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Impact Report 2025

murrellslaw.com

Certified



Corporation



A note from our partners

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Our first year as a B Corp™ has flown by, and we've welcomed the opportunity to pause and celebrate how far we've come.

Although there are a litany of law firms promoting their expertise on purposeful business, very few practise what they preach. We didn't want to be one of them.

B Corp has allowed us to make sure that we operate with purpose, accountability, and transparency. And that our work continues to create a positive impact, for our clients, our people and our communities.

There is much to celebrate from this past year. Perhaps most notably, the impact on our team. In the past year, we've had no resignations. Staff are proud to work for us, and candidates mention it as a reason for wanting to join us.

We've also seen record growth since we began our B Corp journey, with turnover increasing by 35% and profit by 92% in the two years to June 2025. Proof that profit doesn't have to come at the expense of people and the planet.

As we enter our second year as a B Corp, our focus remains on sustainable growth – settling into our new four-person partnership, and creating more impact through the work we do.

Thank you for being part of this journey.

**Henry, David, Tamsin & Melanie
Partners**

Our vision and mission

Vision

Accessible and transparent legal services that fuel business success and create positive impact.

Mission

We are experts in business law. We help create positive outcomes for our clients by investing in our people and communities, and raising the bar for what clients can expect from their legal advisers.



Our values

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Expertise

We know our stuff

We're experts in business law with strong commercial knowledge, and we invest in our team's learning to make sure we stay that way.

Strategy

We think ahead

Strategy over tactics. We prioritise sustainable growth and financial stability over quick wins, and embrace new ways of doing things.

Clarity

We are clear and accessible

Our clients can expect direct access to solicitors, actionable advice, clear communication and transparent pricing.

Efficiency

We get things done

No corporate nonsense here. We are efficient, adaptable and embrace change.

Partnership

We invest in partnership & community

We are locally grounded and nationally connected. Relationships are at the heart of everything we do.

Journey to certification

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We've long admired the B Corp movement for its commitment to balancing profit with people and planet. We knew it wasn't just a badge, and that becoming certified wouldn't be easy – but we wanted to embed purpose at the heart of how we work. Joining the B23 cohort was the catalyst to turn our ambition into action.



There are 36 B Corp businesses in the UK directory under legal services. 25 of those are SRA regulated practices. With 4 partners, we are one of the smallest, proof that you don't have to be big to make an impact.

Submitted B Corp impact assessment

FEBRUARY 2024

Joined B23 – second cohort

16TH AUGUST 2023

Became a Living Wage employer

AUGUST 2024

Became B Corp certified

AUGUST 2024

Welcomed two new female partners

JANUARY 2025

Shared our first impact report

NOVEMBER 2025

Won small law firm of the year at the Cornwall Law Society Awards

MAY 2025

B Corp score and goals for recertification

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As we move into our second year as a B Corp, we're taking a steady approach to make sure what we've started is working well and sustainable.

Our focus for this coming year is creating more impact through the work we already do – using our contracts and practices to help clients make positive changes, supporting our local communities and continuing to invest in our team.



Certified

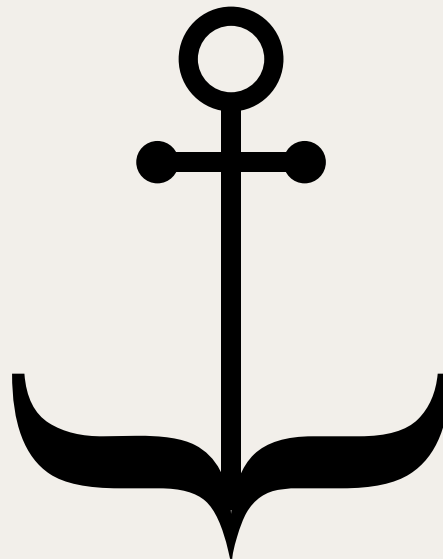


Corporation

Governance

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As an SRA regulated law firm, we're already committed to high standards of ethics, transparency and governance. We recognise the importance of making sure different voices are heard when we're shaping how we work and where we're headed. So our focus now is improving the diversity of views on governance and firm management.



