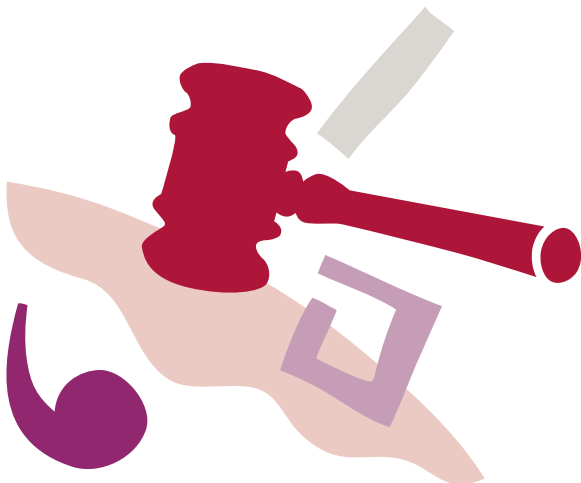
We understand your priorities because we share them. ESG is in our DNA. We were the first UK law firm to certify as a B Corp, cementing our commitment to go beyond profit to have a positive impact on our people, our communities and the environment.

We bring that commitment and expertise to all of our legal advice.

# Using the law as a force for good

We believe that law can be a powerful lever to drive positive behaviours.

We have a long history of using the law to make a difference. We registered the first charity to have sustainable development recognised as their charitable purpose and collaborated with government to create the Community Interest Company (CIC), a legal structure now used by over 14,000 organisations operating for the public good.



Today, we're taking that idea even further. The Bates Wells team provided nearly five years of pro bono support to the challengers of Uber culminating in a Supreme Court decision that drivers for the app should be considered workers. We drafted the Better Business Act, promoting a statutory requirement for all companies to have, as a minimum, a corporate purpose and we're working to establish the legal precedent that trustees have a duty to divest in fossil fuels, because the alternative harms the planet – and the charity's beneficiaries.

When it comes to your environmental strategy, we can help you to minimise your impact at every level of your operations and throughout your supply chain, from climate-friendly clauses in contracts through to advising on your divestment strategy. We've been a net zero firm ourselves since 2019, so in working with us, you're reducing your supply chain carbon emissions.

## ESG – Using the law as a force for good

Supporting you in delivering social impact is core to our expertise. We're the leading firm for purposeful businesses, charities and social enterprises. We also advise countless businesses on setting up foundations, charitable partnerships and corporate philanthropy. Our impact investment experts can also help you to amplify your social impact through your financial strategy.

Good governance is key to the successful delivery of any ESG strategy. You may be considering the best legal structure for your purposeful organisation. Perhaps you want to embed a commitment to a triple bottom line in your governing documents. Or maybe you're looking to implement policies and procedures that will push your values throughout your organisation – and down your supply chain. We have the legal and regulatory expertise to guide you through.

**Get in touch to find out how we can help you.**



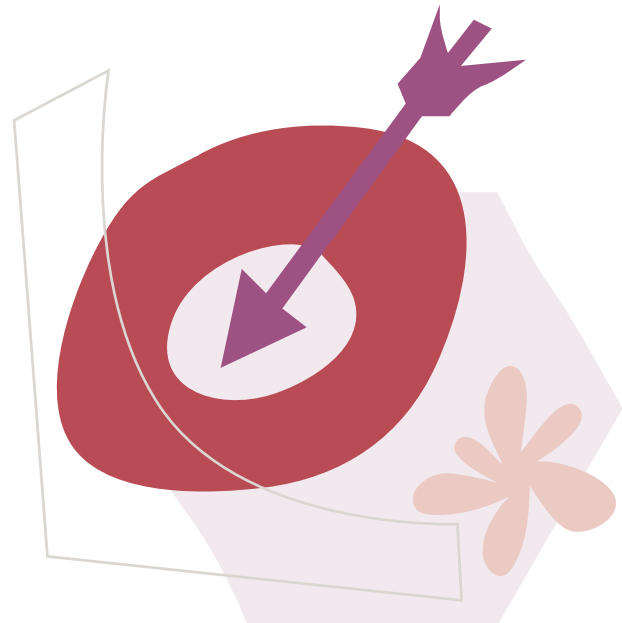
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# Improving your impact on the environment

## Legal and regulatory advice and support from one of the UK's first Net Zero law firms.

We recognise the climate and ecological crises need our urgent attention. We're committed to working alongside our clients to identify the challenges and opportunities we face together – and how to meet them.

Whether you're a business or a charity looking for small (or significant!) ways to make a change, or a purposeful organisation committed to positive environmental impact, we have the expertise to help. We can support you in making sure your organisational strategy is ready for the risks and opportunities presented by the climate and ecological crises. We'll help you translate what that means into your contractual relationships, your governance, and your policies, as well as who you might

want to engage with to amplify your own efforts and impact.

Even a small change to your standard contracts and agreements can have a wide ripple effect throughout your operations and supply chain. As a **Net Zero law firm**, we understand the significant impact of supply chains in managing your carbon footprint. And in addition, choosing Bates Wells over another higher-emitting advisor means you're not just accessing our experience – you're lowering your scope 3 emissions too.

### How we help

Across the full range our services, our specialists are primed to help you fulfil your environmental ambitions – like our Real Estate team, experts in positive impact and sustainable premises. Or our impact investment team, advising investors and intermediaries on sustainable finance.

