

Value beyond profit:

Helping our clients, colleagues and communities thrive



At Radiant Law, making a difference is a core tenet of what we do. As well as making a difference for our clients and helping create better commercial relationships, we believe in the triple bottom line - that we all have a responsibility to not just build a successful business but that we help shape the future in a way that benefits economic, environmental and social welfare.

We are committed to operating a sustainable and purpose-driven business. Our vision is to create value and positively impact a changing world, and our purpose and values reflect our commitment to ESG.

Our initial ESG report provides an outline of our focus to create a more sustainable and socially-minded business, and a snapshot of where we are on our journey. We challenge ourselves to do things differently and hold ourselves accountable. It's all part of our company value of long-term thinking, and it doesn't stop here. We don't intend to rest on our laurels and look forward to updating you on our progress.

Serena Wallace-Turner
COO

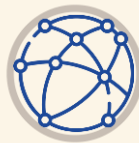
Our approach to ESG



Environmental

Protecting the planet for all living beings and future generations.

Looks at Radiant's use of resources, and policies and behaviours relating to our operational impact on the environment. Also covers broader initiatives that will have a positive impact on biodiversity, local or global environmental and sustainability community challenges and conservation projects.



Social

Communities

Support where it is needed most, to tackle social disadvantage.

Looks at Radiant's role in making a positive impact through local community initiatives, and how we use our individual and collective time, skills, resources and/or expertise to make a tangible difference to disadvantaged individuals and communities. Also more broadly focused on knowledge- and skills-sharing.

People

Making Radiant Law a great place to work.

Looks at Radiant's adoption of best practice in everything we do for our employees. Actively promoting diversity, equality and inclusion, from career opportunities and personal development to investing in our expertise, our wellbeing and helping everyone to enjoy what they do, believe it matters and take pride in their role.



Governance

Organising and operating to engage everyone in support of our ESG mission.

Looks at Radiant's incorporation of our ESG purpose into the DNA of the company structure, including our ethics, accountability and transparency. Includes active engagement of employees, board members and the community to achieve our mission.

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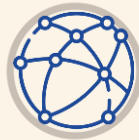
Helping our clients, colleagues and communities thrive



Headline achievements



Environmental



Social



Governance

Trees:



Radiant plants one tree for every matter we handle on behalf of our clients. Since the programme began in late 2019 we have planted more than 11,500 trees.

Goal: Carbon neutrality.

Carbon Negative

✓ Radiant is now carbon negative, driving down the impact of our operations on the environment as well as offsetting carbon through sponsored certified projects in Africa with social benefits.

Goal: <1,000 pages printed p/a.

✓ A paperless initiative, including use of esignatures, means we no longer need print facilities and connections available for any employee and our printing count is at 0, reducing energy, pollution and saving trees.

Energy reduction: One way we are reducing energy usage is with 100% hosting in the cloud. This also enhances data security.

Communities

Support Through Court: We are proud to be a partner for this vital charity helping vulnerable people through the UK court system, and have recently been helping to automate court forms.

University of Cape Town: We provide an annual crisis fund to assist law students from economically disadvantaged backgrounds, and sent additional financial aid after a devastating fire on campus. We also deliver skills and knowledge-sharing activities.

Candidate Attorney's Association: Supporting lawyers as they complete their practical training through knowledge-sharing and skills development events and promoting social responsibility.

SkillWise: Radiant sponsors 100 students from rural communities to gain tech skills, backed by our team providing professional development mentoring.

The Lumen Prize: Radiant is a sponsor of this global art prize transforming the way art and technology interact and innovate.

People

Goal: Internal engagement survey average of 80% satisfied/engaged.

✓ Radiant's engagement survey is running at 91% satisfied/engaged.

BLA: We are corporate partners to the Black Lawyers Association of South Africa, providing support for their programme aimed at giving black lawyers inspiration around the practice of law and funding to take part in learning experiences that would not otherwise be available.

DE&I: We have prioritised a focus on diversity and inclusion. As one example, in the past year 43% of our new team members have come from racially or ethnically diverse backgrounds and 65% are female.

MBC: We are signatories of the Mindful Business Charter, and embedding behaviours aimed at improving working practices and removing avoidable stress.

EAP: Our Employee Assistance Programme provides 24/7/365 free and immediate confidential access to expert counselling and advice around any issues that might be impacting our team's personal and professional wellbeing.

B Corp:



We are incredibly proud to be a certified B Corporation, which captures the purpose-driven spirit that has epitomised Radiant's approach since day one. The certification recognises us as an organisation "that meets the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose". We have also been recognised as being in the top 5% of B Corps globally for our focus on governance.

Goal: Net Promoter Score above 50 and improving.

✓ With a proactive focus on improving client experience (particularly around speed of turnaround) our net promoter score from business users went from 50 to a perfect 100 for three months and is still sitting at about 85.

Board articles: We have amended our articles to extend the objects of the company to include having a material positive impact on society and the environment and to require our directors to consider a variety of criteria when making decisions.