What we've done so far

What we've done so far

- We welcomed two new female equity partners – Melanie Rowe and Tamsin Mann.
- Appointed Jenny Harbord as our B Corp champion and Becky Olds as our B Corp cheerleader to help drive and embed B Corp principles in all aspects of our work.
- Introduced a suggestions box for the team. We consider comments at monthly management meetings, feed back to the team, and implement changes where appropriate.
- Simplified and clarified the progression process for our team, to make it easier for staff to get promotions, help us nurture talent from within and provide real opportunities for advancement.
- Updated our mission and vision to clarify the impact we are seeking to make.

What's next

- Rotating compliance roles between partners – to bring in different perspectives, reduce dependency on one person and give us more robust governance and compliance.
- Create a culture committee – made up of junior and admin staff only, to give more junior members a say in how we do things. They will, among other things, feed back to the partners ahead of the partners' meeting on any day-to-day culture issues affecting staff.

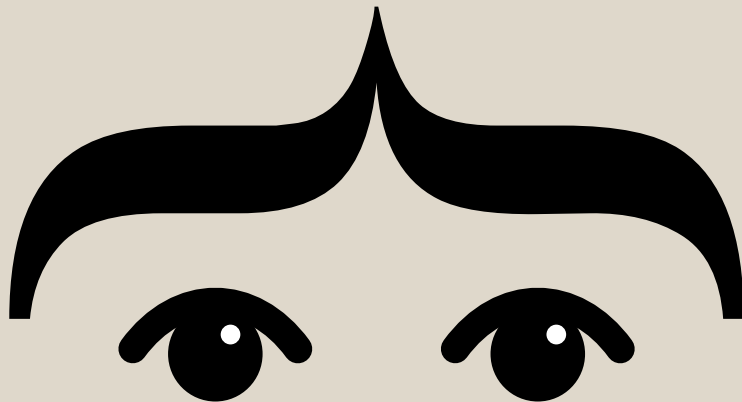


Workers

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We believe in looking after our people, nurturing talent from within and providing real opportunities for progression. And it's important that we make sure that everyone is rewarded fairly for their efforts.

We've put lots of things in place already, and our next step is measuring the impact of those.



What we've done so far

Rewards and pay

- We became a living wage employer in 2024.
- Our all-staff bonus scheme pays out a percentage of turnover over target. Everyone gets the same share, regardless of seniority. It's adjusted only for how many days you work. This year, it will pay out £6,400 per full time employee.



Wellbeing

- For our certification, we overhauled our policies and procedures and introduced:
 - A breastfeeding policy
 - A professional development policy
 - A work experience policy
 - A menopause policy.
- We introduced enhanced pay for maternity, paternity and adoption leave – four weeks at full pay before reducing to the statutory 90%.
- We made our hybrid and flexi-time policies official. To balance in-person collaboration and remote working, the team can work from home or the office, and set their hours around core time of 10am-4pm.
- We launched a dedicated Employee Assistance Programme. All staff get free access to confidential counselling, financial wellbeing services, and mental health resources.
- We joined the cycle to work scheme as a result of the suggestion box.
- We also do various activities with wellbeing in mind including weekly lunchtime yoga, quarterly social events and a paid day off each year to volunteer with a charitable cause of your choice.

What we've done so far

Progression

- We worked with The Talent Pool to introduce clear and detailed career frameworks that simplify progression routes to help our team get promoted. We also improved our annual and mid-year review processes to follow these, and make sure that staff have the opportunity to shape the direction their career is taking.
- We invested in training for supervisors to improve how we supervise and train juniors.