## ESG – Improving your impact on the environment

And if your organisation’s primary purpose is environment- or climate-focused, we have the expertise to help you deliver your mission. Our multidisciplinary team has a deep knowledge of charity and campaigning law, as we act for more top charities than any other firm in the country. We advise regulators and government organisations too – giving us the inside track on our clients’ issues.

We act for many clients who are tackling the climate emergency and ecological crises in different ways, such as Carbon Tracker, CDP, Ellen MacArthur Foundation, Triodos Bank and Woodland Trust.

### Active collaboration

The solution to these crises requires a collective effort. We’re sharing our experiences with other law firms and representative bodies; with other professional networks; with regulators, civil society, academics and our staff. We want to mainstream the questions that need to be asked and the behaviours that need to be adopted, to help us all on the path to keep **global warming below 1.5°C**.

Get in touch to find out how we can help you.



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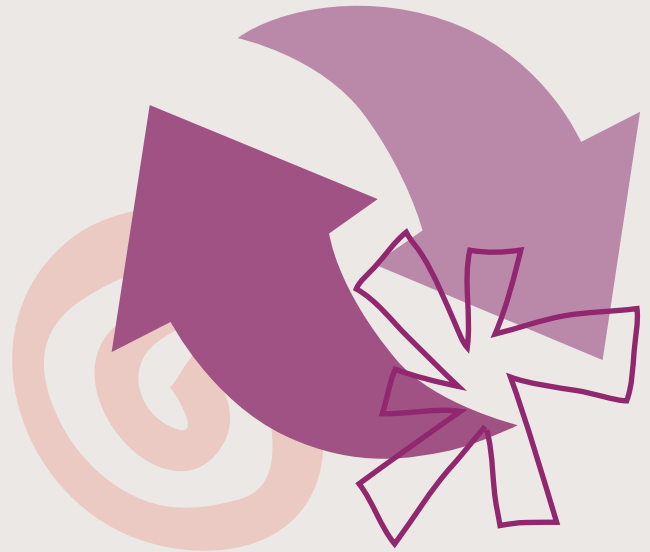
# Supply chain management

We'll give you the tools to amplify your impact by leveraging your relationships with suppliers.

Having a positive social and environmental impact isn't limited to your own work as an organisation. A proactive approach to supply chain management can push your values through your contractual relationships and magnify the benefits.

We believe that little steps can have a big impact. Weaving climate clauses into your contracts can extend your environmental principles through your supply chain and help to lower your scope 3 emissions. Making social value a requirement for your suppliers when building your procurement processes can achieve societal benefits beyond your own operations.

As the UK's first B Corp law firm, we've implemented a supplier code of conduct, incorporating requirements around living wage and environmental objectives into our agreements. As your advisors, we can offer our practical experience of engaging with both our clients and our suppliers on environmental and social impact, as well as supporting you in developing new commissioning and contracting approaches.



## How we help

- Advising on the Modern Slavery Act and how it affects your supplier relationships
- Advising on how to build social value requirements into your procurement processes, contractual terms and contract management practices in holistic ways
- Building climate-aware clauses into your contracts and service level agreements
- Drafting **responsible outsourcing** policies and supplier codes of conduct
- If a contractual relationship turns sour, our Dispute Resolution team will help you to mitigate, not litigate – avoiding court action wherever possible through mediation.

## Get in touch to find out how we can help you.



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# Responsible corporate governance

Good governance sits at the heart of every impact-focused organisation's strategy.

And it needs to be woven into every level of your operations and relationships. From policies and processes that reflect and deliver on your values, through to decision-making that is centred around wider stakeholder engagement.

The traditional model of governance – top-down decision-making that places maximum profits above wider stakeholder benefit – is not fit for purpose for impact organisations. As a values-driven business ourselves and the first UK law firm to certify as a B Corp, we can draw on our own experience, ethos and professional expertise to support you in building or expanding more equitable governance structures, policies and procedures.

## How we help

- Advising on legal structures that can best deliver on your objectives, from social enterprise-style models, to certified B Corps, to employee ownership, to limited liability forms with a commitment to purpose embedded in your governing document.
- Drafting a full suite of policies and procedures that not only reflect your corporate purpose, but are holistic and practical enough to cope with any challenging situations that may occur.

## ESG – Responsible corporate governance

- Advising on strategies to best add mutual benefit for stakeholder groups, including consultations for wider engagement. For example, we advise clients extensively on **equity, diversity and inclusion** in governance and decision making.
- If a crisis arises, we'll help you to manage every step sensitively and respectfully towards all parties involved. We're experienced in providing end-to-end support around investigations, including reputation management. When it comes to resolving disputes, we always aim to mitigate, not litigate, wherever possible.
- For charity boards, providing governance reviews and full training.

Get in touch to find out how we can help you.



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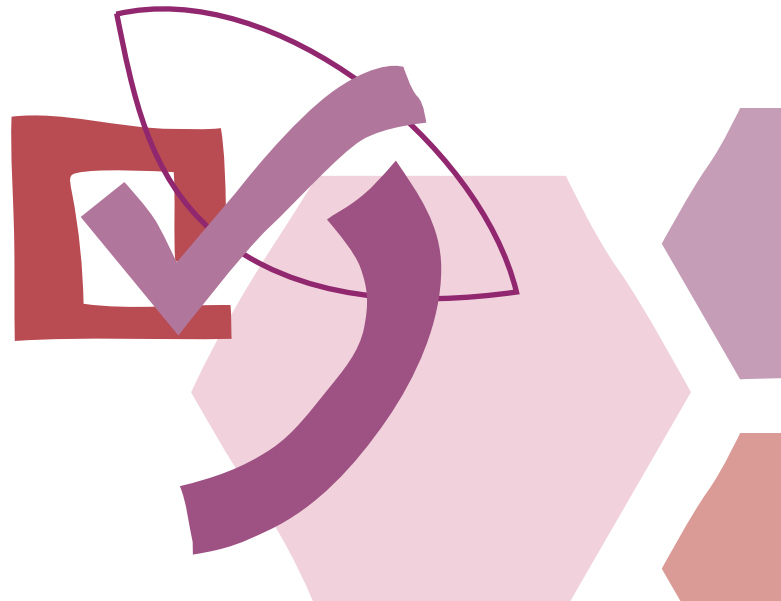
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# Amplifying your social impact

We are the leading experts in helping purposeful businesses to deliver positive change through their philanthropic and investment strategy.