Successes

- We celebrated a number of internal promotions and successes, including:
 - Tamsin Mann and Melanie Rowe became equity partners.
 - Jamie Chaplin qualified as a solicitor.
 - Legal Director Rebecca Anforth was shortlisted for Commercial Lawyer of the Year at the Cornwall Law Society Awards.
 - Trainee solicitor Annalisa Marsay was shortlisted for the Cornwall Chamber 30 under 30 awards.
 - Trainee solicitors Anna Bevan and Stacey Gillard passed their SQE1 exams.
 - Emily Eastburn-Pentreath was promoted from paralegal to trainee solicitor in September after joining us from the RAF last summer.



Workers

What's next

We'll be investing in our office to make it a more comfortable place to work. Many of the planned improvements have come from suggestions box comments and include:

- repainting
- improved LED lighting
(which also helps with energy efficiency)
- heaters and feminine hygiene products in the toilets
- gender neutral toilets
- two standing desk rooms
- more break out spaces.
- Embedding the career frameworks and making sure staff understand and apply them to their development.
- Measuring our staff satisfaction and wellbeing – to start, we're taking part in the Business Cornwall "Best Places to Work" survey and will use the results from that to evaluate what staff think about working here.
- Looking at ways we can improve our interview process to make it more accessible for people with disabilities.

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Community

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Supporting the communities we work in has long been a focus for us. We continue to aim to appoint local suppliers wherever possible.

This year we continued our long-standing support for two local charities and focussed on involving the whole team in engaging with our community. We are actively trying to break down barriers to the legal profession.



What we've done so far

Suppliers

- We aim to work with responsible suppliers who strengthen the local community. To help us do that we've implemented a supplier code of conduct and a supplier diversity policy.
- Our pension scheme is with Royal London, which is widely regarded as one of the leading responsible investment managers in the UK. It is a mutual company (customer owned) that scores highly for ESG factors and offers a good range of sustainable/responsible investment options. Our staff are free to choose their own investment options.

Community

- We implemented a charitable giving policy that encourages local engagement.
- We introduced volunteering days. Every team member can take a paid day away to support a charity or community cause of their choice. The team have been enthusiastic and we have volunteer days lined up supporting a variety of local charities. So far we've helped St Petrocs, cleaned beaches during B Corp week at the Finisterre X Surfers Against Sewage million mile clean, sat on an interview panel at WILD Young Parents Project and supported two foodbank days with Tesco.
- In total, our charitable donations for this past year were £1,590.

This year we're proud to support...

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BF Adventure

Equipping children and young people with the tools, confidence and resilience to recognise and tackle their personal challenges.

We have continued our long-standing support for BF Adventure. Our partner, Henry Maples sits on their board of trustees, we provide pro-bono legal support, and support them with further fundraising, including the BF Adventure Business Challenge.



St Petros

A charity working to end homelessness in Cornwall.

We are part of their business club, our partners have taken part in volunteering days, and joined their annual sleep out at Eden Project to help raise more funds.



Slush'd Cornwall

A tech event run by Tech Cornwall dedicated to startups and innovation that brings together entrepreneurs, innovators, investors, and business support.

We are supporting the event for a second year with sponsorship and free legal services.



The Wave Project

The surf therapy charity.

Our trainees organised and joined a charity walk in partnership with Vickery Holman and raised £235.70 for the Wave Project.

Community

What we've done so far

Diversity

The legal profession in the UK is becoming more diverse but there is still much to be done.

- Women make up 75% of our team. The industry average is 53%, and lowers to 47% in corporate law. 50% of our equity partners are women vs an industry average of 32%.
- We participate in Pathways to Law, offering work experience to students who might otherwise struggle to gain the skills, network, and opportunities to break into the legal profession.
- Cornwall is one of the least ethnically diverse counties in the UK. (In the 2021 census, 96.8% of Cornwall's population identified as 'white'). This is reflected in our team and there is still work to do here.