If you're examining how your funds can work harder for your community or wider society and the environment, we have the expertise to help. We can support you on developing an impact investment strategy, exploring community investment, or engaging in a wider divestment initiative to support your climate goals. We can also help you to structure support in-kind programmes and advise on their delivery.

If you're focusing on charitable giving, you can rely on our experience as the UK's leading law firm for charities to guide you on the most impactful approach. You may be partnering with a charity as part of your Corporate Social Responsibility (CSR) programme, or considering making a one-off gift or an ongoing employee giving or volunteering programme. You may be exploring structured options, like a donor-advised fund or a corporate foundation. We'll help you to implement the right option for you.

## How we help

- **Advising on the right vehicle for your corporate philanthropy.** We've set up countless donor-advised funds and corporate foundations, including for organisations such as Asda, Vodafone, Goldman Sachs, Diageo, Nike and Estée Lauder – but also for many B Corps and purposeful SMEs.
- **Bringing sector-leading social and impact investment expertise.** Our experts don't just advise on the law in this field – we've been key voices in the shaping of policy for three decades. We made the argument for the creation of the statutory social investment power for charities, worked with Government on the design of social investment tax relief, and structured key institutions such as Big Society Capital, Social Finance and Charity Bank.

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# Looking after your people

Your people are the lifeblood of your organisation. We'll support you in getting the best from them – while doing your best for them.

People-friendly, jargon-free employment contracts. An employee handbook that emphasises employee needs and perspectives. Policies and procedures that treat your staff fairly and with respect. Employee benefits that motivate and celebrate good work. We understand what you need to create the right working environment for your staff. We have the expertise – and as the first UK law firm to certify as a B Corp, we share these priorities for our own people.

With equity, diversity, and inclusion (EDI) high on the agenda for all organisations, we can support you in creating and sustaining a culture that nurtures EDI. We advise on recruitment policies and practices that will support social mobility and a diverse workforce, including on lawful positive action. We'll ensure that your employee handbook and your contracts cement a positive approach to diversity and inclusion. If your organisation is reflecting on what can be done better, we can provide end-to-end support on investigations and consultations.

We can help you to build a sustainable workplace culture, attracting and retaining the best employees while creating systemic positive change around your environmental goals. Green clauses can be used in employee handbooks and contracts to enshrine climate responsibility across your organisation, from board level to each individual employee, and in all areas of work from commuting and travel policies to performance management and learning and development.

## ESG – Looking after your people

If a grievance or disciplinary situation occurs, we can help you to build processes that are respectful to all parties and assist you with resolution, via innovative use of mediation. We can also provide training and support on managing difficult conversations and situations.

### How we help

- Providing a full suite of contracts, policies, procedures, and guidance that reflect your values and support your culture
- Advising on the implementation of employee incentivisation schemes and benefit programmes
- Our Real Estate team can advise on how your physical premises can support employee wellbeing, particularly in the new world of hybrid working
- Advising on legal structures such as employee ownership
- Empathetic advice on grievances, disciplinary procedures, and mediation

- For charities, we can offer advice not just on managing your employees, but also your volunteers. We'll draft your volunteer policies and agreements and help you to understand when a volunteer may be entitled to rights under employment law.

### Get in touch to find out how we can help you.



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# Green your contracts

Making changes to your contracts (both external and internal) can be a great place to start if you want to become a more purpose & impact driven business.

Whether you're a business or a charity, our team can tailor any contract to ensure your ESG goals are achieved. Our team of expert lawyers can walk you through small and efficient steps to ensure your goals are achieved and that embedding Purpose & Impact into your business aligns directly with your strategy.

By rooting these changes into the heart and soul of your business, we can help you to create a ripple effect of positive impact throughout your organisation.

## How we help

We can:

### **Drive sustainability throughout your supply chain**

- We create supplier contracts and agreements that support you to measure impact and drive values and sustainability down supply chains

## Green your contacts

### Embed equity, diversity & inclusion at your core:

We can ensure EDI is at the heart of what you do by:

- Developing employment contracts and handbooks that embed a positive approach to EDI
- Developing contracts and supplier agreements that put EDI considerations at the core of the relationship

### Heighten and measure your purpose:

We can help to review all contracts to bring them into line with your values and purpose, including:

- Creating employment contracts that are people friendly and easy to read and understand
- Establishing employment handbooks that reflect purposeful and/ or B Corp values
- Develop a Real estate strategy that addresses the environmental impacts of your building
- Put governance systems in place that help hold you to account or embed a triple bottom line

### Meet your climate commitments:

- We put climate considerations at the core of your relationships by developing tailored contracts and supplier agreements.

### Get in touch to find out how we can help you.



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# Impact investing

As champions of better business, investing for positive impact has been close to our hearts for over two decades.

If you're thinking of investing for positive social and/or environmental impact, or if you're a civil society organisation or mission-driven business raising finance, we can help.

We have a deep understanding of the issues faced by those seeking to make – or raise – investments which not only provide a financial return, but create positive value for society and/or the environment as well.

Most impact investing transactions call for a tailor-made approach, to honour the integrity and purpose of the organisation receiving investment. Our advice centres around this.

## Impact investing

We don't just advise on the law in this field, we shape policy and the most significant developments around it. We made the argument for the creation of the statutory social investment power for charities, created the Community Interest Company, worked with Government on the design of social investment tax relief (SITR), and structured key institutions such as Big Society Capital, Social Finance and Charity Bank. You might be an impact investor looking to achieve real social change. Maybe you're an ambitious start-up looking to embed purpose in every facet of your business, or a charity seeking innovative ways of raising investment to further your charitable purposes.

### How we help

- If you're an investor, an intermediary or a civil society organisation looking for advice on your investment activities, we can give practical, bespoke advice.
- We can support you in structuring and documenting the whole spectrum of social finance and impact investing transactions and activities. This includes investments in the form of loans (secured and unsecured, senior or subordinated,

syndicated and convertible), bonds, equity, quasi-equity (including revenue participation and royalties), investment funds, crowdfunding, blended finance and others.

- We can also support you in navigating through the legal and regulatory issues that may arise from your investment, including charity law and charity tax issues, [high level] FCA regulatory considerations and related constitutional and governance issues.

**Get in touch to find out how we can help you.**



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# Impact entrepreneurs

So you want to achieve long-term positive impact, but you're just starting out?

Maybe you're a charity who is going to change the world, or the founder of a project that needs a partner to finance it.

We can help you in your entrepreneurial ambitions, and we truly want you to succeed and grow.

## How we help

- We can work out the best business structure for your organisation so you can **achieve your mission**
- We can provide the full toolkit for getting started, from advice on corporate governance, data privacy, intellectual property, commercial agreements, internal policies and working with investors in a way that seeks to preserve your purpose and impact

## Get in touch to find out how we can help you.



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# Impact investors

## Seeking more than financial return?

We're proud to work with investors and intermediaries who deploy capital in pursuit of positive social and/or environmental returns alongside profitability. We work to support institutional investors, banks and impact funds, private equity and venture capital funds, development finance institutions, asset managers, crowd funding platforms, foundations, family offices and individuals, amongst others.

We're panel lawyers for several of the UK's leading sustainable and impact finance institutions. This provides us with a deep understanding of the variety and challenges in impact investment.

We have a long-standing commitment to growing the impact investment landscape, through shaping policy and some of the most significant developments in the impact investment sector. For example, we worked with Government on the design of social investment tax relief and have structured key institutions such as Big Society Capital.

### How we help

We have a strong track record of advising on impact investment transactions for **investees** and investors. This gives us a rounded understanding of both commercial and social motivations, and our advice is tailored to the drivers of the client and each investment, to help preserve the integrity, purpose and impact of the investment outcomes.

Our team will help you navigate the legal and regulatory issues that may arise, including FCA regulatory considerations and related constitutional and governance issues



## Impact investing – Impact investors

We will advise you at the outset on defining investment parameters and decision-making criteria, to help you amplify impact, and then evaluate the financial and social and/or environment impacts of your investment. We can support you in structuring and documenting the whole spectrum of sustainable finance, impact investment and social investment transactions and activities, including:

- Investment as loans (secured and unsecured, senior or subordinated, syndicated and convertible)
- Equity
- Quasi-equity (including revenue participation and royalties)
- Investment funds, and more.

**Get in touch to find out how we can help you.**



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# EDI

We put our heart into achieving your equity, diversity and inclusion (EDI) goals. We also champion characteristics that are not protected by the Equality Act such as social mobility and caring responsibilities throughout our approach.

The Equality Act 2010 protects people against discrimination, victimisation, and harassment.

It is unlawful to treat someone unfavourably due to their protected characteristics – age, disability, gender reassignment (including gender identity), marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. However, there are exceptions, including for charities and women only organisations.

Our lawyers live and breathe our values. We also champion characteristics that are not protected by the Equality Act such as social mobility and caring responsibilities throughout our approach.



## How we can help your organisation

- We help charities, businesses, public bodies, membership bodies and other organisations to comply with their obligations (including as employers) under the Equality Act. We review and draft equality, diversity and inclusion (EDI) policies and procedures. We advise on embedding inclusion in all of your activities, particularly where there are competing interests, including advice on lawful positive action. We can also advise on employee disciplinary action and claims against employers.
- We undertake reviews for public bodies and large not-for-profit organisations which involve detailed analysis of existing policies, processes, practices and structures. We make robust recommendations for improvements while winning buy-in from key stakeholders.

## How we help individuals

- Our Employment and Dispute Resolution teams also help with bringing or defending Equality Act complaints and claims by beneficiaries, service users, employees, members, volunteers and other stakeholders.
- Our immigration team also provide services specifically tailored to **alternative families** and **LGBT+** individuals.

Get in touch to find out how we can help you.



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# EDI disputes: Support, advice & representation

We help charities, public bodies, membership bodies, employers, service providers, awarding organisations and educational bodies, and other organisations to comply with their obligations under the Equality Act.

We review and draft equality, diversity and inclusion (EDI) policies and procedures. We advise on embedding inclusion in all of your activities, particularly where there are competing interests, including advice on lawful positive action.