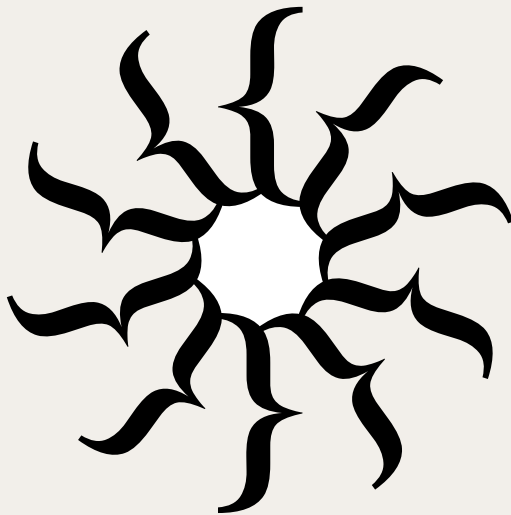
What's next

- Increase our charitable donations – this will be part of the remit of the culture committee.
- Look at more ways we can increase access for people from non traditional backgrounds including lower incomes and people with disabilities.
- Aim to engage with more local suppliers.
- Explore responsible and ethical banking options.



Environment

As a service-based business, in a listed, rented office, we have limited control over our environmental impact. That said, we are finding ways to improve the energy efficiency of our office and operations, and encourage more sustainable behaviour from our team.



Environment

What we've done so far

Policy and team

- Put all existing environmental achievements and targets into formal office and home-working environmental policies and shared these with staff.
- To encourage car sharing, we updated our car parking policy to try to allow all staff to park in our car park two days a week, and share with people who have a car parking space on different days.
- Made small, visible changes in the office to help everyone feel part of the drive to operate in a more environmentally-friendly way, including:
 - environmentally friendly office cleaning products
 - recycled printer paper
 - LED lighting throughout most of the office
 - More recycling options, including food waste.



Environment

What we've done so far

Energy and carbon

We began measuring our electricity, gas and carbon emissions in 2018. We can't move to fully renewable energy yet as we're tied into our current tariff until May 2026 and can't replace our gas heating. But we've still made good progress:

- We've cut our electricity use almost in half since 2018 – from 9,379 kWh to 4,810 kWh per year. This was helped hugely when we decommissioned our onsite servers and moved to cloud hosting in 2023.
- Our current energy tariff with British Gas Lite uses 20% renewable energy. While British Gas markets this as 77% “zero carbon” by including nuclear power, we're not including that in the renewables figure.
- We've reduced our gas use by 9% since 2018 – from 24,069 kWh to 21,825 kWh.
- Our Scope 1 and 2 carbon emissions are down 26% since 2018, from 7,083 kg CO2e to 5,248 kg CO2e in 2024.
- We have seen a couple of small fluctuations in some of the year-on-year figures, which we have put down to office occupancy, colder weather needing the heating on more, and changes to how carbon emissions are calculated. But overall, we are on a good downward trend in all three areas.
- We aren't tracking scope 3 emissions yet, but our website hosting now runs on 100% renewable energy.



What we've done so far

Waste

- We began measuring our waste in 2023.
- Our commercial waste provider, Biffa, can't give us precise waste figures, so we're working with estimates for our general waste and recycling.

These are:

- General waste: 2 bags per week (roughly 520 kg annually)
- Recycling: 1 bag per week (around 260 kg annually).

- We noticed that the percentage of our general waste diverted from landfill has dropped, from 96.7% to 92.9%, and we're challenging Biffa to explain why.
- All our confidential paper waste is recycled. In 2022-23 we produced 711 kg, which dropped to 118 kg in 2024-25. The higher figure included a file destruction exercise we didn't repeat this year. When we do our next file destruction (ideally annually), the number will go back up, but as we move to more digital storage, these peaks will begin to taper off.

Water

- Installed water-saving devices in the toilet
- And installed our own water meter in December 2024. There is not enough data to confirm how our water use has changed yet, but now we can measure our water use and look for ways to further reduce it.