Our Employment and Dispute Resolution teams also help with bringing or defending Equality Act complaints and claims by beneficiaries, service users, employees, members, volunteers and other stakeholders.

### How we help

- We advise on breaches of the Equality Act relating to employment, membership, service provision and education
- We provide support with reputation management in disputes of this nature, both for defendants and claimants
- We provide legal representation in employment tribunal and court cases
- We conduct investigations into conduct and complaints

### Get in touch to find out how we can help you.



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# Supporting your EDI projects & investments

If you already have  
– or are thinking  
about setting up  
– a programme,  
investment or other  
project that furthers  
Equity, Diversity and  
Inclusion (EDI), we  
can help you to  
structure, achieve  
and sustain your  
purpose and impact.

If tackling EDI issues is part of your charitable or organisational purpose, we have a wealth of experience of advising on the legal issues to consider, as well as putting the right policies and procedures in place so you can focus on doing what you do best.

If you are an investor who wants to reduce inequality through investment, we can advise on designing and implementing investments that seek to deliver positive equality impact.

## How we help

- We advise on Equality Act and other legal considerations when designing EDI-focused grants and other programmes
- We provide support in structuring equality impact investing (EII) projects, including racial equality and gender lens investing

## EDI – Supporting your EDI projects & investments

- We help to design grant and investment processes, terms and agreements so that they are fair, balanced and seek to minimise EDI and other power imbalances between funders and recipients
- We create action plans for positive action for charities and other organisations
- We provide accessible legal support for grass-root organisations which focus on tackling EDI and other inequality issues
- We advise investors on how to embed EDI best practices within the organisations they invest in.

Get in touch to find out how we can help you.



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# Embedding EDI in your internal procedures

Many organisations are considering a review of their policies and procedures to ensure they are fully compliant with their key equity, diversity and inclusion (EDI) objectives.

We understand that organisations need to put processes in place which are not just suitable for now, but are robust, forward-looking and dynamic enough to meet future needs in the face of an evolving set of legal requirements.

## How we help

We review and draft equality, diversity and inclusion (EDI) policies and procedures to help you to:

- Incorporate EDI objectives into your recruitment, training, performance reviews and promotion procedures
- Identify and mitigate EDI issues and risks throughout your organisation by putting the right policies in place
- Futureproof your organisation by providing training to your board on **Understanding your obligations under the Equality Act**. We give an introduction to identifying protected characteristics and types of discrimination, and understanding what you can and can't do.

## EDI – Embedding EDI in your internal procedures

- Tackle data privacy issues connected to EDI surveys
- Conduct full-scale audits and reviews on all aspects of EDI
- If you're a charity, we can provide training and support around trustee and other governance-related matters and best practice when embedding EDI.

It's never too early or late to start thinking about your EDI strategy, or to consider conducting a review of your procedures. Contact us to find out more.

Get in touch to find out how we can help you.



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# Corporate purpose

An embedded purpose can sustain a founding vision as your company grows and expands. It can reduce the risk of mission drift and culture shift as the company encompasses new voices and moves in new directions.

**Embedding your corporate purpose into your governing structure is not just about articulating your mission. It's about delivering it.**

An embedded purpose can sustain a founding vision as your company grows and expands. It can reduce the risk of mission drift and culture shift as the company encompasses new voices and moves in new directions. It can provide an anchor for strategic decision making, safeguarding the mission in the face of challenges and opportunities.

If you're setting up a new entity with a purposeful focus, we'll help you to find the right legal form to support your vision. If you're part of an established business looking to embed your purposeful or ESG commitments, our team of experts will advise on the best governance structures to cement your corporate purpose and take into account the needs of your stakeholder groups.



## Corporate purpose

### How we help

Our team includes some of the country's leading specialists in legal structures that deliver purpose, from traditional social enterprise-style models through to new, innovative approaches that will transform your ideas into a structure to suit your needs.

Options that we frequently advise on include:

- **Becoming a certified B Corp**, including the advising on the legal requirement and what this means for directors' duties.
- **Mission-locked forms** like community interest companies (CICs) / social enterprises. We've been advising social enterprises since the earliest days and we originated the CIC model in a proposal to government.
- **Adding a golden shareholder**, who is not entitled to a financial return, but can have a veto right over strategic decisions that could compromise the corporate purpose.

- **A steward-owned structure**, where voting rights are limited to those close to the mission rather than to third party investors.
- The legal aspects of **employee-owned structures**.

We're a proud partner in **Purposely**, a free online tool that provides guidance and template documents for new organisations looking to embed purpose.

**Get in touch to find out how we can help you.**



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# B Corp

As the first law firm in the UK to certify as a B Corp, we bring first-hand insight and experience to our legal advice.

Certified



Corporation

Are you on the journey towards empowering your organisation to do business in a way that is values-driven, as well as profitable? As the first law firm in the UK to certify as a B Corp, we bring first-hand insight and experience to our legal advice.

We can go beyond the legal essentials to fully support you throughout your B Corp journey. We advise on practical steps to strengthen your initial application, including a review of governance processes and employment structures and practices. We can help with the creation of bespoke and innovative legal, constitutional and governance structures. We figure out how to articulate the social identity and purpose of your business into its constitution, and solve sustainability issues affecting the premises you own or occupy.

## B Corp

We've been instrumental in the establishment of B Corporations in the UK and invite you to tap into our experience and expertise. Whether you're considering B Corp certification and looking for guidance on the process, or are an established B Corp seeking new ways to embed your principles and values further in your business, we can help.

B Corps are for-profit organisations redefining success in business by embedding a commitment to positive social and environmental impact at the heart of their governance. Companies limited by shares, companies limited by guarantee, LLPs, community interest companies and a range of other structures are all eligible for certification.

We have B Corp-expert lawyers in every department who both share your values and have knowledge of the B Corp standards. Settling a discrimination claim, dealing with a waste disposal hazard or agreeing a new supplier contract or process all have – positive or negative – B Corp implications.

Our team is uniquely placed to advise on the certification process. We advised on the establishment of B Corporations in the UK and were instrumental in the development of the UK legal test for certification. Luke Fletcher and Louise Harman both currently sit on B Lab UK's policy council, shaping policy and considering regulatory issues for B Corps.

**Get in touch to find out how we can help you.**



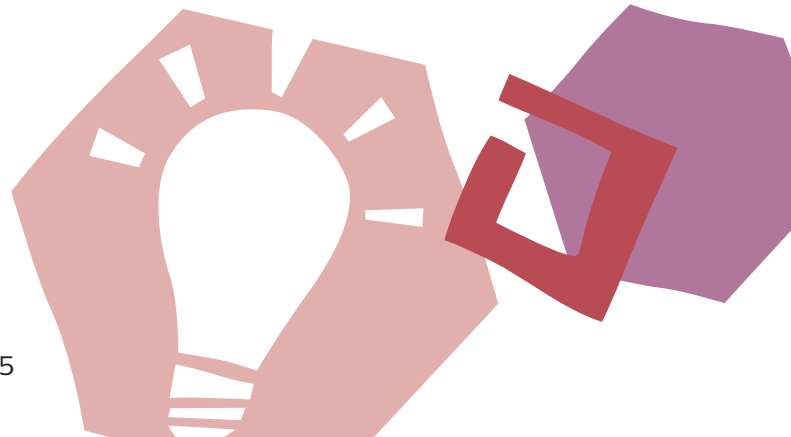
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# B Corp: Legal advice for certifying as a B Corp

As the first UK law firm to certify as a B Corp, we've not only been through the process ourselves, we're also regularly advising businesses on how to certify and what it really means in practice.

We designed the legal requirements for UK B Corps and, as a B Corp, we understand what it means from the inside. So we are uniquely placed to advise on the legal process and its implications.

For an agreed fixed fee we will draft or update your Articles of Association to meet the legal requirements for B Corps in the UK and file these at Companies House.

Business size	Annual turn-over (most recent year)	Fixed fee (exc. VAT)
Small	£0 – £2,999,999	£750
Medium	£3,000,000 – £9,999,999	£1,250
Large or listed	£10,000,000 +	Large or listed companies tend to have particular needs, so we agree fees on a case by case basis.

## B Corp – Legal advice for certifying as a B Corp

For an additional fee from **£950 (exc. VAT)** we are able to advise you on what the directors' enhanced duties involve, so that your board is briefed and confident about what is required.

### **BIA 'healthcheck'**

We use our B Corp values and 6 years of experience within the community to help companies increase their impact by carrying out a review of their B Impact Assessment (BIA). The review offers practical advice as well as suggestions from our governance, commercial contracts, real estate, employment and operations teams, which we would expect to improve a company's BIA score. We offer this as a free resource to clients.

We also provide tailored and bespoke advice to meet your specific business requirements. And we are happy to be flexible on your payments, if that helps.

Plus we have regular **briefings** and updates on all things B Corp, so we are well placed to keep you up to speed on what you need to know.

If you would like to discuss your requirements please don't hesitate to get in touch at: [B.Corp@bateswells.co.uk](mailto:B.Corp@bateswells.co.uk)



**Angela Monaghan**

**Purpose & Impact Manager**

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# B Corp: B Corp supplier contracts & agreements

We know that suppliers are more than just a means to an end. We generate a domino-effect of positive impact by helping you to ensure the people you work with meet key environmental and social standards.

B Lab is increasingly encouraging B Corps to push their values down their supply chain.

On this basis, a number of questions on the B Impact Assessment have been developed around who B Corps are working with and how those organisations meet key social and environmental standards. At Bates Wells, we have developed a supplier questionnaire and code of conduct that mirrors the key questions on the BIA to help us screen how our suppliers perform.

Our Corporate and Commercial team can work with you to develop supplier agreements that address issues around supplier diversity, environmental impact, anti-bribery, corruption, modern slavery and much more. In doing so they can support you to bolster your audit rights on the social and environmental impact of your suppliers and, if necessary, help you to work with them to improve their impact and performance against these measures.

## B Corp – B Corp supplier contracts & agreements

We can also help you in reviewing and updating any existing commercial contracts with your suppliers to bring them into line with your values and social and environmental aspirations. We'll advise on including bespoke clauses around suppliers' compliance with B Corp values to ensure that priority issues are addressed.

The Customers section of the BIA focuses on customer satisfaction and warranties. Our Corporate and Commercial team can support you in developing this area of your practice through the expansion of your warranties and customer monitoring and satisfaction, such as by developing mechanisms in your customer-facing contracts where you collect information relating to customer satisfaction as part of your contractual performance.

Proper protection of your client data is crucial to maintaining a respectful and ethical relationship with your clients. We can support you with a range of approaches to best manage your client data, depending on the complexity of your requirements. This could range from reviewing and updating your privacy policy to ensure compliance with data protection legislation, through

to developing staff handbooks and best practice user guides in relation to the handling of personal data within your organisation.

We can work with you to provide advice or training around practical steps that can be taken to manage all of your data security, intellectual property and trade mark requirements.