Environment

What's next

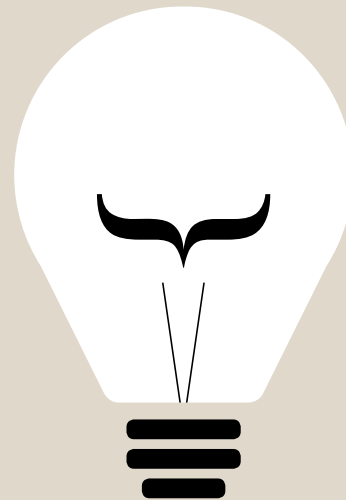
- Switch to a tariff with a higher percentage of renewable energy when our contract renews in May 2026.
- Continue to measure our water use and look at ways we can reduce it, such as low-flow taps.
- Track our general waste and recycling more accurately – either through better data from Biffa or by switching to a provider with clearer reporting.



Customers

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As a SRA registered law firm, we are already bound by high standards and a code of conduct. But we want to go beyond what is expected. Part of our mission is to look for ways we can embrace technology and raise the bar for industry standards, and what our clients can expect from the profession.



What we've done so far

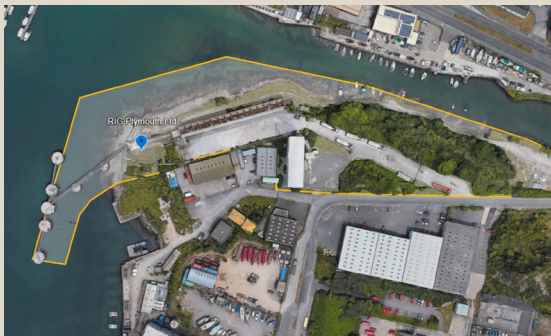
We've been recognised for our commitment to excellence in several arenas this year. Consistently punching above our weight for a smaller firm.

- We were awarded Small Law Firm of the Year at the Cornwall Law Society awards.
- And we secured listings in all of our practice areas in the globally recognised legal directory, The Legal 500, including:
 - Rebecca Anforth recognised as a Leading Partner in Intellectual Property.
 - Henry Maples (corporate) and David Williams (commercial property) ranked as Next Generation Partners in their respective areas.
 - Our Energy and Employment teams also earned listings on their first submission, demonstrating the growing depth and capability of our specialist practice areas.
- Improved our rigorous data protection and cybersecurity standards with the Cyber Essentials Plus accreditation. This advanced certification is achieved by fewer than a third of businesses that achieve Cyber Essentials, and includes an independent audit of our IT systems.
- Investigated how we can improve efficiency and create cost savings for clients by integrating AI into our day-to-day practice in a cautious, measured way.



We are proud to support a number of clients leading the way in creating positive environmental impact and pioneering emerging technologies

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Recycle It Global Group specialise in sustainable processing of construction, demolition, and excavation waste. They then transform that waste into high-quality, certified recycled aggregate materials, helping create a circular economy in construction. We advised them on their new ventures at Scorrier, St Eval and Pomphett Jetty in Plymouth.



St Austell Brewery joined forces with Scottish Power to install around 300 electric vehicle charging points across their estate. We are working within the client's internal teams to coordinate with the current pub operators, managers and central function and help avoid disruption to customers as the scheme is rolled out.



Tugdock's patented marine buoyancy bag technology is a game changing solution for the floating offshore wind industry. We helped them secure investment to set up a new manufacturing facility in Cornwall, grow their team and scale up the company.

Customers

What's next

- Explore resources from the Chancery Lane Project to see how we can use legal documents, contracts and processes to help our clients reduce emissions.
- Increase the number of clients who have a positive environmental impact.
- Continue to explore how we can ethically use AI for the benefit of our clients.





Thank you

Thanks for reading and for your support as we embark upon this B Corp journey.

If you'd like to join us in raising the bar for standards in the legal industry, while helping create more positive impact, then we'd love to meet you.

Find out more at murrellslaw.com/careers

If you'd like friendly, focussed, fuss free legal support that fuels your business success and helps you create more positive impact, we'd love to hear from you.

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