**Get in touch to find out how we can help you.**



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# B Corp: Setting up a charity/foundation: advice for B Corps

As a B Corp, we understand that you want to make a positive impact on the world. Part of your strategy may be to make regular charitable donations – and that’s certainly a key part of the B Impact Assessment.

We can talk you through the benefits of matched giving programmes and how you might screen your charitable contributions going forward.

Options include setting up an employee payroll giving scheme with matched giving, or setting up a formal annual donations commitment which can either be paid into a separate corporate charitable foundation for your company, or alternatively into one or more charities selected on an ad hoc basis.

We also have relationships with a number of organisations that can help you to screen and review the social and/or environmental impact of your company’s donations to ensure that your donations are as impactful as possible.



## B Corp – B Corp: Setting up a charity/foundation: advice for B Corps

If you'd like to set up your own charitable foundation to carry out charitable work funded by your company's donations, you can rely on our expertise – we've set up some of the biggest corporate foundations in the UK, and advise many more.

A foundation is a common way for established or larger corporates to undertake charitable work in an efficient manner. We've also helped B Corps to set up various community interest companies (CIC). Reach out to our team to find out more.

**Get in touch to find out how we can help you.**



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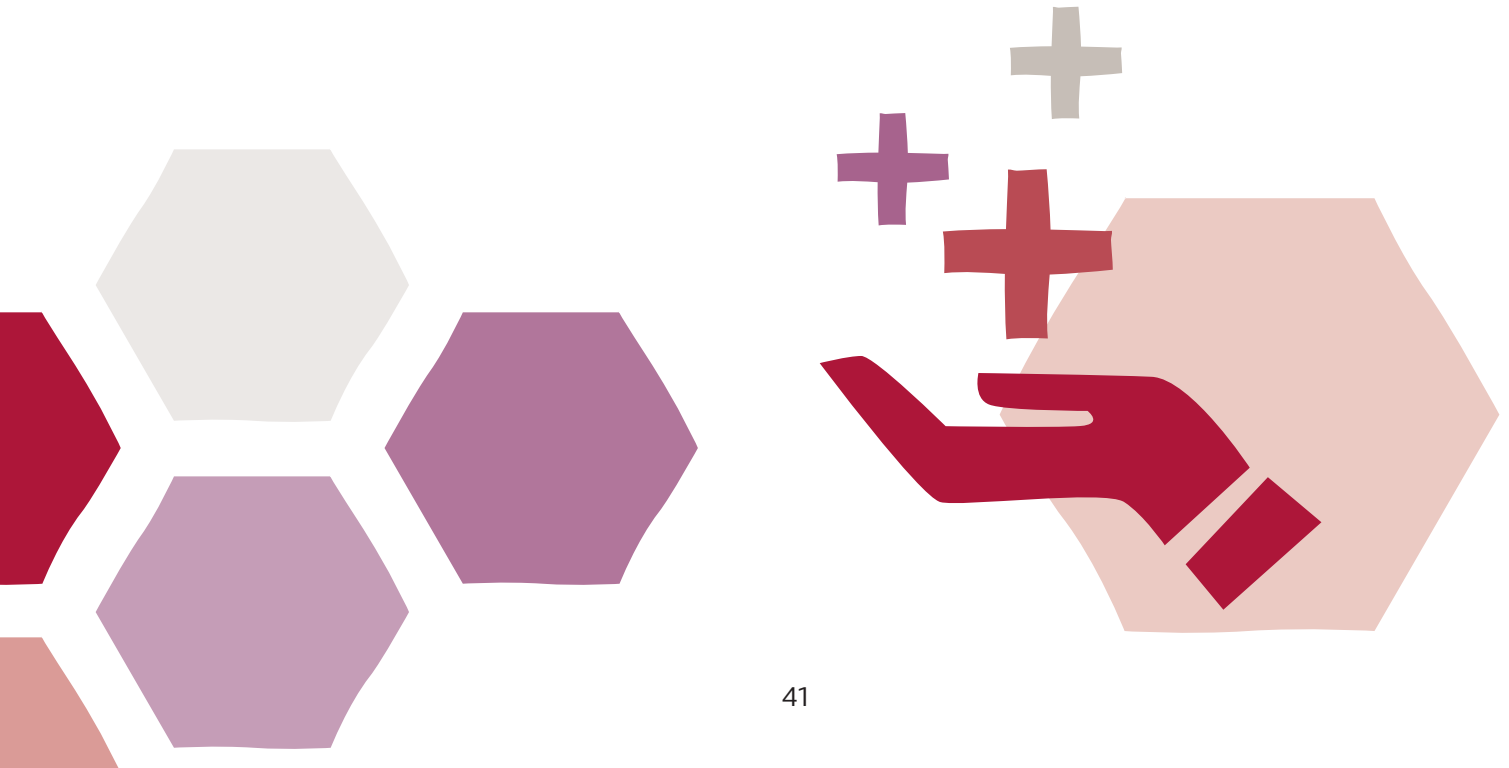


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# People-friendly employment services for B Corps

We can maximise your impact by developing systems and policies that harness the power of your employees.



We understand that you want to reflect your values in the way you manage your people – from people-first policies and procedures through to an ethical approach to performance management and disciplinary action.

As a B Corp you need to have clear and documented policies and processes in place to support your people, including an employee handbook. In building on your employee handbook, you can improve your impact in line with the questions under the Worker Empowerment section of the B Impact Assessment (BIA).

The BIA also asks you about anti-corruption reporting and systems and anti-bribery and ethics policies as well as employee feedback and complaint mechanisms. Our employment team are skilled at developing systems, processes and policies that will help you to operate to the highest standards for your organisation, your people and in line with fairness and social justice.

## B Corp – People-friendly employment services for B Corps

We work with our clients to make their employment contracts more **people focused and user friendly** while at the same time providing balanced protection for the business. We can re-write your contracts to make them more inclusive, using neutral language and removing as much legalese as possible.

Our team see employment contracts as representing a reciprocal relationship, so they should be balanced while also being commercial and protective.

**Get in touch to find out how we can help you.**



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# Updating your B Corp articles & governance

Our impact team wrote the legal test for B Corps, as well as the draft legislation behind the Better Business Act in the UK, so we know the nuts and bolts of B Corp governance like no other.

We can make amendments to your articles of association to incorporate the UK legal test for B Corps, including embedding a 'triple bottom line' requirement in relation to directors' duties. Once you have passed a special resolution (75% voting shareholder consent) to formally approve these changes, and filed your updated articles

with Companies House, you will be able to acquire the full 10 "mission lock" points in the B Impact Assessment.

We can help you explore the different ways that strengthening your governance structures could deliver your strategic objectives with improved transparency and oversight, such as by appointing a non-executive director or putting in place a non-fiduciary advisory board, board observer or patron.

**Get in touch to find out how we can help you.**



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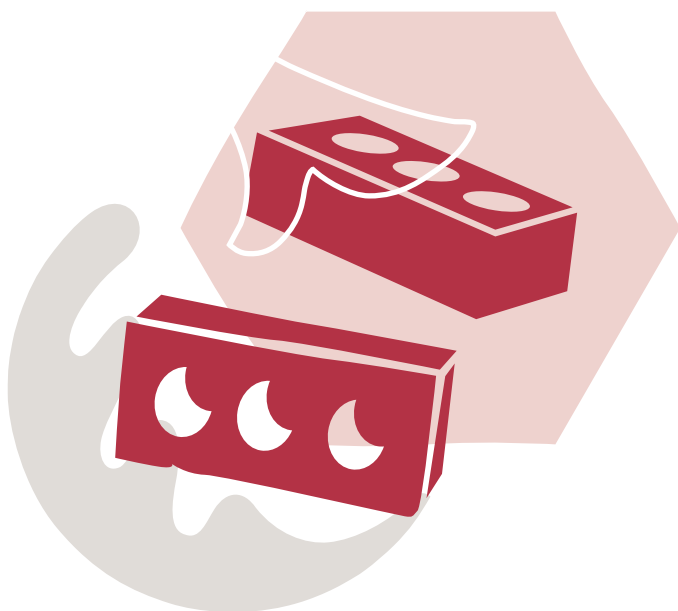
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# Real estate services for B Corps

## We see real estate through an environmental lens.

What impact are your premises having on the environment? The B Impact Assessment asks you to consider this, whether you own the freehold to your premises or are a tenant.



Our Real Estate team are skilled at supporting businesses in making practical changes to reduce and monitor carbon emissions and to manage and occupy your premises in a more sustainable way. As the first law firm in the UK to certify as a B Corp, we bring first-hand insight and experience to our legal advice.

Regardless of what stage you are at in the life cycle of property, our Real Estate team are ready to review your options through a sustainable, climate-conscious lens. Whether you're negotiating for new space, or reviewing your existing arrangements, these are key moments to discuss with your landlord or tenants the environmental initiatives of the building and the information you would want from them to help you measure and reduce your carbon footprint.

We're not just limited to transactional advice. Our Real Estate Dispute Team is on hand to provide strategic advice on how to vacate your property in a more sustainable way with more of a focus on applying the principals of the circular economy to the dilapidations process.

## B Corp – Real estate services for B Corps

Our Real Estate Finance team can advise on how to obtain green financing that is not just green washing the economic side of your property transaction.

We have template documents which could help in future lease negotiations, and these include specific provisions relating to environmental commitments.

We review titles and any lease documentation and can flag any restrictions that could impact on making changes to the premises, or where particular consents could be required with a particular focus on your environmental requirements.

**Get in touch to find out how we can help you.**



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# Social enterprise

We support social enterprises – both as advisors and as advocates for the movement.

We're a rare mix of social enterprise lawyers and sector-leading financing, investment and impact advisers. Together, we give social enterprises the best start from day one. We help them set up governing documents in line with their values, arrange loans and approach investors. As a full service law firm we can produce people-friendly employment contracts and supplier agreements that drive sustainability, alongside providing day to day help with IP, disputes, real estate and more.

We're here for every business with a social purpose. Over the decades, we've helped countless social enterprises get started, including Charity Bank and Big Society Capital.

We've also championed policies that make doing business easier for social enterprises everywhere. We worked with government to introduce the CIC (Community Interest Company) model and made the case for social investment tax relief.

We also helped to create **Purposely**, a free government-backed digital tool that helps businesses to simply embed purpose.

**Get in touch to find out how we can help you.**



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Making a profit is core to all businesses but our goal is to combine this with a real social purpose. Our values are pivotal to us, they shape our decisions and the way we live and work.

We focus on positive social impact as much as we focus on being a successful law firm. Our top tier legal advice is coupled with a real desire to drive change and we were the first UK law firm to achieve B Corp certification, awarded to businesses that balance purpose and profit.

Today, our clients are diverse – from corporate household names, to public bodies, to start-ups. We're also the firm of choice for thousands of charities and social enterprises. We continue to lead the market we helped to shape.

Bates Wells challenges what is possible in legal expertise delivery.

**Get in touch:**

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